

MOUNT CROSS LUTHERAN CHURCH

CHURCH COUNCIL MINUTES JULY 14 2020 7:00 PM

2020 Elected Church Council Members: Craig Blois, Barbara Cranfill, Kevin Churchill, Betty Ertel, Brian Fisher, Herb Holler, Allison Johnson, Susan Prosser, Rebecca Riley, Keith Selbrede, Bill Stoll, Evonne Kuchera

Representatives: Wendy McClary- Child Development Center

Call to order: The meeting was held virtually utilizing Zoom. The meeting was called to order at 7:03 p.m. by President Craig Blois

Council Members Present: Craig Blois, Barbara Cranfill, Kevin Churchill, Betty Ertel, Brian Fisher, Herb Holler, Allison Johnson, Susan Prosser, Rebecca Riley, Keith Selbrede, Bill Stoll, Evonne Kuchera

Representatives Present: Wendy McClary- Child Development Center

Staff Members Present: Pastor Julie Morris, Joe Zimmerly

Visitor Present: Kristine Dawson

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 12 of 12
Number of voting representatives present 1

Devotion: We watched Bishop Erwin's Juneteenth Message.

Caring Conversation: Creative ways to beat the heat and doldrums of COVID-19

Listening Post: A concern was expressed regarding Mt. Cross taking social or political positions.

Approval of Minutes for June 16, 2020: A motion to approve the minutes was made by Bill Stoll and seconded by Barbara Cranfill. The motion passed and the minutes were approved.

Committee and Staff Reports

Pastor Julie provided a written report. She described Mt. Cross as a big steady ship making our way through the waves—healthy & strong. With the recent changes regarding COVID-19, we obviously have time for planning. The reopening task force is scheduled to meet July 29. As of now, we will go our separate ways with St. Columba's regarding live-streaming in August. Our seminarian begins August 2. She will be at the next council meeting. She will be at a greeting station at the August 2 drive-through communion. One of her specific learning goals is to get practice with social justice leadership.

Joe Zimmerly provided a written report. He advised us that his vacation plans have changed. He has decided to save his vacation to a day when he can travel so will only be taking off Friday. Virtual Vacation Bible School will be August 10 – 14 from 9 AM to 11 AM. There are already 17 kids signed up.

Additional coming youth and family events are: Chalk the Church, Use Your Voice, and Intro to Bible Class.

Keith Selbrede provided a written **financial report**.

Budget Performance (through June, 2020):

Gross income YTD was 101.1% of budget, up from 99.6% in May.

Gross income for June was 108.6% of budget compared to 111.3% in May.

Pledged giving YTD was 104.4% of budget, up from 103.3% in May

June pledge giving was 109.6%.

Expenses YTD were 92.5% of budget, down from 94.8% last month.

June expenses were 81.3% of budget.

Calculated reserves were \$119,112 up from \$84,030 last month.

There was a motion by Brian Fisher seconded by Becky to approve the invoice of \$3,130 for earthquake insurance which reflects an increase of \$371 over budget. This is partially due to adding the patio pavilion and to a price increase. It was noted that the 10% deductible is in line with what we have done in the past. The motion passed.

PPP loan forgiveness status: We await further direction from the loan source (ACCU) and the SBA for possible automatic forgiveness. An update is expected by the end of July.

Susan Prosser reported for the **Care Team**. Evonne Kuchera as the Health Ministry Resource Nurse has hit the ground running. A remarkable number of health challenges in our congregation have made her a very important resource. The benefit of her contact has been tremendous.

Susan also reported for **Stewardship**—our membership has been very faithful. The Stewardship Committee will begin to consider how to approach a stewardship campaign with the changes brought on by COVID-19. Representatives other than Stewardship Committee members will be invited to join this initial discussion.

Wendy McClary reported for the **CDC** that Cathy Channels details things to be positive—all are following the rules and summer school is going well. After the new rules came out from the Governor, Cathy contacted the licensing bureau. They advised that, as long as rooms are open and ventilated, we are in compliance. Students are mostly outside. Wendy's concern for the fall is that we are budgeted for 71 students and may not be able to get that many due to the Pandemic. Budgeting may need adjustment. One teacher is not returning so that will be one less salary.

The main concern expressed by the council is whether we could we handle 71 students, under the COVID requirements, if we had that many apply. We need to know the plan from Cathy in this regard. Wendy will contact Cathy to provide that report to Council.

Betty Ertel provided a written report for the **Property Committee**. Craig Blois reported on behalf of Rick Mann that there is a need to change out the faucets to no touch faucets. This will probably wait until after the summer July CDC. Carpet in the office is going in next weekend.

There was a motion by Susan Prosser, seconded by Becky Riley to go into Closed Session.

Council went into Closed Session for a Personnel Matter at 8:15 pm.

Out of closed Session at 8:30 pm

There was a motion from the Executive Committee as follows: The Executive Committee with the support of the Personnel Committee moves to accept Carina McVeigh's resignation as Office Manager and offer her a position (Office Manager II) of 10-15 hours a week consisting mostly of remote office and communications work. The Executive Committee further moves to approve the job posting and hiring of an Office Manager (Office Manager I) for 20-32/hours a week working on site, with a pay range of \$16-\$18. The interviewing and recommendation of Office Manager I will be done by Pastor Julie, Joe Zimmerly and Becky Riley. The Council will make the final hiring selection by an electronic vote. The offer letter will be extended to the selected candidate by the Personnel Committee.

The motion passed.

Goodbye to Bishop Erwin: The Council recorded a goodbye video for Bishop Erwin

Affirmation of the ELCA Social Justice Statements and ELCA Racial Justice Pledge: Susan Prosser made a motion proposing a resolution in an effort for Mt. Cross to speak out loudly against racism in conjunction with our Mother Church the ELCA. It was seconded by Bill Stoll. The Resolution is to be attached to the minutes. After brief discussion, the motion passed.

There was a motion by Bill Stoll seconded by Susan Prosser to pass this on to the Peace & Justice Team for a report on next actions.

At 9:00, Becky Riley moved to extend the meeting to 9:15, seconded by Bill Stoll. Motion passed

Review and Discussion of the Congregational Survey: There were a few minor suggested changes. Pastor Julie was authorized to make changes without further review and to send out the survey.

Adjourn: Keith Selbrede made a motion to adjourn the meeting, seconded by Bill Stoll, the motion passed.

Adjourned with the Lord's Prayer at 9:10 pm.

Looking ahead:

Next Council Meeting: August 18 2020

August Devotions: TBD

Becky Riley
Secretary/Recorder

Ongoing Action/Discussion Items

Task	Committee and Liaison	Follow up and/or Outcome
Review Membership Roster	Committee Pastor Julie	
Work out the process for annual reviews and perform the reviews	Executive Committee, Personnel Committee, Pastor Julie & Becky Riley	
Light on the cross/tree trimming	Property Committee?	
Church Pamphlet	Welcome Team	
Monthly review of the Church Calendar	Executive Committee	
Website Update	Tech Committee	

2020 Church Council Members: Craig Blois* (President, Learning), Kevin Churchill (Tech Committee), Barbara Cranfill (Stewardship), Betty Ertel (Property), Brian Fisher* (Vice-President, Endowment), Herb Holler (Budget & Finance), Allison Johnson (Worship & Music), Evonne Kuchera (Care Team), Susan Prosser (Fellowship), Becky Riley*(Secretary, Welcome Team, Personnel), Keith Selbrede* (Treasurer, Budget & Finance), Bill Stoll (Service& Missions), **Executive Committee*

Wendy McClary (CDC Rep)

Julie Morris (Pastor)

Church Council Meeting Archived Minutes

	Committee	Meeting Time	Chairperson	Council Liaison
1.	Adult Education			
2.	Budget & Finance	As needed	Keith Selbrede	Herb Holler
3.	Caring Team	2 nd Thur. 10am	Susan Prosser	Evonne Kuchera
4.	Child Development Center	1 st Tuesday at 6PM	Cathy Channels	Wendy McClary
6.	Endowment	No fixed time		Brian Fisher
7..	Fellowship	3rd Thursday 7:00	Valerie Patscheck	Susan Prosser
8.	Learning	1st Monday 7:00	Tracy Blois	Craig Blois
9.	Make Bake Celebrate (MBC)		Patti Stouch	Brian Fisher and Craig Blois
10.	Nominating Committee	To be determined	To be determined	To be determined
12.	Personnel	As needed	Jim Prosser	Becky Riley
13.	Property	Last Tuesday 7:00	Rick Mann	Betty Ertel
14.	Service & Missions	1st Monday 6:30	Gordon Henry	Bill Stoll
15.	Stewardship	No fixed time	Susan Prosser	Barbara Cranfill
16.	Worship & Music	Tuesday 9:00 a.m. (every other month)	Randy Churchill	Allison Johnson
17.	Tech Committee	TBD	Gil Valencia	Kevin Churchill
18.	Audit	TBD	TBD	TBD

* DEVOTIONS			
FEBRUARY	MARCH	APRIL	MAY
Bill Stoll	Becky Riley	Betty Ertel	
JUNE	JULY	AUGUST	SEPTEMBER
Susan Prosser			
OCTOBER	NOVEMBER	DECEMBER	JANUARY 2021
	Keith Selbrede	Becky Riley	Susan Prosser
** COUNCIL LISTENING POST (1st Sunday of the Month (unless otherwise indicated), on the patio, between services)			
FEBRUARY	MARCH	APRIL	MAY
Becky Riley	Bill Stoll	Evonne Kuchera	Brian Fisher
JUNE	JULY	AUGUST	SEPTEMBER
Kevin Churchill & Susan Prosser			
OCTOBER	NOVEMBER	DECEMBER	JANUARY 2021
	Keith Selbrede	Becky Riley	Susan Prosser

Becky Riley, Secretary/Recorder

MOUNT CROSS LUTHERAN CHURCH

CHURCH COUNCIL MINUTES MAY 19, 2020 7:00 PM

2020 Elected Church Council Members: Craig Blois, Barbara Cranfill, Kevin Churchill, Betty Ertel, Brian Fisher, Herb Holler, Allison Johnson, Susan Prosser, Rebecca Riley, Keith Selbrede, Bill Stoll, Evonne Kuchera

Representatives: Wendy McClary- Child Development Center

Call to order: The meeting was held virtually utilizing Zoom. The meeting was called to order at 7:03 p.m. by President Craig Blois

Council Members Present: Craig Blois, Barbara Cranfill, Kevin Churchill, Betty Ertel, Brian Fisher, Herb Holler, Allison Johnson, Susan Prosser, Rebecca Riley, Keith Selbrede, Bill Stoll, Evonne Kuchera

Representatives Present: Wendy McClary- Child Development Center

Staff Members Present: Pastor Julie Morris

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 12 of 12

Number of voting representatives present 1

Devotion: Devotions were done by Allison Johnson with a reading from "Jesus in Blue Jeans, A Guide to Every Day Spirituality".

Caring Conversation: The subject was Feelings About Joint Services with St. Columba's

Listening Post: Kevin Churchill and Susan Prosser will be the telephone Listening Post persons for this month. Susan will write the information for the newsletter.

Approval of Minutes for April 21, 2020: A motion to approve the minutes was made by Keith Selbrede and seconded by Allison Johnson. The motion passed and the minutes were approved.

Committee and Staff Reports

Pastor Julie provided a written report. She gave a verbal summary of what is being done with worship. The St. Columba's vestry (equivalent of our Council) met and asked to continue the live-stream through June. Carina has been very busy doing the required paperwork to register with the county for a certificate to be able to officially open the office.

There was a motion by Bill Stoll, seconded by Becky Riley to continue the joint live-stream with St. Columba's through June unless we are allowed to open in person services in some manner. The motion passed without further discussion.

Joe Zimmerly provided a written report pointing out that the online shift for Children, Youth and Family programs has been going on for some time. Morning Devotion is Monday-Friday at 9:15 am; Fun with Faith is on Wednesday and Friday; Confirmation is Thursday at 7pm; and Youth Group is on Sundays at 5 pm. He meets with the Learning Committee to look at what the future will look like as things change with the COVID-19 requirements.

Keith Selbrede provided a written financial report. It was a cautiously optimistic report. The written report income amounts do not include the PPP loan. The \$48,000 loan funded on April 23. Half of the loan was transferred to the CDC bank for use on teacher's salaries and half to the Mount Cross bank. A PPP Forgiveness Worksheet has been developed by a CPA and is being used to track related expenses.

There was a motion by Keith Selbrede which was seconded by Brian Fisher to put the chairlift project on hold until further review and approval by the Council. After discussion, the motion passed.

Allison Johnson reported for Worship & Music that July 27 is the scheduled date to refurbish the bells. The money for this is coming from dedicated handbell funds.

Wendy McClary reported for the CDC that Cathy Channels has gotten approval from the Department of Social Services to have classes for one month starting July 6, following Department of Social Services guidelines. This would require at least a partial opening of the campus.

Following a discussion, it was determined that further information was required by the Council. In order to decide on the advisability of opening the church campus for the purpose of a one-month summer session to begin July 6, we need the following information as soon as possible: Cathy's plan for following, state, county and Dept. of Social Services guidelines and the proposed budget showing expected income and expenses to include facility use.

Craig Blois will send an e-mail to Cathy requesting the information and we will have an e-mail vote once we have the information.

Brian Fisher reported for the Endowment Committee. The committee is considering requests from the congregation. The requests exceed available funds by approximately 20%.

Becky Riley reported for the Membership List Task Force that the first meeting has taken place, the register has been located and there will be an attempt to scan the information into a digital format. Susan Prosser will contact former secretaries Sheri Groenveld and Marilyn Gardner to learn if there is a digital form at a location of which we are unaware. The Task Force has set out steps to proceed with what will be a lengthy and time-consuming task.

Personnel reviews: No discussion of when these will now commence.

Action Items:

- No other discussion

Adjourn: Bill Stoll moved to adjourn the meeting, seconded by Keith Selbrede, the motion passed.

Adjourned with the Lord's Prayer at 9:00 pm.

ADDENDUM TO THE MEETING

There was an e-mail vote following the meeting. A quorum of council members participated and voted to agree: To re-open the Mt Cross campus to the CDC, for their use, to hold a limited Summer session beginning July 6th, in accordance with all applicable requirements from any governing agencies, including but not limited to the State of California, the County of Ventura, and the Department of Social Services. As the situation regarding COVID-19 is extremely dynamic, this motion to re-open the campus could be re-evaluated as things change and new information becomes available.

Looking ahead:

Next Council Meeting: June 16, 2020

June 16 Devotions: Susan Prosser

Becky Riley
Secretary/Recorder

Ongoing Action/Discussion Items

Task	Committee and Liaison	Follow up and/or Outcome
Review Membership Roster	Committee Pastor Julie	
Work out the process for annual reviews and perform the reviews	Executive Committee, Personnel Committee, Pastor Julie & Becky Riley	
Light on the cross/tree trimming	Property Committee?	
Church Pamphlet	Welcome Team	
Monthly review of the Church Calendar	Executive Committee	
Website Update	Tech Committee	

2020 Church Council Members: Craig Blois* (President, Learning), Kevin Churchill (Tech Committee), Barbara Cranfill, Betty Ertel (Property), Brian Fisher* (Vice-President, Endowment), Herb Holler, Allison Johnson (Worship & Music), Evonne Kuchera, Susan Prosser (Care Team), Becky Riley* (Secretary, Welcome Team, Personnel), Keith Selbrede* (Treasurer, Budget & finance), Bill Stoll (Service & Missions), *Executive Committee

Wendy McClary (CDC Rep)

Julie Morris (Pastor)

Church Council Meeting Archived Minutes

	<i>Committee</i>	<i>Meeting Time</i>	<i>Chairperson</i>	<i>Council Liaison</i>
1.	Adult Education			
2.	Budget & Finance	As needed	Keith Selbrede	Herb Holler
3.	Caring Team	No fixed time	Susan Prosser	Evonne Kuchera
4.	Child Development Center	1 st Tuesday at 6PM	Cathy Channels	Wendy McClary
5.	Continuing Resolutions and Church Policy	To be determined		
6.	Endowment	No fixed time		Brian Fisher
7..	Fellowship	3rd Thursday 7:00	Valerie Patscheck	
8.	Learning	1st Monday 7:00	Tracy Blois	Craig Blois
9.	Make Bake Celebrate (MBC)		Patti Stouch	Brian Fisher and Craig Blois
10.	Nominating Committee	To be determined	To be determined	To be determined
11.	Oversight	No fixed time		
12.	Personnel	As needed	Jim Prosser	Becky Riley
13.	Property	Last Tuesday 7:00	Rick Mann	Betty Ertel
14.	Service & Missions	1st Monday 6:30	Gordon Henry	Bill Stoll
15.	Stewardship	No fixed time	Susan Prosser	Barbara Cranfill
16.	Worship & Music	Tuesday 9:00 a.m. (every other month)	Randy Churchill	Allison Johnson
_____	_____	_____	_____	_____
17.	Tech Committee	TBD	Gil Valencia	Kevin Churchill
_____	_____	_____	_____	_____

18.	Audit	TBD	TBD	TBD
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* DEVOTIONS			
FEBRUARY	MARCH	APRIL	MAY
Bill Stoll	Becky Riley	Betty Ertel	
JUNE	JULY	AUGUST	SEPTEMBER
Susan Prosser			
OCTOBER	NOVEMBER	DECEMBER	JANUARY 2021
	Keith Selbrede		Susan Prosser
** COUNCIL LISTENING POST (1 st Sunday of the Month (unless otherwise indicated), on the patio, between services)			
FEBRUARY	MARCH	APRIL	MAY
Becky Riley	Bill Stoll	Evonne Kuchera	Brian Fisher
JUNE	JULY	AUGUST	SEPTEMBER
Kevin Churchill & Susan Prosser			
OCTOBER	NOVEMBER	DECEMBER	JANUARY 2021
	Keith Selbrede		Susan Prosser

Becky Riley, Secretary/Recorder

MOUNT CROSS LUTHERAN CHURCH

CHURCH COUNCIL MINUTES APRIL 21, 2020 7:00 PM

2020 Elected Church Council Members: Craig Blois, Barbara Cranfill, Kevin Churchill, Betty Ertel, Brian Fisher, Herb Holler, Allison Johnson, Susan Prosser, Rebecca Riley, Keith Selbrede, Bill Stoll, Evonne Kuchera

Representatives: Wendy McClary- Child Development Center

Call to order: The meeting was held virtually utilizing Zoom. The meeting was called to order at 7:00 p.m. by President Craig Blois

Council Members Present: Craig Blois, Barbara Cranfill, Kevin Churchill, Betty Ertel, Brian Fisher, Herb Holler, Allison Johnson, Susan Prosser, Rebecca Riley, Keith Selbrede, Bill Stoll, Evonne Kuchera

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 12 of 12
Number of voting representatives present 1

Devotion: Devotions were done by Bill Stoll with a video presentation honoring the earth and God's creation

Caring Conversation: The subject was Feelings About Virtual Church

Listening Post: We do not at this time have a methodology for listening post. We discussed Zoom but realize we would need to develop a privacy protocol. We are to think about it and hopefully a solution will be found.

Approval of Minutes for: March 17, 2020: A motion to approve the minutes was made by Allison Johnson and seconded by Bill Stoll. The motion passed and the minutes were approved.

Committee and Staff Reports

Pastor Julie provided a written report pointing out the amazing energy, skill and dedication of the persons who have been working to put on the live-stream services. She gave a special shout out of thanks to Carina McVeigh, Joe Zimmerly and Bill Dawson. These are trying times but our congregation has stepped up with skills, resources, leadership, cooperation, perseverance, creativity, humor and generosity.

Joe Zimmerly provided a written report pointing out that everything that was done before for the youth is being done now but on Zoom. Confirmation is now meeting Thursdays at 7:00 p.m. In addition, there are some new things—daily morning devotions, lunch bunch with pre-schoolers and virtual chapel will be starting. Some concerns were raised about the ease of finding things that are happening in our virtual offerings. Kevin Churchill has some ideas which he will be exploring about being able to put some additional information on the website and still be safe.

Keith Selbrede provided the financial report. There are concerns about church income.

Susan Prosser reported for the Care Team that an article was submitted for May print newsletter regarding various efforts to keep the congregation “connected” including volunteers that have been contacting members on a continuing basis. Phone calls, letters and cards are being sent. Every person in the church directory has been contacted either by telephone or mail. We have had some new members volunteer to be phone callers. These efforts have been well received.

Allison Johnson reported that Worship & Music met today. They heard from Jayne Pompey and others. The Committee recommends that the live-stream of the service continue after the physical distancing requirements are over and that we have the 9:30 service continue through summer. They offered to put a hold on the money for the lift chair into the choir loft to make the money available to purchase an updated camera for use to film the worship service. \$1400 was suggested as a starting point. There was discussion of possibly soliciting contributions for the purpose of continuing the live-stream. Julie added that there was a need to continue on a live-stream only basis through May and a recommendation that we invite St. Columba’s to join us as they can’t do live-streaming on their own.

Pastor Julie talked about the various forms of communion being practiced by different churches.

A motion was made by Becky Riley and seconded by Susan Prosser to: 1. Continue with live-streaming Sunday services through the end of the summer; 2. Continue with the Wednesday night Holden Evening prayer service for now and an undetermined time in the future; 3. Combine services with St. Colomba’s Episcopal Church. The motion passed.

Brett Henley and Bill Dawson

There was a motion by Kevin Churchill , seconded by Allison Johnson to give Pastor Julie the authority and discretion to use the guest musician budget to provide some sort of compensation to Brett Henley, the music director from St. Colomba's, who has been providing piano and organ music for our services. There was a motion by Kevin Churchill to amend the motion to add the soundroom-tech salary to the money available to Pastor Julie's discretion to include Bill Dawson with some sort of thank you gift for his invaluable assistance with live-streaming services. The motion was seconded by Bill Stoll. There was discussion and the motion as amended passed.

Needed technology improvements to continue live-streaming

There is approximately \$2500 in the budget. Approximately \$1600 of that budget is designated for several required items including a soundroom computer, updating of Carina's computer, and a new monitor. A new camera is urgently needed now. The church Ipad is simply not up to the task it is being asked to perform. Looking to the future, if we are to continue live-streaming past the current crisis time there are other needs including an upgrade to the lighting in the church. This may require outside expertise. The best estimate at this time is that it would cost approximately \$5000.

There was a motion was made by Kevin Churchill to approve spending \$1500 over and above the existing \$2500 budget to purchase a hand held camera for live-streaming. The motion was seconded by Wendy McClary. Following discussion, Susan Prosser made a motion that the source of the \$1500 be the Budget Account 65130 funds (choir loft chair lift funds). The motion was seconded by Bill Stoll. The motion passed.

Planning for eventual re-opening of the campus

There was a motion by Bill Stoll to give Pastor Julie the authority to determine a phased in re-opening of the campus in line with county guidelines and with input from a council committee. The motion was seconded by Brian Fisher. After discussion, the motion passed. The committee members are Craig Blois, Kevin Churchill, Brian Fisher and Becky Riley.

Meeting extended

Becky Riley made a motion to extend the meeting for 30 minutes beyond the scheduled 9:00 p.m. The motion was seconded by Evonne Kuchera. The motion passed.

Update on the Payment Protection Plan Loan

An application has been submitted to American Christian Credit Union (ACCU) for a \$48,000 loan at 1% interest. ACCU is working on opening an account to fund the loan and it looks very positive. We will be required to establish a checking account for those funds.

Keith Selbrede made a motion that we open an account with ACCU for the purpose of depositing and funding the loan with signatories Carina McVeigh, Heather Edwards and Keith Selbrede. The motion was seconded by Brian Fisher. The motion passed.

Miscellaneous financial matters

There has been an offer from Thrivent to refinance our loan at 3% interest. Keith Selbrede made a motion that he follow-up, looking into the cost of a refinance and the advantages. There was a second by Wendy McClary. After discussion, the motion passed.

It is time to send out quarterly statements. Bill Stoll and Pastor Julie will work on a letter to accompany those statements and possibly go out to others who will not receive a statement.

We believe that the janitor has been asked for a revised cost proposal as we currently do not need the same level of service we have needed in the past.

Council as a whole is to look at and consider the budget to look for other areas where costs could be cut.

Membership roll

Becky Riley made a motion which was seconded by Bill Stoll to have a committee begin the process of cleaning up the membership roll by going through it and identifying persons to be contacted and names to be brought to the Council for removal if appropriate. The motion passed.

Bill Stoll, Becky Riley, Susan Prosser, and Herb Holler volunteered to begin the process with permission to add persons to the committee as needed.

The names can be brought to the council monthly as they are identified. It is not necessary to complete the entire list prior to bringing names to council.

Personnel reviews: No discussion of when these will now commence.

Action Items:

- No other discussion

Adjourn: Keith Selbrede moved to adjourn the meeting, seconded by Allison Johnson, the motion passed.

Adjourned with the Lord's Prayer at 9:31 pm.

Looking ahead:

Next Council Meeting: May 19, 2020

May 19 Devotions: TBD

Becky Riley
Secretary/Recorder

Ongoing Action/Discussion Items

Task	Committee and Liaison	Follow up and/or Outcome
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2020 Church Council Members: Craig Blois* (President, Learning), Kevin Churchill (Tech Committee), Barbara Cranfill, Betty Ertel (Property), Brian Fisher* (Vice-President, Endowment), Herb Holler, Allison Johnson (Worship & Music), Evonne Kuchera, Susan Prosser (Care Team), Becky Riley* (Secretary, Welcome Team, Personnel), Keith Selbrede* (Treasurer, Budget & finance), Bill Stoll (Service & Missions), *Executive Committee

Wendy McClary (CDC Rep)

Julie Morris (Pastor)

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3.	Caring Team	No fixed time	Susan Prosser	Evonne Kuchera

Church Council Meeting Archived Minutes

4.	Child Development Center	1 st Tuesday at 6PM	Cathy Channels	Wendy McClary
5.	Continuing Resolutions and Church Policy	To be determined		
6.	Endowment	No fixed time		Brian Fisher
7..	Fellowship	3rd Thursday 7:00	Valerie Patscheck	
8.	Learning	1st Monday 7:00	Tracy Blois	Craig Blois
9.	Make Bake Celebrate (MBC)		Patti Stouch	Brian Fisher and Craig Blois
10.	Nominating Committee	To be determined	To be determined	To be determined
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JUNE	JULY	AUGUST	SEPTEMBER
Bill Stoll			
OCTOBER	NOVEMBER	DECEMBER	JANUARY 2021
	Keith Selbrede		Susan Prosser
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JUNE	JULY	AUGUST	SEPTEMBER
OCTOBER	NOVEMBER	DECEMBER	JANUARY 2021
	Keith Selbrede		Susan Prosser

Becky Riley, Secretary/Recorder

MOUNT CROSS LUTHERAN CHURCH

CHURCH COUNCIL SPECIAL CLOSED MEETING PUBLICATION MINUTES

MARCH 24 2020 5:00 PM

2020 Elected Church Council Members: Craig Blois, Barbara Cranfill, Kevin Churchill, Betty Ertel, Brian Fisher, Herb Holler, Allison Johnson, Susan Prosser, Rebecca Riley, Keith Selbrede, Bill Stoll, Evonne Kuchera

Representatives: Wendy McClary- Child Development Center

Call to order: The meeting was held virtually utilizing Zoom. The Christ candle was lit as a virtual candle and the meeting was called to order at 5:00 PM by President Craig Blois

Council Members Present: Craig Blois, Barbara Cranfill, Betty Ertel, Brian Fisher, Herb Holler, Allison Johnson, Susan Prosser, Rebecca Riley, Keith Selbrede, Evonne Kuchera

Representative present: Wendy McClary- Child Development Center

Staff Members Present: Pastor Julie Morris

Present as an advisor/assistant to the council: Jim Prosser

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 0

Special prayer: In honor of Craig's birthday, Pastor Julie

Devotion: Devotions were done by Becky Riley

Closed Session: The Council met in closed session for the purpose of discussing personnel matters.

Adjourn: Herb Holler moved to adjourn the meeting, seconded by Wendy McClary, the motion passed.

Adjourned with the Lord's Prayer at 6:15 pm.

Addendum to the meeting

On March 25, there was an e-mailed motion by Bill Stoll, seconded by Susan Prosser, to approve the following amendment to the Bylaws as passed by the CDC board.

"Amendment to the Mount Cross Lutheran Church Child Development Center Governing Policies, to add Article XII

ARTICLE XII – Responding to National, State or Locally Declared Emergencies.

Notwithstanding any other provision of these Governing Policies; (1) whenever there is a National, State or locally declared health emergency in response to which the Mount Cross Lutheran Church Congregational Council has closed the church campus, the Board shall suspend all operations of the Mount Cross Child Development Center ("CDC") until authorization to recommence operations is granted by the Congregational Council; and (2) depending on the nature and anticipated length of the health emergency, the Board may also, in its sole discretion, immediately terminate or layoff some or all employees of the CDC. In the event that all employees of the CDC are laid off or terminated, the Senior Pastor of Mount Cross Lutheran Church shall become the Acting Director of the CDC and authorized to take any action otherwise required or permitted to be taken by the Board of the CDC under its Governing Policies."

There was a quorum of 10 of 12 council members voting and the motion passed.

CHURCH COUNCIL MINUTES MARCH 17 2020 7:00 PM

2020 Elected Church Council Members: Craig Blois, Barbara Cranfill, Kevin Churchill, Betty Ertel, Brian Fisher, Herb Holler, Allison Johnson, Susan Prosser, Rebecca Riley, Keith Selbrede, Bill Stoll, Evonne Kuchera

Representatives: Wendy McClary- Child Development Center

Call to order: The meeting was held virtually utilizing Zoom. The Christ candle was lit as a virtual candle and the meeting was called to order at 7:00 PM by President Craig Blois

Council Members Present: Craig Blois, Barbara Cranfill, Kevin Churchill, Betty Ertel, Brian Fisher, Herb Holler, Allison Johnson, Susan Prosser, Rebecca Riley, Keith Selbrede, Bill Stoll, Evonne Kuchera

Representatives Present: Wendy McClary- Child Development Center

Staff Members Present: Pastor Julie Morris

Present to represent the CDC teachers: Melissa Henry

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 12 of 12
Number of voting representatives present 1

Devotion: Devotions were done by Becky Riley—The Sounds of Faith

Caring Conversation: The subject was Feelings about the Coronavirus, COVID-19..

Listening Post Report for January: Bill Stoll provided a written report. There was a question about the timing of the lighting of the cross and some disagreement about whether the pavilion heaters should be turned on by the ushers after the first service. There was insufficient time to discuss this issue so reserved for a future meeting.

Approval of Minutes for: February 18, 2020: A motion to approve the minutes was made by Barbara Cranfill and seconded by Allison Johnson. The motion passed and the minutes were approved.

Committee and Staff Reports

Pastor Julie provided a written report. Part of that report indicated that New Member Orientation will be provided on Zoom March 22 at 1:00 p.m. Much of the report had to do with things that are now postponed or offered in a virtual format. Pastor Julie did write a devotion for the California Lutheran University Online Lenten Devotional which was published March 13, 2020 and can be viewed at <https://blogs.callutheran.edu/lenten-devotions/2020/03/13/> The prayer from that devotion is:

Prayer: Vulnerable God, we often wish your power would be displayed with lightning bolts (against others) and magic wands (for us), but you prefer compassion. Help us know how near you are to us in our needs and keep us alert to the needs of others. In the name of Jesus, who was tired and thirsty. Amen.

Joe Zimmerly provided a written report detailing the many online opportunities through Facebook and other mediums he is providing for our youth.

Keith Selbrede provided the financial report. There was discussion regarding concern about offerings and pledge payments during the Coronavirus isolation requirements.

There was discussion regarding the budget and salaries including the CDC during the restrictions. CDC is paid per session. The only salaried position is that of the director. Melissa Henry discussed the ability to take out unemployment leaving rent as the only expense plus worker's compensation and other insurance issues.

Rick Mann sent a letter cancelling the work day and presented a written report. Carpet tiles have been ordered. There was a motion to approve the \$4295 quote for carpet tiles by Brian Fisher, seconded by Bill Stoll and the motion passed.

COVID-19 Plans

Pastor Julie reported that the Care Team and Office Staff plus some other volunteers will be telephonically contacting everyone in the congregation. The office staff responsible for those not in the directory.

There is a preference to live-stream the Sunday and Wednesday night services. We will not be holding corporate services. The option would be a pre-recorded service.

Bible studies are being conducted through Zoom. Carina will contact all who use the building to let them know they cannot meet at the church. Carina can work remotely if required. At this point, our directions are in line with other churches.

There was discussion regarding live-streaming versus pre-recorded services.

Sermons can be sent out to people without computers.

Bulletins can be e-mailed

Outside groups are not to use the facility for the time being.

There is our website, You Tube as well as Facebook as possibilities for contact by Pastor Julie.

The staff's preference is to come into the office as long as they are not required to work from home by the governor. Carina will look into call forwarding if working from home becomes the requirement.

The Care Team has sent out notes and will call approximately 180 people starting tomorrow (March 18) letting people know that the church is there for them.

We have three staff members over the age of 65 requiring staying at home.

A motion was made by Bill Stoll and seconded by Becky Riley that we live stream, but give Pastor the authority to adapt Sunday's service as needed; Pastor will continue to visit critically ill as needed taking all precautions necessary; Pastor will send emails to the congregation and possibly a YouTube channel; Host an open house on Zoom; The Council will remind members of the need for their pledges and possibly look into alternative forms of giving; Pastor & staff will continue to work from the office unless conditions change, in which case they will notify the congregation.

The motion passed.

Internship for Amanda Berg: There is no cost to our congregation except \$1500 to the seminary and up to \$1000 for conferences and mileage if she goes out at our request. She would work 25 hours per week for one year. It was suggested that a request go to the Endowment Fund. The start date could be summertime. Pastor Julie and Joe Zimmerly highly recommend her.

There was a motion by Herb Holler to accept her seconded by Becky Riley and the motion passed.

The following committee still needs a council liason:

Fellowship

Personnel reviews: No discussion of when these will now commence.

Action Items:

- No other discussion

Adjourn: Bill Stoll moved to adjourn the meeting, seconded by Herb Holler, the motion passed.

Adjourned with the Lord's Prayer at 9:00 pm.

Looking ahead:

Next Council Meeting: April 21, 2020

April 21 Devotions: Betty Ertel

February 26: Ash Wednesday services at Mt. Cross

April 5: Palm Sunday

April 10: Good Friday

April 11: Easter Vigil Service

April 12: Easter

April Listening Post: Evonne Kuchera

Becky Riley
Secretary/Recorder

Ongoing Action/Discussion Items

Task	Committee and Liaison	Follow up and/or Outcome
Review Membership Roster	Council Pastor Julie	
Work out the process for annual reviews and perform the reviews	Executive Committee, Personnel Committee, Pastor Julie & Becky Riley	
Light on the cross/tree trimming	Property Committee?	
Banner or Signage on the fence	Property Committee Welcome Team	
Church Pamphlet	Welcome Team	
Weekly review of the Church Calendar	Executive Committee	
Website Update	Tech Committee	

2020 Church Council Members: Craig Blois* (President, Learning), Kevin Churchill (Tech Committee), Barbara Cranfill, Betty Ertel (Property), Brian Fisher* (Vice-President, Endowment), Herb Holler, Allison Johnson (Worship & Music), Evonne Kuchera, Susan Prosser (Care Team), Becky Riley* (Secretary, Welcome Team, Personnel), Keith Selbrede* (Treasurer, Budget & finance), Bill Stoll (Service & Missions), *Executive Committee

Church Council Meeting Archived Minutes

Wendy McClary (CDC Rep)

Julie Morris (Pastor)

	<i>Committee</i>	<i>Meeting Time</i>	<i>Chairperson</i>	<i>Council Liaison</i>
1.	Adult Education			
2.	Budget & Finance	As needed	Keith Selbrede	Herb Holler
3.	Caring Team	No fixed time	Susan Prosser	Evonne Kuchera
4.	Child Development Center	1 st Tuesday at 6PM	Cathy Channels	Wendy McClary
5.	Continuing Resolutions and Church Policy	To be determined		
6.	Endowment	No fixed time		Brian Fisher
7..	Fellowship	3rd Thursday 7:00	Valerie Patscheck	
8.	Learning	1st Monday 7:00	Tracy Blois	Craig Blois
9.	Make Bake Celebrate (MBC)		Patti Stouch	Brian Fisher and Craig Blois
10.	Nominating Committee	To be determined	To be determined	To be determined
11.	Oversight	No fixed time		
12.	Personnel	As needed	Jim Prosser	Becky Riley
13.	Property	Last Tuesday 7:00	Rick Mann	Betty Ertel
14.	Service & Missions	1st Monday 6:30	Gordon Henry	Bill Stoll
15.	Stewardship	No fixed time	Susan Prosser	Barbara Cranfill
16.	Worship & Music	Tuesday 9:00 a.m. (every other month)	Randy Churchill	Allison Johnson

17.	Tech Committee	TBD	Gil Valencia	Kevin Churchill
18.	Audit	TBD	TBD	TBD

* DEVOTIONS			
FEBRUARY	MARCH	APRIL	MAY
Bill Stoll	Becky Riley	Betty Ertel	
JUNE	JULY	AUGUST	SEPTEMBER
Bill Stoll			
OCTOBER	NOVEMBER	DECEMBER	JANUARY 2021
	Keith Selbrede		Susan Prosser
** COUNCIL LISTENING POST (1 st Sunday of the Month (unless otherwise indicated), on the patio, between services)			
FEBRUARY	MARCH	APRIL	MAY
Becky Riley	Bill Stoll	Evonne Kuchera	Brian Fisher
JUNE	JULY	AUGUST	SEPTEMBER
OCTOBER	NOVEMBER	DECEMBER	JANUARY 2021
	Keith Selbrede		Susan Prosser

Becky Riley, Secretary/Recorder

MOUNT CROSS LUTHERAN CHURCH

CHURCH COUNCIL MINUTES FEBRUARY 18, 2020 7:00 PM

2020 Elected Church Council Members: Craig Blois, Barbara Cranfill, Kevin Churchill, Betty Ertel, Brian Fisher, Herb Holler, Allison Johnson, Susan Prosser, Rebecca Riley, Keith Selbrede, Bill Stoll, Evonne Kuchera

Representatives: Wendy McClary- Child Development Center

Call to order: The Christ candle was lit and the meeting was called to order at 7:00 PM by Past President Craig Blois

Council Members Present: Craig Blois, Betty Ertel, Brian Fisher, Herb Holler, Allison Johnson, Susan Prosser, Rebecca Riley, Keith Selbrede, Bill Stoll, Evonne Kuchera

Representatives Present: Wendy McClary- Child Development Center

Staff Members Present: Director of Children Youth and Family Ministries, 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

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

Devotion: Devotions were done by Bill Stoll from the Podcast "The Last Time." It was poignant and thought provoking.

Caring Conversation: The subject was Lenten traditions, ideas and suggestions.

Listening Post Report for January: Becky Riley had one comment regarding the unfamiliarity of some hymns. It sparked discussion and possible solutions.

Approval of Minutes for: June 18, 2019: A motion to approve the minutes was made by Bill and seconded by Keith. The motion passed and the minutes were approved.

Employee Handbook:

Jim Prosser, as chair of the personnel committee, gave a detailed report on the employee handbook including issues raised by the Executive Committee.

Susan Prosser made a motion to adopt the employee handbook as recommended by the Personnel Committee with the following modifications:

- 1) To add to the observed holidays: the Monday after Easter, the day after Thanksgiving and two floating holidays.
- 2) To delete the existing language describing "disturbing clothing" in the Standards of Employee Conduct and Performance section of the handbook on page 14 and substitute the language proposed by Jim Prosser and the Personnel Committee in his report.

The motion was seconded by Becky Riley.

Discussion ensued.

Bill Stoll made a motion to amend the motion which died for lack of second.

Becky Riley made a motion to amend the motion to make the following change to the vacation policy found on page 11 of the Handbook: For years six, seven, eight, nine and 10 to add one day of vacation per year for a maximum of 3 weeks in the tenth year. Brian Fisher seconded the motion.

The motion to amend the motion passed. Following that, the motion as amended passed to approve the Employee Handbook as modified by the Council.

The Council expressed its sincere and heartfelt gratitude to the Personnel Committee for their dedicated service to an arduous task and a job extremely well done.

Reports and one action item regarding Easter Evangelism and Outreach

Pastor Julie was participating in Continuing Education and provided a detailed written report. Part of the report indicated that Becky Riley will assist her in completing job reviews of the music staff in March, office manager in April and the Director of Children Youth and Family Ministries in May.

Joe Zimmerly provided both an oral and written report. This was followed by a brief discussion regarding encouraging our youth to attend church services.

Joe also reported that the Tech Committee has met and has both talent and enthusiasm. They have a number of things in the works regarding our website development and minutes will be forthcoming. Their next meeting is March 12.

Susan Prosser reported for the Stewardship committee showing examples from the ELCA website of postcard Easter Invitations that we could mail out to a targeted neighborhood. The Council voted a preference for the Easter version of text and graphic. Bill Stoll volunteered to assist if changes needed to be made to the format.

Susan made a motion to institute outreach and evangelism by inviting those in our neighborhood to worship during the Easter season at Mount Cross which was seconded by Allison Johnson.

Brian Fisher made a motion to amend the motion to not exceed \$500 in expense for the project which was seconded by Becky Riley. The motion to amend was passed followed by the passage of the motion as amended.

Becky Riley reported for the Welcome Team. Henry Moraga is working on a churchwide brochure and has begun contacting the chairs of committees for information.

Allison Johnson reported for the Worship & Music Committee that there will be 3 services Easter morning including a sunrise service. There will be an Easter Vigil service combined with and held at St. Columba's Episcopal Church.

Bill Stoll reported for Service & Missions that new bowls have been purchased for our Lenten Soup gatherings and mentioned the need for a new dishwasher.

Betty Ertel reported for the Property Committee by providing the committee minutes and their 2019 Maintenance and repair program citing many accomplishments.

Susan Prosser reported for the Care Team, thanking the Council for approving the stipend for the Volunteer Coordinator. She also reported that the Care Brochure, which is ready to print except for the graphic, should be in the pews in a short time.

Committee liasons:

There were the following volunteers as committee liasons:

Budget and Finance—Herb Holler

Care Team—Evonne Kuchera

Stewardship—Barbara Cranfill

The following committee still needs a council liason:

Fellowship

Personnel reviews: Part of the Pastor’s report indicated that Becky Riley will assist Pastor Julie in completing job reviews of the music staff in March, office manager in April and the Director of Children Youth and Family Ministries in May.

Adult Children of Alcoholics facility use: Bill Stoll a motion to approve the application and it was seconded by Allison Johnson. The motion passed.

Adjourn: Bill Stoll moved to adjourn the meeting, seconded by Becky Riley, the motion passed.

Adjourned with the Lord’s Prayer at 8:40 pm.

Looking ahead:

Next Council Meeting: -March 17, 2020

March 17 Devotions: Becky Riley

February 26: Ash Wednesday services at Mt. Cross

April 5: Palm Sunday

April 10: Good Friday

April 11: Easter Vigil Service

April 12: Easter

April 21 Devotions: Betty Ertel

April Listening Post: Evonne Kuchera

Becky Riley
Secretary/Recorder

Action/Discussion Items from the Feb. 1 Church Council Meeting

Task	Committee and Liaison	Follow up and/or Outcome
Review Membership Roster	Council Pastor Julie	
Work out the process for annual reviews and perform the reviews	Executive Committee, Personnel Committee, Pastor Julie & Becky Riley	
Light on the cross/tree trimming	Property Committee?	
Banner or Signage on the fence	Property Committee Welcome Team	
Church Pamphlet	Welcome Team	
Weekly review of the Church Calendar	Executive Committee	
Website Update	Tech Committee	

2020 Church Council Members: Craig Blois* (President, Learning), Kevin Churchill (Tech Committee), Barbara Cranfill, Betty Ertel (Property), Brian Fisher* (Vice-President, Endowment), Herb Holler, Allison Johnson (Worship & Music), Evonne Kuchera, Susan Prosser (Care Team), Becky Riley* (Secretary, Welcome Team, Personnel), Keith Selbrede* (Treasurer, Budget & finance), Bill Stoll (Service & Missions), *Executive Committee

Wendy McClary (CDC Rep)

Julie Morris (Pastor)

	<i>Committee</i>	<i>Meeting Time</i>	<i>Chairperson</i>	<i>Council Liaison</i>
1.	Adult Education			
2.	Budget & Finance	As needed	Keith Selbrede	Herb Holler

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3.	Caring Team	No fixed time	Susan Prosser	Evonne Kuchera
4.	Child Development Center	1 st Tuesday at 6PM	Cathy Channels	Wendy McClary
5.	Continuing Resolutions and Church Policy	To be determined		
6.	Endowment	No fixed time		Brian Fisher
7..	Fellowship	3rd Thursday 7:00	Valerie Patscheck	
8.	Learning	1st Monday 7:00	Tracy Blois	Craig Blois
9.	Make Bake Celebrate (MBC)		Patti Stouch	Brian Fisher and Craig Blois
10.	Nominating Committee	To be determined	To be determined	To be determined
11.	Oversight	No fixed time		
12.	Personnel	As needed	Jim Prosser	Becky Riley
13.	Property	Last Tuesday 7:00	Rick Mann	Betty Ertel
14.	Service & Missions	1st Monday 6:30	Gordon Henry	Bill Stoll
15.	Stewardship	No fixed time	Susan Prosser	Barbara Cranfill
16.	Worship & Music	Tuesday 9:00 a.m. (every other month)	Randy Churchill	Allison Johnson
17.	Tech Committee	TBD	Gil Valencia	Kevin Churchill
18.	Audit	TBD	TBD	TBD

* DEVOTIONS			
FEBRUARY	MARCH	APRIL	MAY
Bill Stoll	Becky Riley	Betty Ertel	
JUNE	JULY	AUGUST	SEPTEMBER
Bill Stoll			
OCTOBER	NOVEMBER	DECEMBER	JANUARY 2021
	Keith Selbrede		Susan Prosser
** COUNCIL LISTENING POST (1st Sunday of the Month (unless otherwise indicated), on the patio, between services)			
FEBRUARY	MARCH	APRIL	MAY
Becky Riley	Bill Stoll	Evonne Kuchera	Brian Fisher
JUNE	JULY	AUGUST	SEPTEMBER
OCTOBER	NOVEMBER	DECEMBER	JANUARY 2021
	Keith Selbrede		Susan Prosser

Becky Riley, Secretary/Recorder

MOUNT CROSS LUTHERAN CHURCH

CHURCH COUNCIL MINUTES FEBRUARY 1, 2020 1:00 PM

2020 Elected Church Council Members: Craig Blois, Barbara Cranfill, Kevin Churchill, Betty Ertel, Brian Fisher, Herb Holler, Allison Johnson, Susan Prosser, Rebecca Riley, Keith Selbrede, Bill Stoll, Evonne Kuchera

Representatives: Wendy McClary- Child Development Center

Call to order: The Christ candle was lit and the meeting was called to order at 1:00 PM by Past President Craig Blois

Introductions: Each member present and Pastor Julie each stated their name and length of time on the council.

Council Members Present: Craig Blois, Kevin Churchill, Brian Fisher, Herb Holler, Allison Johnson, Susan Prosser, Rebecca Riley, Keith Selbrede, Bill Stoll, Evonne Kuchera

Staff Members Present: Pastor Julie Morris

Representatives Present: Wendy McClary- Child Development Center

Devotion: The Leadership Retreat took the place of the meeting time devotion.

Caring Conversation: The Leadership Retreat took the place of the meeting time caring conversation

Listening Post Report for January: Susan

1. Was asked for the names of all committees and associated chairs.
2. Concern that there are not enough volunteers to cover the Friday office needs.
3. Concern about tempo of music
4. Wondered why the creed is not included in the worship service.
5. Felt that the whole Congregation chanting the entire Psalm at the first service was not working—possibly need a leader or the choir to alternate verses.
6. Need more than a projected slide for song words at the second service.

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

Approval of Minutes for: June 18, 2019: A motion to approve the minutes was made by Keith and seconded by Bill. The motion passed and the minutes were approved.

Election of Officers:

Craig Blois was nominated by Herb Holler to be President of the council. He was elected unanimously.

Brian Fisher was nominated by Bill Stoll to be Vice President of the council. He was elected unanimously.

Becky Riley was nominated by Susan Prosser to be Secretary of the council. She was elected unanimously.

Brian disclosed prior to the election that he was not interested in becoming the President of the Council at the end of his term as Vice President. There was a discussion of perhaps expanding the executive committee by one person to have some assurance that the next President would be someone familiar with the council executive process. That will be a continuing discussion.

Reappointment of the treasurer and financial secretary

Both Joan Brundage as financial secretary and Keith Selbrede as treasurer have indicated their willingness to continue in those positions. There was a motion by Becky Riley seconded by Kevin Churchill to reappoint them to their respective positions and that motion passed.

Committee liasons:

There were the following volunteers as committee liasons:

Budget and Finance—Keith Selbrede

Personnel Committee—Becky Riley

Worship and Music—Allison Johnson

Property Committee—Betty Ertel (not present but believe she wishes to continue)

Welcome Team—Becky Riley

Care Team—Susan Prosser

Service and Missions Committee—Bill Stoll

Endowment—Brian Fisher

Newly formed Tech Committee—Kevin Churchill

The following committees need a council liason:

Learning, Stewardship, and Fellowship

Employee Handbook: We are to review and make appropriate comments by February 14, 2020. The comments should be provided either to Craig Blois or directly to Jim Prosser the chair of the Personnel Committee plans to attend the March council meeting in light of the motion to have a February 18 meeting which will give us time to review and discuss.

Special meeting February 18, 2020: A motion was made by Susan Prosser to have a special council meeting February 18 so we wouldn't have 7 weeks between meetings. It was seconded by Bill Stoll and passed unanimously after discussion.

A motion was made by Susan Prosser to move our regular meeting from the third Tuesday of the month to the second. The motion was seconded by Becky Riley. After discussion, Becky Riley moved to table the motion and the motion to table passed.

Personnel reviews: These will be completed within the next couple of months. The Executive Committee and Personnel Committee will be determining the process including the timeline.

Mission Statement Clarification: There was a motion by Bill Stoll, seconded by Susan Prosser, to clarify that our Mission Statement is "Rooted in God's grace, we joyfully witness and serve." (there had been another version with the word "to" rather than "we"). The motion passed

Adjourn: Becky Riley moved to adjourn the meeting, seconded by Kevin Churchill, the motion passed.

Adjourned with the Lord's Prayer at 2:05 pm.

Looking ahead:

Next Council Meeting: -February 18, 2020

February 18 Devotions: Bill Stoll

February 26: Ash Wednesday services at Mt. Cross

March 17 Devotions: Becky Riley

February Listening Post: Becky Riley

March Listening Post: Bill Stoll

Becky Riley
Secretary/Recorder

Action/Discussion Items from the Feb. 1 Church Council Meeting

Task	Committee and Liaison	Follow up and/or Outcome
Review Employee Handbook	Whole Council	
Work out the process for annual reviews and perform the reviews	Executive Committee, Personnel Committee, Pastor Julie & TBD	
Light on the cross/tree trimming	Property Committee?	
Church Pamphlet	TBD	
Weekly review of the Church Calendar	Executive Committee	

2020 Church Council Members: Craig Blois* (President, Learning), Kevin Churchill (Tech Committee), Barbara Cranfill, Betty Ertel (Property), Brian Fisher* (Vice-President, Endowment), Herb Holler, Allison Johnson (Worship & Music), Evonne Kuchera, Susan Prosser (Care Team), Becky Riley* (Secretary, Welcome Team, Personnel), Keith Selbrede* (Treasurer, Budget & finance), Bill Stoll (Service & Missions), *Executive Committee

Wendy McClary (CDC Rep)

Julie Morris (Pastor)

Church Council Meeting Archived Minutes

	<i>Committee</i>	<i>Meeting Time</i>	<i>Chairperson</i>	<i>Council Liaison</i>
1.	Adult Education			
2.	Budget & Finance	As needed	Keith Selbrede	Keith Selbrede
3.	Caring Team	No fixed time	Susan Prosser	Susan Prosser
4.	Child Development Center	1 st Tuesday at 6PM	Cathy Channels	Wendy McClary
5.	Continuing Resolutions and Church Policy	To be determined	Cecelia Travick-Jackson	Cecelia Travick-Jackson
6.	Endowment	No fixed time		Brian Fisher
7..	Fellowship	3rd Thursday 7:00	Valerie Patscheck	
8.	Learning	1st Monday 7:00	Tracy Blois	
9.	Make Bake Celebrate (MBC)		Patti Stouch	Brian Fisher and Craig Blois
10.	Nominating Committee	To be determined	To be determined	To be determined
11.	Oversight	No fixed time		
12.	Personnel	As needed	Jim Prosser	Becky Riley
13.	Property	Last Tuesday 7:00	Rick Mann	Betty Ertel
14.	Service & Missions	1st Monday 6:30	Gordon Henry	Bill Stoll
15.	Stewardship	No fixed time		
16.	Worship & Music	Tuesday 9:00 a.m. (every other month)	Randy Churchill	Allison Johnson
17.	Tech Committee	TBD	Gil Valencia	Kevin Churchill

18.	Audit	TBD	TBD	TBD
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* DEVOTIONS			
FEBRUARY	MARCH	APRIL	MAY
Bill Stoll	Becky Riley		
JUNE	JULY	AUGUST	SEPTEMBER
OCTOBER	NOVEMBER	DECEMBER	JANUARY 2021
** COUNCIL LISTENING POST (1 st Sunday of the Month (unless otherwise indicated), on the patio, between services)			
FEBRUARY	MARCH	APRIL	MAY
Becky Riley	Bill Stoll		
JUNE	JULY	AUGUST	SEPTEMBER
OCTOBER	NOVEMBER	DECEMBER	JANUARY 2021

Becky Riley, Secretary/Recorder

**MOUNT CROSS LUTHERAN CHURCH
CHURCH COUNCIL MINUTES
JANUARY 9, 2020
PARISH LIFE CENTER 7:00 PM**

2019 Elected Church Council Members: Craig Blois* (President), Joan Brundage* (Financial Secretary), Kevin Churchill (Personnel), Betty Ertel (Property), Ivan Fernandez (Learning), Brian Fisher* (Vice-President), Allison Johnson (Worship & Music), Susan Prosser (Stewardship, Call Committee), Becky Riley (Care Team) Keith Selbrede* (Treasurer), Bill Stoll (Service & Missions), Cecelia Travick-Jackson* (Secretary, Policy, Continuing Resolutions), Julie Morris(Pastor), **Executive Committee*

Call to order: The Christ candle was lit and the meeting was called to order at 7:05 PM by President Craig Blois.

Council Members Present: Craig Blois, Joan Brundage, Kevin Churchill, Ivan Fernandez, Brian Fisher, Allison Johnson, Susan Prosser, Becky Riley, Keith Selbrede, Pastor Julie Morris

Council Members Not Present: Betty Ertel, Bill Stoll, Cecelia Travick-Jackson

Staff Members Present: Joe Zimmerly-Children Youth and Family Ministry

Staff Members Not Present: Carina McVeigh-Church Secretary,

Voting Representatives Not Present:
Tabitha Ebright-Youth, Wendy McClary- Child Development Center

Devotions

Susan Prosser read from Micah 6:8, Matthew, a report from Lutheran Immigration and World Services, and finished with a prayer for justice.

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- 9 council members plus Pastor Julie
Number of voting representatives present-0

Approval of Minutes for: December 17 , 2019

It was moved to amend the minutes from "the meeting was called to order at 7:05 PM by President Craig Blois" to "the meeting was called to order at 7:05 PM by Vice- President Brian Fisher". The motion received a second. Motion passed.

Caring Conversation

What resolutions, intentions, or goals have you set for the new year?

Listening Post: Allison Johnson

Alternatives to power washing the sanctuary exterior, marking curb at entrance to parking lot with fluorescent paint, restriping parking lot, sign at bottom of Camino Esplendido. President Craig Blois stated these are all issues to be referred to the Property Committee.

Reports: Complete reports can be viewed on the Church Council page which is online, the Annual Report, and the Financial Reports for the Annual Meeting.

Pastor Julie

New phone system is up and running thanks to Gil Valencia and the Technology Committee.

Children Youth and Family Ministry-Joe Zimmerly

Joe will be gone five weekends due to Family Winter Camp. Jessica Easter will do Children's Church.

June 20 to June 26 are the dates for the High School Summer Trip to San Diego.

Stewardship-Susan Prosser

Including households who plan to give but are unable to state an amount, over 100 pledges were received by the Financial Secretary, Joan Brundage, and 125 Time and Talent sheets were received by the Stewardship Committee.

Make, Bake, Celebrate (MBC)-Brian Fisher

It was moved to approve the funding recommendations by the Make, Bake, Celebrate Committee. Motion received a second. Motion passed.

**2019 MAKE BAKE CELEBRATE
SUMMARY**

DISTRIBUTION

	RECOMMENDED \$
TECHNOLOGY	2,000.00

SERVICE AND MISSION OUTREACH	3,286.00
CHILD DEVELOPMENT CENTER	550.00
RECONCILIATION	1,000.00
P.B. MUSICAN	-
CARE TEAM	1,800.00
CARPET FOR OFFICE	5,500.00
PEW REPAIR	500.00
WEBSITE REFRESH	1,790.00
	<hr/>
	16,426.00
	<hr/>

2020 Recommended Budget

It was moved to approve the 2020 Recommended Budget. Motion received a second. Motion passed.

After our Council meeting January 9, 2020 where we approved the 2020 Recommended budget, we received new information which impacted that budget. Due to changes in the California law in 2020 for exempt employees, we are required to pay Joe at least \$49,920 in order to consider him an exempt employee. We currently classify him as that and would like to continue to do so to avoid any issues with overtime pay etc. His current salary is \$45,800 and it needs to be raised by \$4,120 in order to consider him an exempt employee under the 2020 California law.

In an email regarding this issue, Keith Selbrede made a motion, and Susan Prosser seconded that motion to modify the recommended budget to increase the CYFM salary from \$45,800 to \$49,920, while also removing the CYFM insurance offset amount of \$2,600. The motion passed.

The impact to the budget of this change is an increase of \$1,520, or you can think of it as a reduced surplus available to build reserves of the same amount.

Adjourn:

Adjourned with the Lord’s Prayer

Looking ahead:

Retreat and next Council Meeting: - February 1, 2020

Devotions: Pastor Julie

Action/Discussion Items from the January 9, 2020 meeting for the February 1 Retreat and/or Church Council Meeting

Task	Committee and Liaison	Follow up and/or Outcome

Continuing Resolutions defining the current council members, committees, chairpersons, liaisons, and meeting dates and times:

C13.06 A19

2019 Church Council Members: Craig Blois* (President), Joan Brundage* (Financial Secretary), Kevin Churchill (Personnel), Betty Ertel (Property), Ivan Fernandez (Learning), Brian Fisher* (Vice-President), Allison Johnson (Worship & Music), Susan Prosser (Stewardship, Call Committee), Becky Riley (Care Team), Keith Selbrede* (Treasurer), Bill Stoll (Service& Missions), Cecelia Travick-Jackson* (Secretary, Policy, Continuing Resolutions,), Julie Morris (Pastor,) Joe Zimmerly(Children, Youth and Family Ministry Director) **Executive Committee*

Tabitha Ebright Youth Representative

Wendy McClary (CDC Rep)

	<i>Committee</i>	<i>Meeting Time</i>	<i>Chairperson</i>	<i>Council Liaison</i>
1.	Adult Education	As needed		
2.	Budget & Finance	As needed	Keith Selbrede	Keith Selbrede
3.	Caring Team	No fixed time	Susan Prosser	Becky Riley
4.	Endowment	No fixed time	Rick Gardner	Brian Fisher
	Fellowship	4th Thursday, 7:00	Valerie Patscheck	
6.	Learning	1st Monday 7:00	Tracy Blois	Ivan Fernandez
7.	Nominating Committee	To be determined	To be determined	To be determined
8.	Personnel	As needed	Jim Prosser	Kevin Churchill
9.	Property	Last Tuesday 7:00	Rick Mann	Betty Ertel

10.	Service & Missions	1st Monday 6:30	Gordon Henry	Bill Stoll
11.	Stewardship Welcome Team	No fixed time	Susan Prosser Karen Cherry	Susan Prosser
12.	Worship & Music	Tuesday 9:00 a.m. (every other month)	Randy Churchill	Allison Johnson

* DEVOTIONS			
FEBRUARY Pastor Julie	MARCH	APRIL	MAY
JUNE	JULY	AUGUST	SEPTEMBER
OCTOBER	NOVEMBER	DECEMBER	JANUARY 2021
** COUNCIL LISTENING POST (1st Sunday of the Month (unless otherwise indicated), on the patio, between services)			
FEBRUARY	MARCH	APRIL	MAY
JUNE	JULY	AUGUST	SEPTEMBER
OCTOBER	NOVEMBER	DECEMBER	JANUARY 2021

Joan Brundage, Acting Secretary

**MOUNT CROSS LUTHERAN CHURCH
CHURCH COUNCIL MINUTES
DECEMBER 17, 2019
PARISH LIFE CENTER 7:00 PM**

2019 Elected Church Council Members: Craig Blois* (President), Joan Brundage* (Financial Secretary), Kevin Churchill (Personnel), Betty Ertel (Property), Ivan Fernandez (Learning), Brian Fisher* (Vice-President), Allison Johnson (Worship & Music), Susan Prosser (Stewardship, Call Committee), Becky Riley (Care Team) Keith Selbrede* (Treasurer), Bill Stoll (Service & Missions), Cecelia Travick-Jackson* (Secretary, Policy, Continuing Resolutions), Julie Morris(Pastor), **Executive Committee*

Call to order: The Christ candle was lit and the meeting was called to order at 7:05 PM by President Craig Blois.

Council Members Present: Joan Brundage, Kevin Churchill, Betty Ertel, Brian Fisher, Allison Johnson, Susan Prosser, Becky Riley, Keith Selbrede, Bill Stoll, Pastor Julie Morris

Council Members Not Present: Craig Blois, Ivan Fernandez, Cecelia Travick-Jackson

Staff Members Not Present:

Carina McVeigh-Church Secretary, Joe Zimmerly-Children Youth and Family Ministry

Representatives Present:

Wendy McClary- Child Development Center

Representatives Not Present:

Tabitha Ebright-Youth

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- 9 council members plus Pastor Julie
Number of voting representatives present-1

Approval of Minutes for: November 19 , 2019

It was moved to amend the minutes regarding the date at the top of each page & the committees. The motion received a second. Motion passed.

Reports: Complete reports can be viewed on the Church Council page which is online. Highlights are below:

Pastor Julie

Date for reports to be submitted for Annual Report is 12-31-19. Please notify your committees about this important deadline.

Caring Team-Becky Riley

Sent notes to everyone who lost a loved one in the last year.

Treasurer-Keith Selbrede

Budget Performance (through November)

Gross income was 94.7% of budget, up from 92.7% last month. This is \$20,000 below budget through November.

Pledged giving was 98.9% of budget, unchanged last month. This is \$2,900 short.

Expenses were up to 96.8% of budget, up from 93.6% last month. Net shortage of income versus expenses is \$6,420.

Reserves were \$38,041 versus \$41,135 last month.

An action plan to address findings from the audit committee was completed and posted on the website for your review.

Closing of the books for 2019 is scheduled for January 6. ALL REIMBURSEMENT REQUESTS FOR 2019 MUST BE SUBMITTED BY JAN.5, 2020.

Child Development Center-Wendy McClary

Now have 76 children & budgeted for 71.

Adjourn:

Adjourned with the Lord's Prayer

Looking ahead:

Next Council Meeting: - January 9, 2020

January Devotions: Susan Prosser

January Listening Post: Susan Prosser

Action/Discussion Items from the December 17 meeting for the January 9, 2020 Church Council Meeting

Task	Committee and Liaison	Follow up and/or Outcome
The "2020 Requested Budget" is provided to council at the Dec. 17 meeting. Members are asked to review it (confidentially) and be ready to update it at the January meeting and recommend it to the congregation at the annual meeting.	Treasurer Keith Selbrede	

Continuing Resolutions defining the current councilmembers, committees, chairpersons, liaisons, and meeting dates and times:

C13.06 A19

2019 Church Council Members: Craig Blois* (President), Joan Brundage* (Financial Secretary), Kevin Churchill (Personnel), Betty Ertel (Property), Ivan Fernandez (Learning), Brian Fisher* (Vice-President), Allison Johnson (Worship & Music), Susan Prosser (Stewardship, Call Committee), Becky Riley (Care Team), Keith Selbrede* (Treasurer), Bill Stoll (Service& Missions), Cecelia Travick-Jackson* (Secretary, Policy, Continuing Resolutions,), Julie Morris (Pastor,) Joe Zimmerly(Children, Youth and Family Ministry Director) *Executive Committee

Tabitha Ebright Youth Representative

Wendy McClary (CDC Rep)

	<i>Committee</i>	<i>Meeting Time</i>	<i>Chairperson</i>	<i>Council Liaison</i>
1.	Adult Education	As needed		
2.	Budget & Finance	As needed	Keith Selbrede	Keith Selbrede
3.	Caring Team	No fixed time	Susan Prosser	Becky Riley
4.	Endowment	No fixed time	Rick Gardner	Brian Fisher
5.	Fellowship	4th Thursday 7:00	Valerie Patscheck	
6.	Learning	1st Monday 7:00	Tracy Blois	Ivan Fernandez
7.	Nominating Committee	To be determined	To be determined	To be determined
8.	Personnel	As needed	Jim Prosser	Kevin Churchill
9.	Property	Last Tuesday 7:00	Rick Mann	Betty Ertel
10.	Service & Missions	1st Monday 6:30	Gordon Henry	Bill Stoll
11.	Stewardship	No fixed time	Susan Prosser	Susan Prosser
	Welcome Team		Karen Cherry	

12.	Worship & Music	Tuesday 9:00 a.m. (every other month)	Randy Churchill	Allison Johnson
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* DEVOTIONS			
FEBRUARY	MARCH	APRIL	MAY
Pastor Jim	Norman Williamsen	Susan Prosser	Allison Johnson
JUNE	JULY	AUGUST	SEPTEMBER
Pastor Jim	Cecelia Travick-Jackson	Craig Blois	Ivan Fernandez
OCTOBER	NOVEMBER	DECEMBER	JANUARY 2020
Betty Ertel	Keith Selbrede	Becky Riley	Susan Prosser
** COUNCIL LISTENING POST (1st Sunday of the Month (unless otherwise indicated), on the patio, between services)			
FEBRUARY	MARCH	APRIL	MAY
Cecelia Travick-Jackson	Susan Prosser	Brian Fisher	Ivan Fernandez
JUNE	JULY	AUGUST	SEPTEMBER
Allison Johnson	Bill Stoll	Craig Blois	Bill Stoll
OCTOBER	NOVEMBER	DECEMBER	JANUARY 2020
Bill Stoll	Keith Selbrede	Becky Riley	Susan Prosser

Joan Brundage, Acting Secretary

**MOUNT CROSS LUTHERAN CHURCH
CHURCH COUNCIL MINUTES
NOVEMBER 19, 2019
PARISH LIFE CENTER 7:00 PM**

2019 Elected Church Council Members: Craig Blois* (President), Joan Brundage* (Financial Secretary), Kevin Churchill (Personnel), Betty Ertel (Property), Ivan Fernandez

(Learning), Brian Fisher* (Vice-President), Allison Johnson (Worship & Music), Susan Prosser (Stewardship, Call Committee), Becky Riley (Care Team) Keith Selbrede* (Treasurer), Bill Stoll (Service & Missions), Cecelia Travick-Jackson* (Secretary, Policy, Continuing Resolutions), Julie Morris(Pastor), **Executive Committee*

Call to order: The Christ candle was lit and the meeting was called to order at 7:00 PM by President Craig Blois.

Council Members Present: Craig Blois, Joan Brundage, Betty Ertel, Ivan Fernandez, Brian Fisher, Allison Johnson, Susan Prosser, Keith Selbrede, Bill Stoll, Pastor Julie Morris

Council Members Not Present: Kevin Churchill, Becky Riley, Cecelia Travick-Jackson

Staff Members Present:

Joe Zimmerly-Children Youth and Family Ministry

Staff Members Not Present:

Carina McVeigh-Church Secretary

Representatives Present:

Wendy McClary- Child Development Center

Listening Post Report for November: Keith Selbrede

Page missing from worship folder, not enough grape juice, women's room cluttered & needs painting

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- 9 council members plus Pastor Julie
Number of voting representatives present-1

Approval of Minutes for: October 15, 2019

It was moved to amend the minutes to include a full list of new members. The motion received a second. Motion passed. Allison Johnson suggested new members should be listed in worship folder when they join.

Reports: Complete reports can be viewed on the Church Council page which is online. Highlights are below:

It was moved to acknowledge receipt of audit report. Susan Prosser stated that it didn't reflect the error that was discovered last year due to accounts not being reconciled every month. Keith Selbrede will write a comment to add to the report. Craig Blois stated that per the report, CDC reports should be submitted & endowment committee should submit statements to be posted quarterly.

Craig Blois stated that we're thinking of changing bylaws 7.01 & 7.02 requiring pastor & all staff to take Stephen Ministry training. Requires 60 days notice so may require email vote due to time constraint. Pastor Julie suggested that we wait a year to bring issue to congregation at annual meeting

While Pastor Julie is gone voicemail will be changed to call Joe Zimmerly's cell phone & he has 4 clergy "on call". Pastor Ron Cox will serve the Sunday Pastor Julie is gone.

It was moved to approve the proposed "Employee Credit Card Agreement" & "Credit Card Charge Form". The motion passed.

Service & Missions Committee-Bill Stoll

The Service & Missions Committee is "lifting up" Friends of Farmworkers & it was moved to donate the Thanksgiving Eve offering to them through Gifts of Hope.

Armed Intruder Training was discussed at usher training & disaster training in general should be offered at Mount Cross. A task force will be formed to make a plan.

Mission Ministries did an audit of our website which is outdated. Karen Cherry found a person who could "build" a new website for about \$2,000. Craig Blois stated we should talk to our current webmaster, Jim Gucciardo.

Susan Prosser presented the Facility Use Policy & Guidelines.

Worship & Music Committee-Allison Johnson

Handbells are going to be sent to be refurbished. Betty Ertel stated that after bells return they should definitely be stored properly.

Set aside 2 days to complete the process for Safeguarding God's Children.

Adjourn:

Adjourned with the Lord's Prayer

Looking ahead:

Next Council Meeting: - December 17, 2019

December Devotions: Becky Riley

December Listening Post: Becky Riley

Joan Brundage

Acting Secretary/Recorder

Action/Discussion Items from the November 19 meeting for the December 17, 2019 Church Council Meeting

Task	Committee and Liaison	Follow up and/or Outcome
Audit Report didn't reflect the error that was discovered last year due to accounts not being reconciled monthly. Will add a comment to the report.	Treasurer Keith Selbrede	
Disaster training in general should be offered at Mount Cross. A task force will be formed.	Service & Missions Bill Stoll	

Continuing Resolutions defining the current councilmembers, committees, chairpersons, liaisons, and meeting dates and times:

Church Council Meeting Archived Minutes

C13.06 A19

2019 Church Council Members: Craig Blois* (President), Joan Brundage* (Financial Secretary), Kevin Churchill (Personnel), Betty Ertel (Property), Ivan Fernandez (Learning), Brian Fisher* (Vice-President), Allison Johnson (Worship & Music), Susan Prosser (Stewardship, Call Committee), Becky Riley (Care Team), Keith Selbrede* (Treasurer), Bill Stoll (Service& Missions), Cecelia Travick-Jackson* (Secretary, Policy, Continuing Resolutions,), Julie Morris (Pastor,) Joe Zimmerly(Children, Youth and Family Ministry Director) *Executive Committee

Tabitha Ebright Youth Representative

Wendy McClary (CDC Rep)

	<i>Committee</i>	<i>Meeting Time</i>	<i>Chairperson</i>	<i>Council Liaison</i>
1.	Adult Education	As needed		
2.	Budget & Finance	As needed	Keith Selbrede	Keith Selbrede
3.	Caring Team	No fixed time	Susan Prosser	Becky Riley
4.	Endowment	No fixed time	Rick Gardner	Brian Fisher
5.	Fellowship	4th Thursday 7:00	Valerie Patscheck	
6.	Learning	1st Monday 7:00	Tracy Blois	Ivan Fernandez
7.	Nominating Committee	To be determined	To be determined	To be determined
8.	Personnel	As needed	Jim Prosser	Kevin Churchill
9.	Property	Last Tuesday 7:00	Rick Mann	Betty Ertel
10.	Service & Missions	1st Monday 6:30	Gordon Henry	Bill Stoll
11.	Stewardship Welcome Team	No fixed time	Susan Prosser Karen Cherry	Susan Prosser
12.	Worship & Music	Tuesday 9:00 a.m.	Randy Churchill	Allison Johnson

		(every other month)		
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* DEVOTIONS			
FEBRUARY	MARCH	APRIL	MAY
Pastor Jim	Norman Williamsen	Susan Prosser	Allison Johnson
JUNE	JULY	AUGUST	SEPTEMBER
Pastor Jim	Cecelia Travick-Jackson	Craig Blois	Ivan Fernandez
OCTOBER	NOVEMBER	DECEMBER	JANUARY 2020
Betty Ertel	Keith Selbrede	Becky Riley	Susan Prosser
** COUNCIL LISTENING POST (1st Sunday of the Month (unless otherwise indicated), on the patio, between services)			
FEBRUARY	MARCH	APRIL	MAY
Cecelia Travick-Jackson	Susan Prosser	Brian Fisher	Ivan Fernandez
JUNE	JULY	AUGUST	SEPTEMBER
Allison Johnson	Bill Stoll	Craig Blois	Bill Stoll
OCTOBER	NOVEMBER	DECEMBER	JANUARY 2020
Bill Stoll	Keith Selbrede	Becky Riley	Susan Prosser

Joan Brundage, Acting Secretary

**MOUNT CROSS LUTHERAN CHURCH
CHURCH COUNCIL MINUTES
OCTOBER 15, 2019
PARISH LIFE CENTER 7:00 PM**

2019 Elected Church Council Members: Craig Blois* (President), Joan Brundage* (Financial Secretary), Kevin Churchill (Personnel), Betty Ertel (Property), Ivan Fernandez (Learning), Brian Fisher* (Vice-President), Allison Johnson (Worship & Music), Susan Prosser (Stewardship, Call Committee), Becky Riley (Care Team) Keith Selbrede*

(Treasurer), Bill Stoll (Service & Missions), Cecelia Travick-Jackson* (Secretary, Policy, Continuing Resolutions), Julie Morris(Pastor), *Executive Committee

Call to order: The Christ candle was lit and the meeting was called to order at 7:00 PM by President Craig Blois.

Council Members Present: Craig Blois, Joan Brundage, Betty Ertel, Brian Fisher, Allison Johnson, Susan Prosser, Becky Riley, Keith Selbrede, Pastor Julie Morris

Council Members Not Present: Kevin Churchill, Ivan Fernandez, Bill Stoll, Cecelia Travick-Jackson

Staff Members Present:

Joe Zimmerly-Children Youth and Family Ministry

Staff Members Not Present:

Carina McVeigh-Church Secretary

Representatives Present:

Wendy McClary- Child Development Center

Representatives Not Present:

Tabitha Ebright-Youth Representative

Devotion: Betty Ertel based on Deuteronomy 31:6

Caring Conversation: Craig Blois

October 16th is World Dictionary Day (Noah Webster"s birthday) Does anyone have a word(s) which might stump the rest of us? We played a game to match words with their definitions.

Listening Post Report for September: Becky Riley

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- 8 council members plus Pastor Julie
Number of voting representatives present-1

Approval of Minutes for: September 17, 2019

It was moved to accept the minutes. The motion received a second. Motion passed.

Reports: Complete reports can be viewed on the Church Council page which is online. Highlights are below:

Pastor Julie Morris

- † Worship at Mount Cross: A motion was made, seconded, and passed to approve and accept with joy the following new members to be received November 3 or soon thereafter: Barbara Cranfill, Kristine Dawson, Pat Dawson, Bob and Vicky Edell, Pastor Lynn Enloe, Jim and Nancy Jaeger, Thomas and Katherine LaCalamita, Bernadette Lau, John, Jaimie, and Cooper Marroquin, Carina McVeigh, Brian and Janet Rubin, Christina Tovar-Hamernick.
- † Pastoral Care: I have discussed with Executive Committee my sense that there is a need for healing and reconciliation around issues related to the Pavilion construction. In collaboration with the Executive Committee, I am discerning pathways towards reconciliation, including the possibility of bringing in skilled reconcilers to work with us at Mount Cross. I ask for your prayers about this matter.
- †

Children, Youth, and Family Ministry Director-Joe Zimmerly

I am overjoyed to be here at Mount Cross! Other than building relationships with our children, youth, and families I have started creating safe policies and practices when working with children in effect like Safe Guarding God's Children, building a youth ministry team made of dedicated volunteers, and re-implementing the nursery and staffing it.

President-Craig Blois

Working with Stan Patscheck regarding patio pavilion heaters

Will follow up with Carina McVeigh to send out Make, Bake, Celebrate funding requests

Make Bake Celebrate-Vice-President Brian Fisher

Net Income from the event was \$20,676 including \$4,095 for Tips for Teens; Net Income last year was \$17,157. There were 180 silent auction items and 130 to 140 attendees.

Treasurer-Keith Selbrede

- † Budget Performance (through September):
 - Gross income was 92.1% of budget up from 91.1% last month. Major shortage is in the "Envelope-Non Pledged" category.
 - Pledged giving was 99.2% of budget up from 98% last month
 - Expenses remained in control at 92.9% of budget, up from 90.8% last month

- Reserves decreased to \$41,841 down from \$49,073 last month.
- † 2020 Budget assignments and instructions were provided to council liaisons for coordination with committee chairs and staff to assure input is turned in for all accounts assigned by 10/31/2019. To date, eight (8) inputs have been received.
- † Mount Cross has enrolled in “CM Wildfire Solutions” through our insurer, Church Mutual. This qualifies us to receive access to 24/7 wildfire monitoring, prevention and control services.

Caring Team-Susan Prosser and Becky Riley

Calvary Church is the only church in Camarillo with a Stephen Ministry. Susan Prosser asked the Executive Committee to look at the bylaw requiring the Pastor to be trained as a Stephen Minister (our Stephen Ministry was discontinued because there were no requests for it) and change the bylaw to present other options not as specific as a Stephen Ministry.

We are getting a volunteer nurse program at Mount Cross.

Child Development Center (CDC)-Wendy McClary

- † Child Development Center now has a binder detailing the director's responsibilities.

Worship and Music-Allison Johnson

Bell Choir Director Jayne Pompey is looking for a new bell ringer.

October 19 training for assistant and communion ministers

Property Committee-Betty Ertel

Exploring replacing individual candles used on Christmas Eve with battery powered candles

Adjourn:

Adjourned with the Lord's Prayer

Looking ahead:

Next Council Meeting: - November 19, 2019

November Devotions: Keith Selbrede

November Listening Post: Keith Selbrede

Joan Brundage

Acting Secretary/Recorder

Action/Discussion Items from the October 15 meeting for the November 19, 2019 Church Council Meeting

Task	Committee and Liaison	Follow up and/or Outcome
Follow up with Carina McVeigh to send out funding requests	Make, Bake, Celebrate Craig Blois	
Review changing the bylaw requiring our pastor to be trained as a Stephen Minister	Executive Craig Blois	
Email Facility Use Policy draft including application form to church council	Facility Use Task Force Susan Prosser	

Continuing Resolutions defining the current councilmembers, committees, chairpersons, liaisons, and meeting dates and times:

C13.06 A19

2019 Church Council Members: Craig Blois* (President), Joan Brundage* (Financial Secretary), Kevin Churchill (Personnel), Betty Ertel (Property), Ivan Fernandez (Learning), Brian Fisher* (Vice-President), Allison Johnson (Worship & Music), Susan Prosser (Stewardship, Call Committee), Becky Riley (Care Team), Keith Selbrede* (Treasurer), Bill Stoll (Service& Missions), Cecelia Travick-Jackson* (Secretary,

Church Council Meeting Archived Minutes

Policy, Continuing Resolutions, Julie Morris (Pastor,) Joe Zimmerly(Children, Youth and Family Ministry Director) *Executive Committee

Tabitha Ebright Youth Representative

Wendy McClary (CDC Rep)

	<i>Committee</i>	<i>Meeting Time</i>	<i>Chairperson</i>	<i>Council Liaison</i>
1.	Adult Education	As needed		Cecelia TravickJackson
2.	Budget & Finance	As needed	Keith Selbrede	Keith Selbrede
3.	Call Committee	To be determined	Becky Riley/Bill Stoll	Susan Prosser
4.	Caring Team	No fixed time	Susan Prosser	Becky Riley
5.	Child Development Center	1 st Tuesday at 6PM	Cathy Channels	Wendy McClary
6.	Continuing Resolutions and Church Policy	To be determined	Cecelia Travick-Jackson	Cecelia Travick-Jackson
7.	Endowment	No fixed time	Rick Gardner	Brian Fisher
8.	Fellowship	4th Thursday 7:00	Valerie Patscheck	
9.	Learning	1st Monday 7:00	Tracy Blois	Ivan Fernandez
10.	Make Bake Celebrate (MBC)	September 28, 2019	Patti Stouch	Brian Fisher and Craig Blois
11.	Nominating Committee	To be determined	To be determined	To be determined
12.	Oversight	No fixed time		
13.	Personnel	As needed	Jim Prosser	Kevin Churchill
14.	Property	Last Tuesday 7:00	Rick Mann	Betty Ertel
15.	Service & Missions	1st Monday	Gordon Henry	Bill Stoll

		6:30		
16.	Stewardship	No fixed time	Susan Prosser	Susan Prosser
17.	Worship & Music	Tuesday 9:00 a.m. (every other month)	Randy Churchill	Allison Johnson

* DEVOTIONS			
FEBRUARY	MARCH	APRIL	MAY
Pastor Jim	Norman Williamsen	Susan Prosser	Allison Johnson
JUNE	JULY	AUGUST	SEPTEMBER
Pastor Jim	Cecelia Travick-Jackson	Craig Blois	Ivan Fernandez
OCTOBER	NOVEMBER	DECEMBER	JANUARY 2020
Betty Ertel	Keith Selbrede	Becky Riley	Susan Prosser
** COUNCIL LISTENING POST (1st Sunday of the Month (unless otherwise indicated), on the patio, between services)			
FEBRUARY	MARCH	APRIL	MAY
Cecelia Travick-Jackson	Susan Prosser	Brian Fisher	Ivan Fernandez
JUNE	JULY	AUGUST	SEPTEMBER 8, 2019
Allison Johnson	Bill Stoll	Craig Blois	Bill Stoll
OCTOBER	NOVEMBER	DECEMBER	JANUARY 2020
Bill Stoll	Keith Selbrede	Becky Riley	Susan Prosser

Joan Brundage, Acting Secretary/Recorder

**MOUNT CROSS LUTHERAN CHURCH
CHURCH COUNCIL MINUTES
SEPTEMBER 17, 2019
PARISH LIFE CENTER 7:00 PM**

2019 Elected Church Council Members: Craig Blois* (President), Joan Brundage* (Financial Secretary), Kevin Churchill (Personnel), Betty Ertel (Property), Ivan Fernandez (Learning), Brian Fisher* (Vice-President), Allison Johnson (Worship & Music), Susan Prosser (Stewardship, Call Committee), Becky Riley (Care Team) Keith Selbrede* (Treasurer), Bill Stoll (Service & Missions), Cecelia Travick-Jackson* (Secretary, Policy, Continuing Resolutions), Julie Morris(Pastor), **Executive Committee*

Call to order: The Christ candle was lit and the meeting was called to order at 7:03 PM by President Craig Blois

Council Members Present: Craig Blois, Joan Brundage, Kevin Churchill, Betty Ertel, Ivan Fernandez, Brian Fisher, Allison Johnson, Susan Prosser, Becky Riley, Keith Selbrede, Bill Stoll, Cecelia Travick-Jackson, Pr. Julie Morris

Council Members Not Present: All Council members in attendance

Staff Members Present:
Corina McVeigh-Church Secretary

Staff Members Not Present:
Joe Zimmerly-Children Youth and Family Ministry

Representatives Present:
Wendy McClary- Child Development Center

Representatives Not Present:
Tabitha Ebright-Youth Representative

Visitors Present:
Robert Jackson

Devotion: Ivan Fernandez—From Keep Calm and Trust God, section on “Worry” based on Matthew 6:25

Caring Conversation: Craig Blois

What first day of school memories stand out for you or from your children?

- † One member was home schooled through elementary and Junior High school. This member’s first day of school was in high school. The member went from a home school consisting two siblings to a high school of about 3,000.
- † Many members felt anxious when starting school
- † Teachers and parents spoke of how quickly kindergarten students adjusted to school and being away from mom.
- † Another member spoke of how a family member was bullied in kindergarten because of the lunch box that was chosen.

Listening Post Report for September: Bill Stoll

- † Will we continue to have one service?-This to be addressed at the September Council meeting
- † Will we have communion at the rail?
- † Can table and chairs be placed on the patio for patio ministry and be placed out of the sun?
- † Will we again have child care during the service?

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- 11

Number of voting representatives present-1

Approval of Minutes for: August 20, 2019

Becky moved to accept the minutes. The motion received a second from Betty. Motion passed.

Reports: Complete reports can be viewed on the Church Council page which is online.

Pastor Julie Morris (Highlights)

- † Worship at Mount Cross: Sunday worship is the center of our congregational life and my first priority as Pastor. It is my joy to preach and preside at Sunday Worship and to offer a warm, friendly welcome to all on behalf of Christ and the congregation.
- † Pastoral Care: Through relationship-building with members, response to critical needs, welcome of newcomers and visitors and support for lay pastoral ministry, I hope to embody Christ's care for each person in our congregational community. I set a goal of having "get-to-know-you" meetings with every member of the church by Pentecost 2020. To date, I have formally met with 12 people. I also continue to reach out to all visitors and newcomers and respond to pastoral needs as they arise.

President-Craig Blois

- † Listening Post
 - All congregational comments are welcome at the listening post and comments will be taken to the Church Council. The executive council in conjunction with Pastor Julie, suggest that only actionable items will be posted in the listening post minutes. Comments of individual or collective criticism or praise will no longer be posted in the recorded minutes.

- † Publicity-Barbara D’Addario asked to have a motion brought before council regarding publicity.
 - At Barbara’s request Cecelia moved that the church council approve \$90.00 per month for Mount Cross Lutheran Church publicity in the “HAPPENINGS”™ Magazine. The motion received a second.
 - Keith amended the motion to read the church council approve up to the current amount of funds in the budget for publicity for this fiscal year for Mount Cross Lutheran Church to publicize in the “HAPPENINGS”™ Magazine. The motion received a second from Bill. The motion passed.
 - Susan moved that the church council form a communication task force to evaluate our current array of communication vehicles. The motion received a second from Allison. The motion failed.
- † Bill Stoll and Kevin Churchill volunteered to explore various ways digitally market our congregation.
- † Update credit card signatures- Susan moved to remove the names of Meredith Smith and Sheri Groenveld from the credit cards from the American Christian Credit Union and replace them with Carina McVeigh, Joe Zimmerly, and Pastor Julie Morris. The motion received a second from Becky. Motion passed.
- † Norm Williamsen has moved out of the area and Jessica Easter can no longer serve on Council. Brian moved to remove Norm Williamsen and Jessica Easter from the current Church Council membership roster. The motion received a second from Betty. The motion passed.

Treasurer-Keith Selbrede

- † Budget Performance (through August):
 - Gross income was 91.1% of budget down from 94.6% last month. Major shortage is in the “Envelop-Non Pledge” category.
 - Pledge giving was 98.0% of budget down from 100.0% last month
 - Expenses remained in control at 90.8% of budget, down from 95.9% last month
 - Reserves increased to \$49,037 up from \$41,231 last month.
- † 2020 Budget assignments and instructions were provided to council liaisons for coordination with committee chairs and staff to assure input is turned in for all accounts assigned by 10/31/2019.

- † Mount cross has enrolled in “CM Wildfire Solutions” through our insurer, Church Mutual. This qualifies us to receive access to 24/7 wildfire monitoring, prevention and control services.
- † Keith signed up for a free half day seminar covering “2019 Tax and Law Update” on October 1. This is put on by our insurance company, Church and Casualty.
- † Need help determining what health insurance to use for Joe Zimmerly. (This is being referred to the personnel committee)
- † Need help to develop a current facility use policies and procedures for outside groups. Our insurance company, Church and Casualty has offered a template. Pastor Julie also offered a template from another church.
- † After discussion and a review of our current church facility policy Keith moved to elect Becky Riley and Susan Prosser as an initial taskforce to develop a facility use policy and procedures document for Mount Cross Lutheran Church. Others are welcome to join this task force. The motion received a second from Wendy. Motion passed.

Service and Missions-Bill Stoll

- Bill signed up to attend the Church and Casualty Insurance Agency training and workshop on “Preparing for an Armed Intruder” October 29.
- Service and Missions is looking to coordinate efforts with the Southwest California Synod Peace and Justice team to explore social justice issues such as gun violence. More information will follow on this and other topics as part of the Service and Missions committee.

Stewardship-Susan Prosser

- † The stewardship committee will offer a stewardship season to include education, learning, talking, and asking. The stewardship season will begin in October and include three weeks in November. Stewardship activities are intergenerational.

Child Development Center (CDC)-Wendy McClary

- † CDC has two new board members.
- † CDC enrollment is at capacity (71)
- † Marketing continues to primarily be through word-of-mouth. Marketing is an area that CDC will continue to work on.
- † The Applebee’s fundraiser was very successful.
- † CDC is planning a family movie night
- † A new play house was built and donated to the CDC by Glenn the husband of Kathy Channels.

- † The CDC plans to include updates and information in the church's monthly newsletter.

Worship and Music-Allison Johnson

- † Worship and Music approved the request from an organization to use the church sanctuary for their Christmas concert. The church council could not fully approve the request. The council approved a conditional request pending the organizations certificate of insurance and a mutually agreed upon date. As the date the organization is requesting is the date the church has set aside to decorate for our Christmas concert. Corina to notify the organization of the conditional approval.
- † The Praise Band would like the following
 - To have a separate bulletin for their service
 - Better promote and market their worship service
 - A viable Praise Band committee
 - Better communication between the Worship and Music Committee and the Praise Band

Brian moved to extend the meeting to 9:15pm. The motion received a second from Bill. Motion passed.

There has been much discussion on Sunday service times. Allison, on behalf of the Worship and Music committee moved to have the Sunday Service times revert to their original schedule. The motion passed.

The Adult Education committee asked Cecelia to read the following statement at the council meeting.

The Adult Education (AE) committee is in strong agreement in favor of the worship schedule returning back to the way it had been before our summer schedule. While we might like to see AE moved to a different time, we recognize that the old schedule was the best fit for the most people overall. We are also in strong agreement that moving the 1st service to 9:00 thus pushing everything back 30 minutes was not good for AE and would probably have a strong negative effect on it.

We also want to Worship and Music and the Council to be aware that in the future there might possibly be a need for childcare during the AE time. That will need to be considered once we start and see who is coming to Adult Education.

For the Good of the Order:

Adjourn:

Bill moved to adjourn the meeting at 9:16 pm the motion received a second from Betty. Motion passed.

Adjourned with the Lord’s Prayer

Looking ahead:

Next Council Meeting: - October 15, 2019

October Devotions: Betty Ertel

October Listening Post: Bill Stoll

Cecelia Travick-Jackson

Secretary/Recorder

Action/Discussion Items from the September 17 meeting for the October 15, 2019 Church Council Meeting

Task	Committee and Liaison	Follow up and/or Outcome
Will we have communion at the rail?	Worship and Music Allison Johnson	
Can table and chairs be placed on the patio for patio ministry and be placed out of the sun	Hospitality –(No council liaison) or refer to youth as a project-Tabitha Ebright	
Will we again have child care during the service	CYFM-Joe Zimmerly	
Determining what health insurance to use for Joe Zimmerly.	Personnel-Kevin Churchill	
Facility use and procedures	Special taskforce-Becky Riley and Susan Prosser	
The council approved a conditional request pending the organizations certificate of insurance and a mutually agreed upon date.	Corina, church secretary, to notify the organization of the conditional approval	
The Praise Band would like the following † To have a separate bulletin for their service. † Better promote and market their worship service	?	

† A viable Praise Band committee † Better communication between the Worship and Music Committee and the Praise Band		
Bill Stoll and Kevin Churchill volunteered to explore various ways digitally market our congregation.	Bill and Kevin	

Continuing Resolutions defining the current councilmembers, committees, chairpersons, liaisons, and meeting dates and times:

C13.06 A19

2019 Church Council Members: Craig Blois* (President), Joan Brundage* (Financial Secretary), Kevin Churchill (Personnel), Betty Ertel (Property), Ivan Fernandez (Learning), Brian Fisher* (Vice-President), Allison Johnson (Worship & Music), Susan Prosser (Stewardship, Call Committee), Becky Riley (Care Team), Keith Selbrede* (Treasurer), Bill Stoll (Service& Missions), Cecelia Travick-Jackson* (Secretary, Policy, Continuing Resolutions,), Julie Morris (Pastor,) Joe Zimmerly(Children, Youth and Family Ministry Director) *Executive Committee

Tabitha Ebright Youth Representative

Wendy McClary (CDC Rep)

	<i>Committee</i>	<i>Meeting Time</i>	<i>Chairperson</i>	<i>Council Liaison</i>
1.	Adult Education	As needed	Cecelia TravickJackson	
2.	Budget & Finance	As needed	Keith Selbrede	Keith Selbrede
3.	Call Committee	To be determined	Becky Riley/Bill Stoll	Susan Prosser
4.	Caring Team	No fixed time	Susan Prosser	Becky Riley
5.	Child Development Center	1 st Tuesday at 6PM	Cathy Channels	Wendy McClary
6.	Continuing Resolutions and Church Policy	To be determined	Cecelia Travick-Jackson	Cecelia Travick-Jackson
7.	Endowment	No fixed time	Rick Gardner	Brian Fisher

Church Council Meeting Archived Minutes

8.	Fellowship	3rd Thursday 7:00	Valerie Patscheck	Joan Brundage
9.	Learning	1st Monday 7:00	Tracy Blois	Ivan Fernandez
10.	Make Bake Celebrate (MBC)	September 28, 2019	Patti Stouch	Brian Fisher and Craig Blois
11.	Nominating Committee	To be determined	To be determined	To be determined
12.	Oversight	No fixed time		
13.	Personnel	As needed	Jim Prosser	Kevin Churchill
14.	Property	Last Tuesday 7:00	Rick Mann	Betty Ertel
15.	Service & Missions	1st Monday 6:30	Gordon Henry	Bill Stoll
16.	Stewardship	No fixed time	Susan Prosser	Susan Prosser
17.	Worship & Music	Tuesday 9:00 a.m. (every other month)	Randy Churchill	Allison Johnson

* DEVOTIONS			
FEBRUARY	MARCH	APRIL	MAY
Pastor Jim	Norman Williamsen	Susan Prosser	Allison Johnson
JUNE	JULY	AUGUST	SEPTEMBER
Pastor Jim	Cecelia Travick- Jackson	Craig Blois	Ivan Fernandez
OCTOBER	NOVEMBER	DECEMBER	JANUARY 2020
Betty Ertel	Keith Selbrede	????	?????
** COUNCIL LISTENING POST (1st Sunday of the Month (unless otherwise indicated), on the patio, between services)			
FEBRUARY	MARCH	APRIL	MAY
Cecelia Travick- Jackson	Susan Prosser	Brian Fisher	Ivan Fernandez
JUNE	JULY	AUGUST	SEPTEMBER 8, 2019

Allison Johnson	Bill Stoll	Craig Blois	Bill Stoll
OCTOBER	NOVEMBER	DECEMBER	JANUARY 2020
Bill Stoll	Keith Selbrede	????	????

Cecelia Travick-Jackson, Secretary/Recorder

**MOUNT CROSS LUTHERAN CHURCH
CHURCH COUNCIL MINUTES
AUGUST 20, 2019
PARISH LIFE CENTER 7:00 PM**

2019 Elected Church Council Members: Craig Blois* (President), Joan Brundage* (Financial Secretary), Kevin Churchill (Personnel), Betty Ertel (Property), Ivan Fernandez (Learning), Brian Fisher* (Vice-President), Allison Johnson (Worship & Music), Susan Prosser (Stewardship, Call Committee), Becky Riley (Care Team) Keith Selbrede* (Treasurer), Bill Stoll (Service & Missions), Cecelia Travick-Jackson* (Secretary, Policy, Continuing Resolutions, Adult Ed.), Norman Williamsen, Jim Bessey* (Pastor), Meredith Smith (Director of Ministries)

**Executive Committee*

Call to order: The Christ candle was lit and the meeting was called to order at 7:02 PM by President Craig Blois

Council Members Present: Craig Blois, Joan Brundage, Betty Ertel, Ivan Fernandez, Brian Fisher, Allison Johnson, Susan Prosser, Becky Riley, Keith Selbrede, Bill Stoll, Cecelia Travick-Jackson,

Council Members Not Present: Kevin Churchill, Norman Williamsen,

Staff Members Present: Pr. Julie Morris

Representatives Present:

Wendy McClary- Child Development Center

Representatives Not Present:

Jessica Easter -Youth representative

Tabitha Ebright-Youth Representative

Devotion: Craig Blois

Read from a document stating How the ELCA addresses the issue of gun Violence--

(Based on Jeremiah 37:8-9)

https://www.elca.org/JLE/Articles/65?_ga=2.227699229.1845661546.1567359469-18661155.1455686691

Brief discussion followed on how we as a congregation can address gun violence, emphasizing ways to educate the congregation and working with neighboring congregations.

Caring Conversation: Craig Blois

August 16th was National Tell a Joke Day. Do you have any jokes to share?

Several members shared jokes. Susan shared 3-4 jokes taken from LCMS – St John’s Lutheran Church in Oskaloosa, Iowa.

Listening Post Report for August: Craig Blois

- Will we continue the single service?- referred to Worship and Music
- Status of Taking Faith Home? Susan was not able to access the resource, but since we now have church secretary, this should no longer be an issue.
- We need to do something for the volunteers who work in the office during the transition. Pastor Julie plans to take the volunteers to lunch, using the discretionary funds.

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- 9

Number of voting representatives present-1

Approval of Minutes for: July 16, 2019

Susan moved to accept the minutes. The motion received a second from Betty. Motion passed.

Reports: Complete reports can be viewed on the Church Council page which is online.

Pastor Julie Morris (Highlights)-

- Newcomer/Visitor Follow-up
 - Emails sent to all inviting to meet with me in the office
- Jessica Easter will replace Katie Robinson
- Open invitation to discuss the second service while thinking through the fall worship schedule.
- New Women's Bible Study Tuesdays, beginning September 17, 8:30- 10:00am with invitations to all, especially pre-school moms
- Joe Zimmerly begins 8/26
- Nursery Care- may need to be re-instated
- All Saints Sunday welcome and Baptism
- Plans to meet with every member of the congregation in an effort to get to better know the congregation
- Friday is the Pastor's day off

Treasurer-Keith

- Financial statement through July
 - YTD Income: 94.6% of budget-\$13,759 short due primarily to significant under-performance in the "Envelope-Non-Pledge" category.
 - Pledge Income: 101% of budget
 - Total Expense: 95.9% of budget-\$10,532 under budget
 - Net Income: short \$3,227
 - Calculated reserves: \$41,231-up slightly from last month
- For the next two budgetary and personnel motions, Kevin Churchill was available by phone representing the Personnel committee.

Due to the hiring of Carina McVeigh as the Mount Cross Office Manager, she is required to end her independent contractor status as Praise Band Director and become an hourly employee for that position. This means that MC is now responsible for payroll tax for that position.

Keith moved to increase the budget on the payroll tax line (#62890) by \$293 to cover that expense for the rest of 2019. The motion received a second from Becky. The motion passed.

For the reasons noted in motion 1, the Praise Band Director position is required to be changed to hourly. Keith moved that an hourly rate be established so as to not impact (increase or decrease) the 2019 budgeted salary for the Praise Band Director (budget line 62350). The motion received a second from Bill. The motion passed

- Keith provided the following information on upcoming, classes, workshops and grants.
 - From The Southwest California Synod of the ELCA- grant opportunity

- Is your congregation hearing God's call to partner with a neighborhood institution or agency to do something new? Would some seed money help get this partnership started? Apply by September 10.
 - Church and Casualty Insurance Agency training on "Preparing for an Armed Intruder" October 29. Bill and Pr. Julie expressed interest in this workshop.
 - Church and Casualty Insurance Agency offering a free wildfire prevention program
 - Church and Casualty Insurance Agency offering a free workshop on 2019 Tax and Law Update October 2. Keith expressed an interest in attending,
- For more information on any of these workshops or seminars, please contact Keith.

Care Team-Susan



A MATTER OF BALANCE

MANAGING CONCERNS ABOUT FALLS



Want to improve your balance? Concerned about falling?

A Matter of Balance is an award-winning program, designed to manage falls and increase activity levels. If you are interested in improving your balance, or have reduced activity as a result of fear of falling, this program emphasizes practical strategies to manage falls and improve balance.

- View falls as controllable
- Set goals for increasing activity
- Make changes to reduce fall risks at home
- Exercise as a class to increase strength and balance

8 Week Series Held at Mount Cross Lutheran Church

No Charge—Space is Limited!
Wednesdays, Oct 2—Nov 20, 2019
2:00pm—4:00pm

To Sign up, please contact
Blair Barker at
(805) 388-1952 X 133

Wellness & Caregiver
Center of Ventura County



3687 E. Las Posas Rd. Bldg H, Suite 188 Camarillo, CA. 93010 www.camhealth.com



Brought to you locally by the **Ventura County Evidence-Based Health Promotion Coalition**

This project was supported, in part by grant number 90FP0018-01-01 from the U.S. Administration for Community Living, Department of Health and Human Services, Washington, D.C. 20201. Grantees undertaking projects under government sponsorship are encouraged to express freely their findings and conclusions. Points of view or opinions do not, therefore, necessarily represent official Administration for Community Living policy.

Care and Welcome-Susan

- Care and Welcome to hold 1st meeting September 1. Karen Cherry to lead team. Team has 4 members.
- Becky is willing to be the council liaison from the care team

Stewardship-Susan

- Stewardship to incorporate a larger finance group
- October and most of November will focus on educational opportunities for all, including adults, parents, youth, etc.
- November's theme will focus on asking, committing, thanking and receiving

Childhood Development Center (CDC)-Wendy

- CDC continues to work on and refine its budget
- CDC and Church Council continue to work on rebuilding and strengthening their relationship with one another

Property-Betty

- Rick Mann continues to check and replace if necessary outlets in the pavilion
- Looking to do upholstery repairs in the sanctuary
- Check the office door to make sure it is a fire door

Endowment-Brian

- The committee is beginning the check writing process for the recipients
- CDC has asked if the money they received from Endowment can be used for scholarships rather than for advertising

Learning Committee

- Katie Robinson will no longer be available for working with the youth. She is being replaced by Jessica Easter.

Parliamentary Particles:

HANDLING OF A MOTION- "A second merely implies that the seconder agrees that the motion should *come before the meeting* and not that he necessarily favors the motion. A member may second a motion...because he would like to see the assembly go on record

as rejecting the proposal, if he believes a vote on the motion would have such a result.” (p36)

HANDLING OF A Motion—“If a motion is offered in a wording that is not clear or that requires smoothing before it can be recorded in the minutes, it is the duty of the chair to see that the motion is put into suitable form--preserving the content to the satisfaction of the mover--before the question is stated. The chair should not admit a motion that the secretary would have to paraphrase for the record. The chair—either on his own initiative or at the secretary’s request—can require a main motion amendment or instructions to a committee to be in writing before he states the question.” (p39)

Review Information, Motion and Electronic vote on Director of Ministry Replacement:

Motion-Aug 2, 2019: The Learning Committee, Personnel Committee, and Pastor Julie Morris all recommend Mount Cross to extend offer to Joe Zimmerly for the position of Children, Youth and Family Ministry Director as described in the position description below with the following changes: The motion passed.

- *Until Joe graduates from CLU in December, it will be a part-time position of 25 hours per week at \$21.50 per hour; no overtime (working in excess of 8 hours in a day) without prior approval of Pastor Julie; and no benefits while part-time.*
- *The position will convert to a full-time, exempt position in Dec 2018 when Joe graduates upon mutual agreement.*
 - *Salary: \$45,800/year with medical benefits for the employee*
- *Other hiring details are covered by policies of the church (i.e. sick leave and unpaid leaves) in the Employee Handbook.*
- *Hiring is contingent upon completion of successful background check*

Position Title: Children, Youth and Family Ministry Director

Located in Camarillo, California, Mount Cross Lutheran Church is seeking an energetic associate for the Children, Youth and Family Ministry Director position. *The mission of Mount Cross is to be: Rooted in God’s grace so we can joyfully witness and serve.*

The primary task of this position is to **recruit, coordinate and build relationships** to encourage members of the church and the community to participate in children and family ministry programs associated with Mount Cross Lutheran Church. Under the direction of the pastor, the Children, Youth, and Family Ministry Director (CYFD) will be responsible for implementation of the vision, strategy and execution of ministry programming for the development of the Christian faith in the children, youth and families of our church.

He/she will equip and support children, families and congregation to nurture faith, pass along faith, and live well in Christ.

This position will serve as the primary staff person responsible for the following ministries:

Children's Church, Vacation Bible School, Nursery, Fun With Faith (Preschool-5th grade weekday program), and Milestone Ministries (1st Communion and Bible Presentation). He/she will also support Confirmation, High School and Cross-Generational ministries, in addition to Seasonal Programs (e.g., Christmas, Lenten Soup Suppers, and Camps).

Status: Full-Time exempt

Salary: Depends on education and experience, competitive with other ELCA Youth Ministry Positions.

To apply contact us at: 805-482-3847 or office@mountcross.com.

Information items: Craig

- Church in the Park August 25. Susan will take the lead to help council organize the service and picnic lunch.
- Sheri will return for one week to help train Carina McVeigh as church secretary/office manager
- Information on Pastor Julie's installation is forthcoming
- Working on Make Bake Celebrate (MBC)

For the Good of the Order:

Adjourn:

Bill moved to adjourn the meeting at 8:53 the motion received a second from Allison. Motion passed.

Adjourned with the Lord's Prayer

Looking ahead:

Next Council Meeting: - September 17, 2019

September Devotions: Ivan Fernandez

September Listening Post: Bill Stoll

Cecelia Travick-Jackson
Secretary/Recorder

Action/Discussion Items from the August 20 Church Council Meeting

Task	Committee and Liaison	Follow up and/or Outcome
Will we continue the single service?	Worship and Music-Allison Johnson	

Continuing Resolutions defining the current councilmembers, committees, chairpersons, liaisons, and meeting dates and times:

C13.06 A19

2019 Church Council Members: Craig Blois* (President), Joan Brundage* (Financial Secretary), Kevin Churchill (Personnel), Betty Ertel (Property), Ivan Fernandez (Learning), Brian Fisher* (Vice-President), Allison Johnson (Worship & Music), Susan Prosser (Stewardship, Call Committee), Becky Riley (Care Team), Keith Selbrede* (Treasurer), Bill Stoll (Service& Missions), Cecelia Travick-Jackson* (Secretary, Policy, Continuing Resolutions,), Norman Williamsen,), Julie Morris (Pastor,) Joe Zimmerly(Children, Youth and Family Ministry Director) **Executive Committee*

Jessica Easter-Youth Representative, Tabitha Ebright Youth Representative (2 youth representatives=one vote) Wendy McClary (CDC Rep)

	<i>Committee</i>	<i>Meeting Time</i>	<i>Chairperson</i>	<i>Council Liaison</i>
1.	Adult Education	On Sabbatical until September		
2.	Budget & Finance	As needed	Keith Selbrede	Keith Selbrede
3.	Call Committee	To be determined	Becky Riley/Bill Stoll	Susan Prosser
4.	Caring Team	No fixed time	Susan Prosser	Becky Riley
5.	Child Development Center	1 st Tuesday at 6PM	Cathy Channels	Wendy McClary
6.	Continuing Resolutions	To be determined	Cecelia Travick-	Cecelia Travick-

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	and Church Policy		Jackson	Jackson
7.	Endowment	No fixed time	Rick Gardner	Brian Fisher
8.	Fellowship	3rd Thursday 7:00	Valerie Patscheck	Joan Brundage
9.	Learning	1st Monday 7:00	Tracy Blois	Ivan Fernandez
10.	Make Bake Celebrate (MBC)	September 28, 2019	Patti Stouch	Brian Fisher and Craig Blois
11.	Nominating Committee	To be determined	To be determined	To be determined
12.	Oversight	No fixed time		
13.	Personnel	As needed	Jim Prosser	Kevin Churchill
14.	Property	Last Tuesday 7:00	Rick Mann	Betty Ertel
15.	Service & Missions	1st Monday 6:30	Gordon Henry	Bill Stoll
16.	Stewardship	No fixed time	Susan Prosser	Susan Prosser
17.	Worship & Music	Tuesday 9:00 a.m. (every other month)	Randy Churchill	Allison Johnson

* DEVOTIONS			
FEBRUARY	MARCH	APRIL	MAY
Pastor Jim	Norman Williamsen	Susan Prosser	Allison Johnson
JUNE	JULY	AUGUST	SEPTEMBER
Pastor Jim	Cecelia Travick- Jackson	Craig Blois	Ivan Fernandez
OCTOBER	NOVEMBER	DECEMBER	JANUARY 2020
Betty Ertel	Keith Selbrede	????	?????
** COUNCIL LISTENING POST (1st Sunday of the Month (unless otherwise indicated), on the patio, between services)			
FEBRUARY	MARCH	APRIL	MAY

Cecelia Travick-Jackson	Susan Prosser	Brian Fisher	Ivan Fernandez
JUNE	JULY	AUGUST	SEPTEMBER 8, 2019
Allison Johnson	Bill Stoll	Craig Blois	Bill Stoll
OCTOBER	NOVEMBER	DECEMBER	JANUARY 2020
????	Keith Selbrede	????	????

Cecelia Travick-Jackson, Secretary/Recorder

MOUNT CROSS LUTHERAN CHURCH

CHURCH COUNCIL MINUTES

JULY 16, 2019

PARISH LIFE CENTER 7:00 PM

2019 Elected Church Council Members: Craig Blois* (President), Joan Brundage* (Financial Secretary), Kevin Churchill (Personnel), Betty Ertel (Property), Ivan Fernandez (Learning), Brian Fisher* (Vice-President), Allison Johnson (Worship & Music), Susan Prosser (Stewardship, Call Committee), Keith Selbrede* (Treasurer), Bill Stoll (Service & Missions), Cecelia Travick-Jackson* (Secretary, Policy, Continuing Resolutions, Adult Ed.), Norman Williamsen, Jim Bessey* (Pastor), Meredith Smith (Director of Ministries)

**Executive Committee*

Call to order: The Christ candle was lit and the meeting was called to order at 7:05 PM by President Craig Blois

Council Members Present: Craig Blois, Joan Brundage, Kevin Churchill, Betty Ertel, Brian Fisher, Allison Johnson, Susan Prosser, Keith Selbrede, Bill Stoll, Cecelia Travick-Jackson, Norman Williamsen,

Council Members Not Present: Ivan Fernandez,

Staff Members Present: Jim Bessey

Staff Members Not Present: Meredith Smith

Representatives Present:

Wendy McClary- Child Development Center

Tabitha Ebright-Youth Representative

Representatives Not Present:

Jessica Easter -Youth representative

Devotion: Cecelia Travick-Jackson

Proverbs 17:22 “A cheerful heart is good medicine, but a crushed spirit dries up the bones. (NIV)

²² A cheerful disposition is good for your health; gloom and doom leave you bone-tired. [The Message (MSG)]

Caring Conversation: Who has been a part of a congregation which has gone through a pastoral transition before this one at Mount Cross?

Many members of the council have gone through pastoral transitions. Some have gone through the process as a youth. One member of the council went through the call process that called a female pastor, one of the first class of women ordained through Pacific Lutheran Theological Seminary (PLTS). Finally, being a member of a call committee and all that it entails can stress and strain a marriage.

Listening Post Report for July: Bill

7. “Enjoying the single service. Any plans on making this permanent?”

8. "Have not seen Taking Home Faith flyers the last few weeks. Have these been discontinued? If so, why? Is it a cost issue? Realize some don't take them, but others like having them."

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
 Number of voting representatives present 2

Approval of Minutes for: June 18, 2019

Keith moved to accept the minutes with the following corrections, indicated in red. The motion received a second from Brian. Motion passed.

<i>Adult Education</i>	<i>On Sabbatical until September</i>		
<i>Budget & Finance</i>	<i>As needed</i>	<i>Keith Selbrede</i>	<i>Keith Selbrede</i>
<i>Call Committee</i>	<i>To be determined</i>	<i>Becky Riley/Bill Stoll</i>	<i>Susan Prosser</i>
<i>Caring Team</i>	<i>No fixed time</i>	<i>Beverly Rueckert</i> <i>Susan Prosser</i> <i>Gayle Johnson</i>	<i>Susan Prosser</i>
<i>Child Development Center</i>	<i>1st Tuesday at 6PM</i>	<i>Cathy Channels</i>	<i>Wendy McClary</i>

Reports:

Pastor Jim (Highlights)-

- † Thank you letters have been received for California Lutheran University, the ELCA (Lutheran Disaster Response), and Lutheran Immigration and Refugee Service for our recent congregational gifts.
- † I will meet with Pastor Julie Morris on 7/17 to review transition plans
- † Thank you to the members of the Church Council for your service to Mount Cross. It has been my privilege to work with you as your Interim Pastor. You are in good hands with the choice of Pastor Julie Morris. I will remember you in my prayers and look forward to seeing you in the future. May the Lord's blessings be yours in abundance!

- † Denise Sobolik is working on an article introducing Pastor Julie to be published in the Acorn.

Treasurer-Keith

Budget Performance (through June):

- † Gross income was 94.5% of budget down from 98% last month. Major shortage is in the "Envelop-Non Pledge" category
- † Pledge giving was 100.5% of budget down from 104% last month
- † Expenses remain in control as 96.6% of budget but up from 93.5% last month
- † Reserves decreased to \$39,839, down from \$46,411 last month

Stewardship-Susan

- † Working on an October campaign
- † 2nd meeting for campaign is July 29. Will invite a larger financial group to participate, for example the Budget committee.

Care Team-Susan

- † First class in cooperation with Camarillo Health Care district is planned in October from 2-4 pm. This is an 8 week class on Balance.
- † Later in the year (after the October class) considering a Tai Chi class in the pavilion

Property-Betty/Joan

- † Heaters to be installed in pavilion before Make Bake Celebrate in September
- † It was reported that some of the electrical outlets in the pavilion are not working, property committee will look into the electrical fixtures.

Learning Committee-Craig

- † The learning committee is currently interviewing two candidates for the DOM position.
- † The committee will work with Pastor Julie on securing a candidate and possibly to include benefits.

Endowment-Brian

Brian presented the distribution request and recommendations from the endowment committee. **Brian moved on behalf of the endowment committee, to ratify the endowment recommendation of \$18,586 for distribution. Motion passed.**

CDC-Wendy

- † As of June the CDC had 61 students with the possibility of 67 students. The CDC needs at least 75 students to be sustainable.
- † The CDC will continue to work with the Church Council on ways the council can help the CDC grow.

Parliamentary Particles:

HANDLING OF A MOTION-“Speakers should always address their comments to the chair and not to other council members, especially in reference to any divergence of opinion. When addressing the chair the remarks should maintain a courteous tone, and avoid interjecting a personal note into a debate. To this end, the speaker must never attack or make any allusion to the motives of other members... and they should avoid the mention of other member’s names as much as possible.” (p43)

HANDLING OF A MOTION- “A second merely implies that the seconder agrees that the motion should *come before the meeting* and not that he necessarily favors the motion. A member may second a motion...because he would like to see the assembly go on record as rejecting the proposal, if he believes a vote on the motion would have such a result.” (p36)

Update on Volunteer Coverage for the church office-Brian/Pastor Jim

- † There is coverage in the office most of the time. If there is not coverage, Pastor Jim answers the phone or the call goes to voice mail and is responded to as soon as possible.
- † We appreciate the help of Marilyn Gardner, a former church secretary. She does the worship bulletins and the Grapevine.

Elect Becky Riley to Church Council:

Norman moved to elect Becky Riley to Church Council for a term to conclude January 2022. The motion received a second from Keith. Motion passed.

Important dates to remember:

- † July 28, Pastor Jim’s sending
- † August 4, Pastor Julie’s welcome bar-b-que
- † August 11, Meredith’s farewell
- † August 18, Sheri’s farewell (Susan is working with the fellowship committee)
- † August 25, Service in the park

Council participation is strongly encourage for all of the activities

For the Good of the Order:

Adjourn:

Bill moved to adjourn the meeting at 8:25 the motion received a second from Allison. Motion passed.

Adjourned with the Lord’s Prayer at 8:25

Looking ahead:

Next Council Meeting: -August 20, 2019

August Devotions: Craig Blois

August Listening Post: Craig Blois

Cecelia Travick-Jackson

Secretary/Recorder

Action/Discussion Items from the July 16 Church Council Meeting

Task	Committee and Liaison	Follow up and/or Outcome
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Enjoying the single service. Any plans on making this permanent?"	Worship and Music-Allison Johnson	
Making sure there are weekly copies of "Taking Faith Home"	Susan Prosser volunteered to take on this task.	
Employee Handbook	Personnel Committee- Kevin Churchill	

Continuing Resolutions defining the current councilmembers, committees, chairpersons, liaisons, and meeting dates and times:

C13.06 A19

2019 Church Council Members: Craig Blois* (President), Joan Brundage* (Financial Secretary), Kevin Churchill (Personnel), Betty Ertel (Property), Ivan Fernandez (Learning), Brian Fisher* (Vice-President), Allison Johnson (Worship & Music), Susan Prosser (Stewardship, Call Committee), Keith Selbrede* (Treasurer), Bill Stoll (Service& Missions), Cecelia Travick-Jackson* (Secretary, Policy, Continuing Resolutions, Adult Ed.), Norman Williamsen, Jim Bessey* (Pastor, until July 31, 2019), Julie Morris (Pastor, beginning August 1, 2019), Meredith Smith (Director of Ministries) **Executive Committee*

Jessica Easter-Youth Representative, Tabitha Ebright Youth Representative (2 youth representatives=one vote) Wendy McClary (CDC Rep)

	<i>Committee</i>	<i>Meeting Time</i>	<i>Chairperson</i>	<i>Council Liaison</i>
1.	Adult Education	On Sabbatical until September		
2.	Budget & Finance	As needed	Keith Selbrede	Keith Selbrede
3.	Call Committee	To be determined	Becky Riley/Bill Stoll	Susan Prosser
4.	Caring Team	No fixed time	Susan Prosser	
5.	Child Development Center	1 st Tuesday at 6PM	Cathy Channels	Wendy McClary
6.	Continuing Resolutions and Church Policy	To be determined	Cecelia Travick-Jackson	Cecelia Travick-Jackson

Church Council Meeting Archived Minutes

7.	Endowment	No fixed time	Rick Gardner	Brian Fisher
8.	Fellowship	3rd Thursday 7:00	Valerie Patscheck	Joan Brundage
9.	Learning	1st Monday 7:00	Tracy Blois	Ivan Fernandez
10.	Make Bake Celebrate (MBC)	September 28, 2019	Patti Stouch	Brian Fisher and Craig Blois
11.	Nominating Committee	To be determined	To be determined	To be determined
12.	Oversight	No fixed time		
13.	Personnel	As needed	Jim Prosser	Kevin Churchill
14.	Property	Last Tuesday 7:00	Rick Mann	Betty Ertel
15.	Service & Missions	1st Monday 6:30	Gordon Henry	Bill Stoll
16.	Stewardship	No fixed time	Susan Prosser	Susan Prosser
17.	Worship & Music	Tuesday 9:00 a.m. (every other month)	Randy Churchill	Allison Johnson

* DEVOTIONS			
FEBRUARY	MARCH	APRIL	MAY
Pastor Jim	Norman Williamsen	Susan Prosser	Allison Johnson
JUNE	JULY	AUGUST	SEPTEMBER
Pastor Jim	Cecelia Travick- Jackson	Craig Blois	Ivan Fernandez
OCTOBER	NOVEMBER	DECEMBER	JANUARY 2020
Betty Ertel	Keith Selbrede	????	?????
** COUNCIL LISTENING POST (1st Sunday of the Month (unless otherwise indicated), on the patio, between services)			
FEBRUARY	MARCH	APRIL	MAY
Cecelia Travick- Jackson	Susan Prosser	Brian Fisher	Ivan Fernandez

JUNE	JULY	AUGUST	SEPTEMBER 8, 2019
Allison Johnson	Bill Stoll	Craig Blois	Bill Stoll
OCTOBER	NOVEMBER	DECEMBER	JANUARY 2020
????	Keith Selbrede	????	????

Cecelia Travick-Jackson, Secretary/Recorder

**MOUNT CROSS LUTHERAN CHURCH
CHURCH COUNCIL MINUTES
JUNE 18, 2019
PARISH LIFE CENTER 7:00 PM**

2019 Elected Church Council Members: Craig Blois* (President), Joan Brundage* (Financial Secretary), Kevin Churchill (Personnel), Betty Ertel (Property), Ivan Fernandez (Learning), Brian Fisher* (Vice-President), Allison Johnson (Worship & Music), Susan Prosser (Stewardship, Call Committee), Keith Selbrede* (Treasurer), Bill Stoll (Service & Missions), Cecelia Travick-Jackson* (Secretary, Policy, Continuing Resolutions, Adult Ed.), Norman Williamsen, Jim Bessey* (Pastor), Meredith Smith (Director of Ministries)
**Executive Committee*

Call to order: The Christ candle was lit and the meeting was called to order at 7:00 PM by President Craig Blois

Council Members Present: Craig Blois, Joan Brundage, Betty Ertel, Ivan Fernandez, Brian Fisher, Allison Johnson, Susan Prosser, Keith Selbrede, Cecelia Travick-Jackson, Norman Williamsen

Council Members Not Present: Kevin Churchill, Tabitha Ebright,

Staff Members Present: Jim Bessey, Meredith Smith

Representatives Present:

Wendy McClary- Child Development Center
Jessica Easter -Youth representative

Devotion: Pastor Jim

Paul's letter to the Corinthians (2 Corinthians) on support through anxious and uncertain times.

Caring Conversation: National Fishing Day (What are your favorite fish stories?)

Some of the responses included; ice fishing, ice skating on the lake, Kids day at Mammoth lake, fishing in a stocked pond, not interested in catching any fish-just sitting and enjoying the quiet and the lake, the fish that got away.

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 9
Number of voting representatives present 2

Approval of Minutes for: May 21, 2019

Wendy moved to accept the minutes as posted. The motion received a second from Bill.
Motion passed.

Reports:

Pastor Jim (Highlights)-

- Thanked the council for his Sunday off (June 16) and Pastor Scott Maxwell-Doherty for presiding and preaching in his absence.
- An offer of employment letter for Carina McVeigh to serve as Office Manager at Mount Cross has been signed. Volunteers will assist in the office for July and two weeks of August. Carina is scheduled to begin on August 19.
- Please note the thank you letter from many Meals for our recent donation. Each month, our members assist with set-up, meal preparation, serving and clean-up for this vital ministry.
- Marilyn Gardner will do the power point and newsletter until Carina starts in August.
- The church office will be staffed by volunteers until Carina officially starts in August.

Meredith (Highlights- complete report is on line)

- Putting together a binder of events throughout the calendar and church year to assist the person replacing her. She will also put a disk together as additional support for the new person.

President (Craig)

Special Congregational Meeting to Call Pastor Julie Morris-Craig Blois

- Meeting date is June 30 at 10:45 am
- Pastor Reginald Schultz-Akerson (Assistant to the Bishop, Southwest California Synod) will be available to review the call process and support the call committee by responding to questions from the congregation.
- After a quorum has been confirmed, Craig will announce the tellers for the voting process. (No members of the call committee can act as tellers)
- There will be two congregational votes. Both votes will be by written ballot.
 - First vote will be to call Pastor Julie Morris as Pastor of Mount Cross. 2/3 votes are needed for this vote to pass.
 - The second vote is to approve the compensation package for Pastor Julie. A majority of the votes are needed for this motion to pass.

Treasurer-Keith

- Report as of June 13, 2019
- Budget Performance (through May):
 - Gross income was 98% of budget down from 101% last month
 - Pledge giving was 104% of budget down from 108% last month
 - Expenses remained in control at 93.5% of budget
 - Reserves increased to \$46,411 but remain well below the \$110,000 target.
 - Earthquake insurance cost increased \$300 (14%) to \$2420

Keith moved to approve Carina McVeigh as a cosigner of checks pending a background check. The motion received a second from Norman. Motion passed.

Call Committee- Becky and Bill

- To send out biographical information on Pastor Julie and call committee to continue to work on financial package.

Financial Secretary-Joan

- To send out June Stewardship letter to include semi-annual report on giving.

Stewardship-Susan

- Considering a theme approach for the 2020 pledge drive beginning in August.
- Considering an offering workshop on giving-“Being a Church Generously” (personal giving- multi levels of information)
- The stewardship committee is inviting members of the congregation who want to increase their pledge by having available in the narthex and in the church office contribution forms that say “Sowing the Seed” (an outgrowth of the original donation form “Preparing the Soil”). This form allows congregation members to increase their original 2019 pledge.

- An announcement will be made at the congregational meeting that the forms are available.

Care team-Susan

- Care team working in partnership with Camarillo Health Care district to offer community activities and courses such a Tai Chi, Dementia awareness, and Balance.
- Classes would be offered at Mount Cross in the afternoon. Classes would not be offered in the morning because of the Child care Development Center (CDC).
- Classes offered at Mount Cross would also be featured in "Healthy Attitudes" the quarterly Camarillo Healthcare district magazine.

Legacy giving-Brian

- Legacy giving will be able to give a more accurate report in 30 days
- \$26,800 in request (this includes \$10,000 for pastoral call)
- \$18,500 available
- They should be able to fulfil the requests
- Realize some of the request are time dependent, for example college scholarships, Pastor's discretionary fund, and CDC advertising on the internet
- This year scholarship checks will be written directly to the schools rather than to the recipient.

CDC-Wendy

- They have 32 students for the summer but are hoping for 10 more students for the fall.
- Due to low enrollment and budget constraints Cathy Channels is not taking a salary.
- Cathy and CDC will be working with Keith, Brian and Craig on sustainable finances. One of the questions to be addressed is how the council can help?

Learning Committee-Meredith, Craig, Ivan

- The Learning committee and the Personnel committee will have a joint meeting regarding the budget for the youth ministry position. This is to happen before the beginning of Vacation Bible School (VBS)
 - They will address the process for hiring, advertising and a salary range
 - Some of the thoughts regarding a salary range include
 - \$3820 per month (exempt status) or full time \$45,840 (annual)
 - Salary range on synod website for a youth director (entry level \$45,840)
- Interview candidate

Susan moved that a salary range of \$45,840-\$48,000 be created for a full time Director of Youth Ministry. The motion received a second from Ivan. The motion passed.

Property Committee: Betty

- The Property committee is working to replace or repair the listening devices.
- The Property committee will be renting a 'boom lift' to replace the light bulbs in the sanctuary.

Parliamentary Particles:

HANDLING OF A MOTION -“The chair should not call for abstentions in taking a vote, since the number of members who respond to such a call is meaningless. To ‘abstain’ means not to vote at all, and member who makes no response if ‘abstentions’ are called for abstains just as much as one who respond to the effect.” (p 45)

HANDLING OF A MOTION-“Speakers should always address their comments to the chair and not to other council members, especially in reference to any divergence of opinion. When addressing the chair the remarks should maintain a courteous tone, and avoid interjecting a personal note into a debate. To this end, the speaker must never attack or make any allusion to the motives of other members... and they should avoid the mention of other member’s names as much as possible.” (p43)

For the Good of the Order:

Adjourn:

Keith moved to adjourn the meeting at 9:05 the motion received a second from Allison. Motion passed. Adjourned with the Lord’s Prayer at 9:05

Looking ahead:

Next Council Meeting: -July 16, 2019

July Devotions: Cecelia Travick-Jackson

July Listening Post: Bill Stoll

Cecelia Travick-Jackson
Secretary/Recorder

Action/Discussion Items from the June 18 Church Council Meeting

Task	Committee and Liaison	Follow up and/or Outcome
Legacy giving will be able to give a more accurate report in 30 days	Legacy giving-Brian	
Special Committee to work with CDC on sustainable finances.	Keith, Brian, Craig	
Learning committee and personnel-Process for hiring a director of youth ministries	Ivan, Craig, Kevin, Meredith	
Employee Handbook	Personnel Committee- Kevin Churchill	

Continuing Resolutions defining the current councilmembers, committees, chairpersons, liaisons, and meeting dates and times:

C13.06 A19

2019 Church Council Members: Craig Blois* (President), Joan Brundage* (Financial Secretary), Kevin Churchill (Personnel), Betty Ertel (Property), Ivan Fernandez (Learning), Brian Fisher* (Vice-President), Allison Johnson (Worship & Music), Susan Prosser (Stewardship, Call Committee), Keith Selbrede* (Treasurer), Bill Stoll (Service& Missions), Cecelia Travick-Jackson* (Secretary, Policy, Continuing Resolutions, Adult Ed.), Norman Williamsen, Jim Bessey* (Pastor), Meredith Smith (Director of Ministries)
**Executive Committee*

Jessica Easter-Youth Representative, Tabitha Ebright Youth Representative (2 youth representatives=one vote) Wendy McClary (CDC Rep)

	Committee	Meeting Time	Chairperson	Council Liaison
1.	Adult Education	On Sabbatical until September		
2.	Budget & Finance	As needed	Keith Selbrede	Keith Selbrede
3.	Call Committee	To be determined	Becky Riley/Bill Stoll	Susan Prosser
4.	Caring Taskforce	No fixed time	Beverly Rueckert Susan Prosser Gayle Johnson	Susan Prosser
5.	Child Development Center	2 nd Tuesday at 6PM	Cathy Channels	Wendy McClary
6.	Continuing Resolutions and Church Policy	To be determined	Cecelia Travick-Jackson	Cecelia Travick-Jackson
7.	Endowment	No fixed time	Rick Gardner	Brian Fisher
8.	Fellowship	3rd Thursday 7:00	Valerie Patscheck	Joan Brundage

9.	Learning	1st Monday 7:00	Tracy Blois	Ivan Fernandez
10.	Make Bake Celebrate (MBC)	September 28, 2019	Patti Stouch	Brian Fisher and Craig Blois
11.	Nominating Committee	To be determined	To be determined	To be determined
12.	Oversight	No fixed time		
13.	Personnel	As needed	Jim Prosser	Kevin Churchill
14.	Property	Last Tuesday 7:00	Rick Mann	Betty Ertel
15.	Service & Missions	1st Monday 6:30	Gordon Henry	Bill Stoll
16.	Stewardship	No fixed time	Susan Prosser	Susan Prosser
17.	Worship & Music	Tuesday 9:00 a.m. (every other month)	Randy Churchill	Allison Johnson

* DEVOTIONS			
FEBRUARY	MARCH	APRIL	MAY
Pastor Jim	Norman Williamsen	Susan Prosser	Allison Johnson
JUNE	JULY	AUGUST	SEPTEMBER
Pastor Jim	Cecelia Travick-Jackson	Craig Blois	?????
OCTOBER	NOVEMBER	DECEMBER	JANUARY 2020
????	Keith Selbrede	????	?????
** COUNCIL LISTENING POST (1st Sunday of the Month, on the patio, between services)			
FEBRUARY	MARCH	APRIL	MAY
Cecelia Travick-Jackson	Susan Prosser	Brian Fisher	Ivan Fernandez
JUNE	JULY	AUGUST	SEPTEMBER
Allison Johnson	Bill Stoll	Craig Blois	????
OCTOBER	NOVEMBER	DECEMBER	JANUARY 2020
????	Keith Selbrede	????	????

Cecelia Travick-Jackson, Secretary/Recorder

MOUNT CROSS LUTHERAN CHURCH
CHURCH COUNCIL DISCUSSION NOTES
MAY 21, 2019
PARISH LIFE CENTER 7:00 PM

2019 Elected Church Council Members: Craig Blois* (President), Joan Brundage* (Financial Secretary), Kevin Churchill (Personnel), Betty Ertel (Property), Ivan Fernandez (Learning), Brian Fisher* (Vice-President), Allison Johnson (Worship & Music), Susan Prosser (Stewardship, Call Committee), Keith Selbrede* (Treasurer), Bill Stoll (Service & Missions), Cecelia Travick-Jackson* (Secretary, Policy, Continuing Resolutions, Adult Ed.), Norman Williamsen, Jim Bessey* (Pastor), Meredith Smith (Director of Ministries)

**Executive Committee*

Call to order: The Christ candle was lit and the meeting was called to order at 7:03 PM by President Craig Blois

Council Members Present: Craig Blois, Joan Brundage, Betty Ertel, Ivan Fernandez, Brian Fisher, Allison Johnson, Susan Prosser, Keith Selbrede, Cecelia Travick-Jackson, Norman Williamsen

Council Members Not Present: Kevin Churchill, Bill Stoll,

Staff Members Present: Jim Bessey, Meredith Smith

Representatives Present:

Wendy McClary- Child Development Center

Jessica Easter and Tabitha Ebright-Youth representatives (one vote)

Also Present: Robert Jackson,

Devotion: Allison Johnson read from the book "Proverbs for Graduates" concluding with the theme-Life is a gift and time is a gift.

Caring Conversation: What is your favorite Memorial Day tradition? Council members shared their traditions which included baseball, Bar-B-Qs, Boy Scouts placing flags on graves in the cemetery, Memorial Day parade.

Listening Post: Ivan Fernandez

- † There are two ceiling lights in the sanctuary that need to be replaced
- † Has Pastor Julie been interviewed? If she has not, why? This person said several people wanted to make sure that Pastor Julie was part of the interview process
- † In regards to the band, can we have the youth be part of it, since the band has fallen apart?
- † Evaluate the hearing assistance devices. Can they be serviced or replaced.

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 9
Number of voting representatives present 3

Approval of Minutes for March 12:

Keith moved to accept the minutes as posted. The motion received a second from Brian. Motion passed.

Reports:

Pastor Jim (Highlights)-

- † "I will be taking Sunday June 16 as a vacation Sunday. Pastor Scott Maxwell-Doherty, University Pastor at California Lutheran University, will be here to preach and preside."
- † "Interviews for our Office Manager will be done this week. We had 8 applicants and will interview 5. We hope to start the new person in June so that training can be done by Sheri. Sheri's last day will be June 28. Can we schedule a cake reception in her honor on June 30 after church?"
- † "I should have some potential candidates for Meredith's position by this weekend. Discussions with Learning and personnel should be held soon regarding this vacancy on our church staff."

Meredith (Highlights- complete report is on line)

- † "Easter this year had some changes: went from 3 to 2 worship services, only had a one hour sitting for breakfast & the egg hunt in between worship, and we only used the patio and the Parish Life Center. The changes went well. We had a hard time getting youth volunteers due to many families being gone/busy since it is

Spring Break.”

- † “I took a short vacation to meet my new niece in Omaha, Nebraska.”
- † “Confirmation day was a little different this year with only having one church service at 10:00AM. We also did a video this year in place of the students live faith story. Everything went well, minus some technical issues.”
- † Meredith’s last day is August 11.
- † VBS will be smaller this year as we are capping attendance at 100 children. The cost is \$50.00 per child. The classes will be smaller and parents who volunteer will have a per day deductions from the cost of their child (children) attendance.
- † Meredith shared that since she is pregnant, her doctor has advised against making the trip to Mexico with the youth because of the Zika virus. The youth will instead go to Luther Glen Farms and the Men’s Homes Central City Lutheran Mission.

President (Craig)

- † The office has had many problems with the current copy machine. It is recommended that the office lease a newer, albeit, slightly slower machine for less money. The (edited) breakdown is as follows:

Current Situation					
Model #	Features	Lease Payment	Cost Per Page	Monthly Usage Cost	Monthly Totals
Xerox WC5865	65 ppm B/W Copy/Print/Scan/4Tray High Volume Finisher	\$478.70	\$0.0054	\$58.21	\$536.91
Proposed Solution					
AltaLink B8055/H2	55ppm B/W Copy/Print/One-Touch Color Scan/ 4 Tray Booklet Maker Finisher	\$429.99	\$0.0059	\$63.60	\$493.59
Monthly Savings					\$43.32
Yearly Savings					\$519.85
Term Savings					\$2,599.23

Pricing Valid through May 31, 2019

Susan moved to authorize the lease of the new copier and authorize the Council President to sign a new lease if necessary. The motion received a second from Betty. The motion passed.

Treasurer-Keith

- † Keith passed out the following copies to the Council members. Copies have also been posted on-line.
 - Balance Sheet as of April 30, 2019
 - Budget vs Actuals: 2019 Budget-FY 19 P&L (January-April 2019)
- † Keith also shared a copy of a credit card payment policy. (The first draft of the copy was given to the Council April 16 and then posted on-line).

Mount Cross Credit Card Payment Policy

This policy applies to donations/fees made to Mount Cross with a credit card charging device, such as a “Square” device or other similar technology. The credit card charging device can only be used for deposits/payments to be made to the Mount Cross bank account.

The Mount Cross Bookkeeper is the administrator of the credit card charging device and account. This includes log in information, transaction information and reporting. This information includes names of those making donations to Mount Cross. Committee members can request reporting information, but would not receive member information.

-Office Manager or treasurer are in charge of distributing the credit card device from the church office when needed for a church event or ministry only. The person signing out the credit card device must provide specific information regarding the event, purpose and return date for the device.

-The person signing out the device must communicate with the bookkeeper the deposit account number(s) of the donations/fees. If the use is for a donation, the specific information (amount, donor and account) must also be provided to the Financial Secretary.

-At the end of use, the device must be signed back in to the Office Manager or treasurer.

5/21/19

Budget & Finance Committee

Keith Selbrede

Treasurer

Keith moved to approve the proposed policy for use of credit card payments devices at Mount Cross. The motion received a second from Norman. The motion passed.

Call Committee-Susan

The call committee has completed initial interviews and they are deciding who moves forward with a second interview or if they should ask for additional candidate names.

Stewardship team-Susan

Susan passed out a sheet highlighting the current activities of the stewardship team. The complete report can be read on-line. Briefly summarizing,

- † they have updated the time and talent sheets
- † volunteer list have been distributed to the various committees
- † they are planning to incorporate "Shine a Light" a year round stewardship focus

Worship and Music-Allison

Allison brought a motion from the worship and music committee. Allison moved to go to a 9:30 am single blended Sunday service during the summer from June 9th to September 1st. Regular services (traditional and contemporary) to begin September 8th at 8:30 and 10:00. The motion received a second from Keith. The motion passed.

- † Allison also reported that Corina (Praise band leader) will be away from June 9 to August 11.
- † There was also a concern about the lack of proper care and maintenance of the hand bells.

Extend Pastor Jim's contract one month through July 2019:

Pastor Jim has graciously offered to extend his contract for one month through July 2019. Pastor Jim made the offer to extend his contract to help maintain a level of stability in the office with Sheri leaving at the end of May and Meredith leaving at the beginning of August and with no called pastor in place.

Allison publicly thanked Pastor Jim for extending his contract. The council also thanked Pastor Jim for extending his contract. Susan moved to accept Pastor Jim's offer to extend his contract through the month of July. The motion received a second from Ivan. The motion passed.

Request a 2nd Interim Pastor from Synod:

Pastor Jim suggested the Council be prepared to seek a second interim pastor once he leaves and especially if an offer for call has not been made. He informed the council that it is difficult to find supply pastors and having an interim in place is wiser than seeking a weekly supply pastor until a call is made. Susan moved to seek information on a second interim from the Synod Office if a call has not been made prior to Pastor Jim's leaving. The motion received a second from Keith. The motion passed.

Parliamentary Particles:

HANDLING OF A MOTION -"The chair should not call for abstentions in taking a vote, since the number of members who respond to such a call is meaningless. To 'abstain' means not to vote at all, and member who makes no response if 'abstentions' are called for abstains just as much as one who respond to the effect." (p 45)

HANDLING OF A MOTION-"Speakers should always address their comments to the chair and not to other council members, especially in reference to any divergence of opinion. When addressing the chair the remarks should maintain a courteous tone, and avoid interjecting a personal note into a debate. To this end, the speaker must never attack or make any allusion to the motives of other members... and they should avoid the mention of other member's names as much as possible." (p43)

Initiate candidate search to replace Director of Ministries:

Learning Committee-Meredith

The learning committee and the personnel committee are working on defining what we are looking for as a replacement for the Director of Ministry. Some of the ideas surfacing are

- † Should the scope the replacement be limited, for example, to Director of Children and Youth
- † Should this be a full time position
- † An immediate concern is that someone needs to be in place as soon as possible so that they can train with Meredith during Vacation Bible School since Meredith will be leaving at the end of VBS.

It is 9:00 and the time indicated to end the meeting. Keith made a motion to extend the meeting until 9:15pm. The motion received a second from Susan. Motion passed.

- † Should the compensation be hourly or salaried?
- † Should a total benefit package be offered?
- † It is important to have someone with a college degree who has experience working with youths.
- † Will this position be for youth only?

Brian moved that the personnel committee and the learning committee work jointly to make a recommendation for the hiring process and to formalize a description of the position. This would include youth members (a youth(s) who have completed confirmation) and older adults to be included in the interview process. The motion received a second from Allison. The motion passed.

Define hiring process/decision process for hiring office manager to start approximately June 1, to allow maximum overlap with Sheri: (for additional information see Pastor Jim's report)

Pastor Jim, Valerie Patscheck and Sheri have been interviewing potential office managers. One of the conditions for employment is a background check. They should

have a recommendation by Friday May 24. The immediate need for a new office manager precludes waiting until the June council meeting to vote on a new office manager. Betty moved to use an electronic vote by council to approve the hiring of an office manager. The electronic vote is to begin on Wednesday May 22 and end on Friday May 24. The three day vote is pending a recommendation for an office manager from the interviewing committee. When voting electronically voters should “reply all” so that all votes are seen and counted. The motion received a second from Brian. The motion passed.

Action/Discussion Items from the May 21 Church Council Meeting

Task	Committee and Liaison	Follow up and/or Outcome
There are two ceiling lights in the sanctuary that need to be replaced	Property-Betty Ertel	
Has Pastor Julie been interviewed? If she has not, why? This person said several people wanted to make sure that Pastor Julie was part of the interview process.	Call Committee-Susan Prosser	
In regards to the band, can we have the youth be part of it, since the band has fallen apart?	Worship and Music-Allison Johnson	
Evaluate the hearing assistance devices. Can they be serviced or replaced	Property-Betty Ertel	
Personnel committee and the Learning committee work jointly to make a recommendation for the hiring process and to formalize a description of the Youth Director position.	Personnel Committee-Kevin Churchill Learning Committee-Ivan Fernandez	
Revisit discussion regarding the structure , organization, and arrangement of our committees:		
Employee Handbook	Personnel Committee-	

	Kevin Churchill	
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Continuing Resolutions defining the current councilmembers, committees, chairpersons, liaisons, and meeting dates and times:

C13.06 A19

2019 Church Council Members: Craig Blois* (President), Joan Brundage* (Financial Secretary), Kevin Churchill (Personnel), Betty Ertel (Property), Ivan Fernandez (Learning), Brian Fisher* (Vice-President), Allison Johnson (Worship & Music), Susan Prosser (Stewardship, Call Committee), Keith Selbrede* (Treasurer), Bill Stoll (Service& Missions), Cecelia Travick-Jackson* (Secretary, Policy, Continuing Resolutions, Adult Ed.), Norman Williamsen, Jim Bessey* (Pastor), Meredith Smith (Director of Ministries)
**Executive Committee*

Jessica Easter-Youth Representative, Tabitha Ebright Youth Representative (2 youth representatives=one vote) Wendy McClary (CDC Rep)

	<i>Committee</i>	<i>Meeting Time</i>	<i>Chairperson</i>	<i>Council Liaison</i>
1.	Adult Education	On Sabbatical until September		
2.	Budget & Finance	As needed	Keith Selbrede	Keith Selbrede
3.	Call Committee	To be determined	Becky Riley/Bill Stoll	Susan Prosser
4.	Caring Taskforce	No fixed time	Beverly Rueckert Susan Prosser Gayle Johnson	Susan Prosser
5.	Child Development Center	2 nd Tuesday at 6PM	Cathy Channels	Wendy McClary
6.	Continuing Resolutions and Church Policy	To be determined	Cecelia Travick-Jackson	Cecelia Travick-Jackson
7.	Endowment	No fixed time	Rick Gardner	Brian Fisher
8.	Fellowship	3rd Thursday	Valerie Patscheck	Joan Brundage

		7:00		
9.	Learning	1st Monday 7:00	Tracy Blois	Ivan Fernandez
10.	Make Bake Celebrate (MBC)	September 28, 2019	Patti Stouch	Brian Fisher and Craig Blois
11.	Nominating Committee	To be determined	To be determined	To be determined
12.	Oversight	No fixed time		
13.	Personnel	As needed	Jim Prosser	Kevin Churchill
14.	Property	Last Tuesday 7:00	Rick Mann	Betty Ertel
15.	Service & Missions	1st Monday 6:30	Gordon Henry	Bill Stoll
16.	Stewardship	No fixed time	Susan Prosser	Susan Prosser
17.	Worship & Music	Tuesday 9:00 a.m. (every other month)	Randy Churchill	Allison Johnson

Looking ahead:

Next Council Meeting: June 18, 2019

July Devotions: Cecelia Travick-Jackson

July Listening Post :????

* DEVOTIONS			
FEBRUARY	MARCH	APRIL	MAY
Pastor Jim	Norman Williamsen	Susan Prosser	Allison Johnson
JUNE	JULY	AUGUST	SEPTEMBER
Pastor Jim	Cecelia Travick- Jackson	Craig Blois	?????
OCTOBER	NOVEMBER	DECEMBER	JANUARY 2020
????	Keith Selbrede	????	?????

** COUNCIL LISTENING POST (1st Sunday of the Month, on the patio, between services)			
FEBRUARY	MARCH	APRIL	MAY
Cecelia Travick-Jackson	Susan Prosser	Brian Fisher	Ivan Fernandez
JUNE	JULY	AUGUST	SEPTEMBER
Allison Johnson	????	Craig Blois	????
OCTOBER	NOVEMBER	DECEMBER	JANUARY 2020
????	Keith Selbrede	????	????

Cecelia Travick-Jackson, Secretary/Recorder

UNABLE TO OFFICIALLY PROCEED, WE DID NOT HAVE A QUORUM

**MOUNT CROSS LUTHERAN CHURCH
CHURCH COUNCIL DISCUSSION NOTES
APRIL 16, 2019
PARISH LIFE CENTER 7:00 PM**

2019 Elected Church Council Members: Craig Blois* (President), Joan Brundage* (Financial Secretary), Kevin Churchill (Personnel), Betty Ertel (Property), Ivan Fernandez (Learning), Brian Fisher* (Vice-President), Allison Johnson (Worship & Music), Susan Prosser (Stewardship, Call Committee), Keith Selbrede* (Treasurer), Bill Stoll (Service & Missions), Cecelia Travick-Jackson* (Secretary, Policy, Continuing Resolutions, Adult Ed.), Norman Williamsen, Jim Bessey* (Pastor), Meredith Smith (Director of Ministries)

**Executive Committee*

Call to order: The Christ candle was lit and the meeting was called to order at 7:00 PM by President Craig Blois

Council Members Present: Craig Blois, Allison Johnson, Susan Prosser, Keith Selbrede, Bill Stoll, Cecelia Travick-Jackson

Council Members Not Present: Joan Brundage, Kevin Churchill, Betty Ertel, Ivan Fernandez, Brian Fisher, Norman Williamsen

Staff Members Present: Jim Bessey, Meredith Smith

Representative Present:

Wendy McClary

Representative Not Present:

Jessica Easter

Tabitha Ebright

Also Present: Robert Jackson, Rick Mann

Devotion: Susan Prosser, A reading from The Pastor's Corner, "Easter and April Fool's Day". Concluding with a prayer that hand and arm movements.

Caring Conversation: What is the most memorable Easter service you have ever attended? People shared life events that made a particular Easter special.

Listening Post: Brian Fisher (sent through e-mail)

I received one concern regarding the Easter service schedule. We have pulled back to 2 services instead of 3 and there was concern that this would have a detrimental impact on attendance. There was also concern that this change was not widely publicized.

Tabling Report: Cecelia Travick-Jackson- April 16, 2019 Church Council Meeting

March 17, 2019

- More should have been done for Refugee Sunday. It was mentioned in the announcements, but there was nothing else done to recognize this special Sunday.

March 31, 2019

- This member of the congregation really likes the music that is played during communion. The member uses the musical interlude time as a time for meditation. The singing of hymns would interfere with the meditation as the member would sing rather than meditate.
- This member feels that all money given on a Sunday should be only used for Mount Cross especially during our time of financial difficulties. We should not be sending money to the synod or to other charitable organizations or purposes. Contributions should be marked "local church only".

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-5

Unable to officially proceed. We did not have a quorum.

Discussion topics:

Pastor Jim: The posting of the position of office manager will be done right after Easter. The job description has been updated. We hope to start the new person in June so that training can be done by Sheri. We will be notifying area churches first of our upcoming vacancy.

Sheri's last day will be June 28. Should we have a cake reception for her on June 30? She is available to attend Mount Cross services on June 30.

We are in need of worship assistants for the 10:30 service on Easter.

Meredith: The learning committee continues to work on the challenges of not having paid personnel for the nursery on Sunday morning. The learning committee is exploring better ideas on how to engage older members. Also the learning committee always welcomes new members.

Meredith also attended a conference in San Francisco on Why you are Christians. One of the presenters was Nadia Bolz-Weber a favorite author and theologian of Meredith's.

Keith shared an update on the budget and the budget taskforce--Gross income increased to 98% of budget due to an increase in pledge giving (see below). Pledged giving increased to 110% of budget, expenses remained in control at 90% of budget. Reserves increased by \$13,000 to \$44,700 but remain well below the \$110,000 target.

Keith shared that the newly formed budget task force is comprised of members, from budget and finance, stewardship, caring task force, endowment, call committee, endowment and interested congregational members.

Budget Taskforce had its first meeting on April 11. Members include: Laura & Robert Brickley, Joan Brundage, Heather Edwards, Brian Fisher, Cy & Gayle Johnson, Susan Prosser, and Keith Selbrede. Minutes of our first meeting on April 11 are posted on the MC website under Budget and Finance.

On April 29, the Mount Cross insurance company will meet to review our insurance policy. Keith encourages the council members to attend if their schedule allows.

Keith also shared a draft of a credit card payment policy. He encouraged people to read it and send him comments regarding the proposed policy.

Mount Cross Credit Card Payment Policy

This policy applies to donations/fees made to Mount Cross with a credit card charging

device, such as a “Square” device or other similar technology. The credit card charging device can only be used for deposits/payments to be made to the Mount Cross bank account.

The Mount Cross Bookkeeper is the administrator of the credit card charging device and account. This includes log in information, transaction information and reporting. This information includes names of those making donations to Mount Cross. Committee members can request reporting information, but would not receive member information.

-Office Manager and Director of Ministries are in charge of distributing the credit card device from the church office when needed for a church event or ministry only. The person signing out the credit card device must provide specific information regarding the event, purpose and return date for the device.

-The person signing out the device must communicate with the bookkeeper the deposit account number(s) of the donations/fees. If the use is for a donation, the specific information (amount, donor and account) must also be provided to the Financial Secretary.

-At the end of use, the device must be signed back in to the Office Manager or Director of Ministries.

4/16/19

Budget & Finance Committee
Keith Selbrede
Treasurer

Bill was particularly concerned about the comment made on the tabling report about Refugee Sunday. He felt that special recognition of that Sunday probably fell under the jurisdiction of Service and Mission. It just fell through the cracks with so much going on in the church. He did state that Service and Mission is always looking for more people to serve on this committee and he encourages all of us, especially when we hear such statements to encourage people to become involved with service and mission.

Bill also shared information and updates on the call committee. They have met every week with the exception of Christmas and holidays. The committee is awaiting additional information from the Synod office. Becky and Bill will have a conference call with Pr. Reg (from the Synod Office) on 4/17/19.

Tabitha (the youth member on the call committee) is ill. It is not known if the illness will be lengthy or not. Bill wanted to make the Council aware of her illness in case they (the Church Council) needs to name a replacement for Tabitha as stipulated in the October 7, 2018 Congregational Meeting.

Craig brought forth an update from the personnel committee regarding the Office

Manager position. The position is to be less than full time (32 hours maximum – working daily, Monday-Friday from 9-3). Benefits are a large expense. Sheri does not have benefits, so this position will not offer benefits. Among the requirements for this position are strong people skills since this person is the face of the church when someone enters the office and being able to get things done.

Susan gave an update on the care team. The team is exploring how the church can be better prepared when a need is identified. The care team is planning a Care Gathering April 28th with a light lunch.

In response to one area of the Mission Exploration Team (MET) report, they are planning focal groups with an emphasis on seniors and people with mobility issues.

Susan also shared stewardship information. The stewardship committee is continuing to review “Time and Talent” sheets. They are updating the data base and deleting old outdated data. This process will continue through the year and updated information will be forwarded to the appropriate church committees.

Wendy-stated that CDC enrollment is down. The lower enrollment might be due to the schools offering Pre-K. The CDC committee meets the 1st Tuesday of every month.

Craig and Cecelia discussed-*Parliamentary Particles*

Tidbits of parliamentary procedures from Robert’s Rules of Order: Newly Revised 11th edition

HANDLING OF A MOTION-“A motion made by direction of a board or duly appointed committee of the assembly requires no second from the floor (provided the subordinate group is composed of more than one person.” (p 36)

HANDLING OF A MOTION -“The chair should not call for abstentions in taking a vote, since the number of members who respond to such a call is meaningless. To ‘abstain’ means not to vote at all, and member who makes no response if ‘abstentions’ are called for abstains just as much as one who respond to the effect.” (p 45)

Rick chair of the property committee shared the following regarding requests made to the property committee.

- We are set up to install gas infrared heaters in the pavilion and have \$2000 to accomplish it. It is just a matter of finding heaters and scheduling the plumber and electrician. Operating costs will be minimal. We anticipate two heaters at 60,000 BTUH each which translates to about \$1.20 per hour to run at national average gas rates. The operating costs for the pavilion heaters can be managed. Natural gas is still affordable. We must control excessive hours of use, possibly with a secured thermostat with a time limit. (Currently, some

users of the PLC neglect to turn off the thermostat after their meetings.)

For budgeting purposes, I have no estimate of the additional gas usage.

- The \$2,000 set aside to install the heaters includes \$1,000 for materials and \$1,000 for the plumber, although it is hoped that the cost for the plumber is less than \$1,000.
- The property committee is planning to install a switch in the front office that controls the heaters.
- Through an e-mail Rick addressed a concern from the last Council meeting regarding squeaky doors in the sanctuary. On March 20 the day after the last council meeting, "I spritzed WD-40 on the sanctuary door hinges".

- We are still working on WiFi for the sanctuary and pavilion. That will allow streaming to all the rooms as well as the pavilion. We have a portable PA system that can be used for other events in the pavilion. It is situated in the lectern in PLC. I am unaware of funding for a sound system. (This was an e-mail sent by Stan Patscheck, chair of the technology committee, on behalf of the property committee in response to a previous technology question. Rick added, I will work with our Technology group to add nursery speakers and pavilion speakers into the next phase of improvements

- **Rick** communicated that some policies regarding the patio pavilion are already in place or working to be put in place.
 - All facility scheduling is handled through the front office. This would include scheduling of the pavilion
 - When a scheduled activity has ended the screens should be left in the "up position".
 - The screens should not be raised or lowered all together as it can cause a circuit overload.

Rick was informed the Executive **Committee** was beginning to explore the use of defibrillators and he wanted to give some highlights from the California defibrillator law.

- Assembly rooms of 300 or more are required to have a defibrillator. Our sanctuary capacity is 250.
- There is to be a written maintenance plan for the defibrillator. The defibrillator must be checked every 30 days and the state inspects the defibrillator at least yearly.
- Ensure that the defibrillator is available to anyone on the premises. This includes the cleaners, piano tuner, gardeners, etc. They do not have to be trained on the use of the defibrillator but they need to have access to it. (Instructions are available on the defibrillator and are easy to follow.)
- Users must be trained to use the defibrillator.
- If the heart attract victim does not survive even though someone used the defibrillator to assist the victim, the user of the defibrillator either trained or untrained is protected by the Good Samaritan Law.

- The church is not protected by the Good Samaritan Law, so the family of the victim could sue the church but not the defibrillator user.

Rick went on to explain that CPR is just as effective as the defibrillator if you can get to the person in time and the success rate is just as effective as defibrillator use. The CDC offers a free CPR training every year at the beginning of the school year. This training is available to all who are interested.

Finally, the fire department with trained EMT are very close to the church and they can respond immediately.

Craig encouraged people to sign up for devotions and listening post. Currently there is no one signed up for devotions in September, October, December and January. In addition, listening post still needs coverage in May, July, September, October, December and January.

Craig thanked everyone for coming. The discussions ended at 8:23 with the Lord's Prayer

Looking Ahead: Next council meeting-May 21, 2019

May Devotions: Allison Johnson

May Listening Post: Ivan Fernandez

* DEVOTIONS			
FEBRUARY	MARCH	APRIL	MAY
Pastor Jim	Norman Williamsen	Susan Prosser	Allison Johnson
JUNE	JULY	AUGUST	SEPTEMBER
Pastor Jim	Cecelia Travick-Jackson	Craig Blois	?????
OCTOBER	NOVEMBER	DECEMBER	JANUARY 2020
????	Keith Selbrede	????	?????
** COUNCIL LISTENING POST (1st Sunday of the Month, on the patio, between services)			
FEBRUARY	MARCH	APRIL	MAY
Cecelia Travick-Jackson	Susan Prosser	Brian Fisher	Ivan Fernandez
JUNE	JULY	AUGUST	SEPTEMBER
Allison Johnson	????	Craig Blois	????
OCTOBER	NOVEMBER	DECEMBER	JANUARY 2020
????	Keith Selbrede	????	????

Cecelia Travick-Jackson, Secretary/Recorder

**MOUNT CROSS LUTHERAN CHURCH
CHURCH COUNCIL MINUTES**

MARCH 12, 2019
PARISH LIFE CENTER 7:00 PM

Church Council Members: Craig Blois* (President), Joan Brundage* (Financial Secretary), Kevin Churchill (Personnel), Betty Ertel (Property), Ivan Fernandez (Learning), Brian Fisher* (Vice-President), Allison Johnson (Worship & Music), Susan Prosser (Stewardship, Call Committee), Keith Selbrede* (Treasurer), Bill Stoll (Service & Missions), Cecelia Travick-Jackson* (Secretary, Policy, Continuing Resolutions, Adult Ed.), Norman Williamsen, Jim Bessey* (Pastor), Meredith Smith (Director of Ministries)
**Executive Committee*

Call to order: The Christ candle was lit and the meeting was called to order at 7:05 PM by President Craig Blois

Council Members Present: Craig Blois, Joan Brundage, Brian Fisher, Allison Johnson, Susan Prosser, Keith Selbrede, Cecelia Travick-Jackson, Norman Williamsen

Council Members Not Present: Kevin Churchill, Betty Ertel, Ivan Fernandez, Bill Stoll

Staff Members Present: Pastor Jim Bessey, Meredith Smith, DOM

Representatives Present: Jessica Easter, Tabitha Ebright, (2 Youth Representatives= one vote)

Representative Not Present: Wendy McClary (CDC Rep)

Also Present: Robert Jackson

Devotion: Norm Williamsen-It is important to remember those who love us and those we love.

Caring Conversation: What moves you the most in our weekly worship service? contemporary music, communion at the rail, weekly communion, traditional music, children's sermon, confession and forgiveness

Listening Post: Susan Prosser-One person visited the listening post and asked about the role of the church council liaison. Susan gave each council member a handout listing the responsibility of committee liaisons based on the information found in the handbook for church council members. She also included, Reflections of a Veteran Council Member based on her experiences as a committee liaison and ending with resources available in-house and on-line that are available and might help with planning a devotion or committee topic.

Tabling Report: Cecelia Travick-Jackson-Tabling Report for the March 12, 2019 Church Council Meeting
February 17, 2019

- The choir is doing an excellent job.
- The sanctuary doors squeak and creak when opening and closing. This is especially distracting during worship service. Perhaps they can put some WD-40 or something on the doors.

February 24, 2019

- Have the birthdays and anniversaries slides that are shown during offering time to be shown for a little longer up on the wall. It would be nice to actually be able to read the names and not rush through them.
- The person has made this request several times in the past and it “seems to be falling on deaf ears.” It would be nice to have congregational singing during communion. If singing is not possible can the organist at least play different music during communion time rather than the same thing each week? There are many wonderful communion hymns in the hymnal.

March 10, 2019

- The service in the bulletin was different than the service we did in church.
- Communion seemed very complicated today. Members were bumping into one another, there was congestion around the railing. There has to be a better way to have members come to the railing (communion table) and leave the railing (communion table).

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 8

Number of voting representatives present 1

Approval of Minutes:

February 2- Norm moved to accept the minutes with the addition of including the CDC finances in the annual report. The motion received a second from Tabitha. Motion passed with one abstention.

February 27 – Norm moved to accept the minutes with the recommendation to change the way council members and representatives are listed in the minutes. The motion received a second from Tabitha. Motion passes with one abstention.

Reports: Reports from Staff and Committee Liaisons as required. President, Pastor Jim, DOM, Treasurer, Stewardship

Pastor's Report: Pastor Jim highlighted the Preschool fund-raiser for Saturday, March 16 from 8-10 am at Applebee's restaurant. Tickets are available at the door if you have not previously picked up a ticket. The staff members from the pre-school and the Pastor will serve as waiters and waitresses.

Director of Ministry Report: Meredith gave an update on the Nursery since we no longer have paid nursery staff. The learning committee has been working diligently to fulfill our mission and continue to be a welcoming church for young families. We are making a few modest and temporary changes in our Sunday morning routine. We are asking for all children to worship with their families at the beginning of each service. Then after the Children's Message we will continue with Children's Church in the nursery with activities for all children, 5th grade and under. Our time together will run until after the sermon when the children will return to their families in the Sanctuary.

There are activity bags for children 5 years of age and under.

They are also working with the technology department for sound communication between the buildings and possibly livestreaming the worship service.

The youth participated in the annual crop walk and handed out GPS kits.

Meredith is asking the council to consider have the Leadership Retreat at a time other than the first Saturday in February. Historically this weekend has been the High School Winter Retreat which makes it impossible for Meredith and the youth representatives to attend the Leadership Retreat.

Tabitha spoke briefly on the importance of attending the Winter Retreat at El Camino Pines. She has attended for more than two years. The experience is a treasured time for bonding with other youths in the presence of God.

Jessica spoke about the inter-religious youth activities with the Methodist Church. These activities are open to middle school and high school youth in each congregation. They share a meal together, share experiences, laugh together and enjoy the company of one another, while alternating between the Methodist and the Lutheran Church.

Treasurer:

Keith moved to Approve Joan Brundage as the 2019 Financial Secretary. The motion received a second from Norm. Motion passed with one abstention.

Susan moved to Approve Keith Selbrede as 2019 Treasurer. The motion received a second from Brian. Motion passed with one abstention.

Keith moved to Remove Denise Sobolik as bank and investment account signer and add Craig Blois to replace her. The motion received a second from Susan. Motion passed.

Brian moved to approve Heather Edwards, Sheri Groenveld, and Keith Selbrede to continue as account signers. The motion received a second from Susan. Motion passed.

The executive council moved to form a Task Force to investigate and pursue contingency planning to address expected shortcomings. The motion passed.

Treasurer's Report March 2019

- Pledged income through February is at 91% of budget (\$4,243 short)
- Total income for that same period is 86% of budget (\$9,855 short)
- Reserves are at \$31,767. This is down \$4,897. We are at risk of going to negative reserves in May when we have a 3 pay period month.
- Operating expenses are 93% of budget \$4,900 under.

At the Executive's Committee's request, the Budget and Finance Committee is beginning work on a policy for using Square.

There is a free workshop (including lunch) put on by the Synod on March 30 called "I'm the Church Treasurer-Now What". It is available to church treasurers and those involved in church finance and governance. The workshop will be held at Luther Center, 1300 East Colorado St, Glendale from 9:30-1:30 pm. Contact Keith Selbrede if you wish to attend.

Stewardship:

Susan reported that the stewardship committee had discussed ways to motivate the senior population to let them know they are still needed. The stewardship committee is also starting a new talent campaign during the time of lent called Observing Lent 2019: What if instead of GIVING UP you chose to GIVE OF (your time and/or talent)? They are asking the congregation to review their time and talent sheets or to fill out one in case the member had not had a chance to do so. The stewardship committee will strive to direct people to special areas of interest as an additional way they might be able to serve the church and their neighbor. Susan passed out a flyer to help explain the, What if instead of GIVING UP you chose to GIVE OF? Lenten campaign.

Consideration of an additional Council Member: Motion withdrawn

Consideration of an earlier meeting time: Inconvenient for members just getting off from work and those traveling distances, especially through traffic to make a meeting with an earlier starting time. Because of the reasons listed above the motion was withdrawn.

Review the structure, organization, and arrangement of our committees-Limited to 15 minutes of discussion: Some of the ideas and discussion included the following: We need to consider where we are as a congregation. What worked 15 or 20 years ago might not work now. How do we reduce "burn-out" of people, especially

those working on more than one committee? Are there ways to have multi-generational activities, for example in education? Think about short term commitments to a group rather, for example 6 weeks, rather than yearlong and multi-year commitments. Ideas for year round stewardship.

Direct the Budget and Finance Committee to develop a policy for electronic payments through Square or any other/future source: Refer to budget and finance.

Direct the Personnel Committee to investigate “CA Required Sexual Harassment Training” offered for free by our insurer for use by staff to meet state mandated requirements: Refer to personnel committee

Direct Property Committee to review the designated funds and estimated costs (installation and operating) for the heaters to complete the Pavilion project and recommend any further action on that project: Refer to property committee

Direct Property committee to develop a policy for Pavilion use (who can reserve, how to reserve, who operates screens/heaters/lights, etc.) Refer to property Committee

Direct appropriate Committees to examine and recommend any further action regarding the identified mission opportunities for the MET report: Agenda item for April council meeting

For the Good of the Order:

Adjourn:

Tabitha moved to adjourn the meeting at 9:00 and carry over any unfinished business to the next regularly scheduled council meeting in April. The motion received a second from Allison. Motion passed. Adjourned with the Lord’s Prayer at 9:00

Looking Ahead: Next council meeting-April 16, 2019

April Devotions: Susan Prosser

April Listening Post: Brian Fisher

Action Items from March 12, Church Council meeting

Task	Committee and Liaison	Follow- up and Outcome
Develop a policy for electronic payments through Square or any other/future source	Budget and Finance Committee-Keith	

	Selbrede	
Investigate “CA Required Sexual Harassment Training” offered for free by our insurer for use by staff to meet state mandated requirements:	Personnel- email sent to Kevin Churchill	
Review the designated funds and estimated costs (installation and operating) for the heaters to complete the Pavilion project and recommend any further action on that project:	Property Committee- email sent to Stan Patscheck and Rick Mann	
The sanctuary doors squeak and creak when opening and closing. This is especially distracting during worship service.	Property Committee- email sent to Stan Patscheck and Rick Mann	
Develop a policy for Pavilion use (who can reserve, how to reserve, who operates screens/heaters/lights, etc.)	Property Committee- email sent to Stan Patscheck and Rick Mann	
The choir is doing an excellent job.	Worship and Music-Allison Johnson	No follow-up is required on this comment. Perhaps the positive comment can be shared with the choir
It would be nice to have congregational singing during communion. If singing is not possible can the organist play different music during communion time rather than the same thing each week? There are many wonderful communion hymns in the hymnal.	Worship and Music-Allison Johnson	
Have the birthdays and anniversaries slides that are shown during offering time to be shown for a little longer up on the wall.	Director of Ministry- Meredith Smith	(3/12/19) from Meredith, I shared part of your report with Sheri. She said she will increase the amount of time for each slide during the birthdays and anniversaries.

<p>The service in the bulletin was different than the service we did in church.</p>	<p>Worship and Music-Allison Johnson</p>	<p>(From Meredith on 3/12/19)Also, I mentioned the comment that the service was different than the bulletin. It would be helpful to know which parts were different. Do you have that answer? Sheri prints out a draft, Pastor Jim then looks it over and makes any edits, and then Sheri prints it on Thursday. Pastor Jim may have changed part of it after it was printed, but it is important to know what pieces were different than the service so Sheri can change it for next week. She is also going to talk to Pastor Jim about this.</p>
<p>Communion seemed very complicated today. Members were bumping into one another, there was congestion around the railing. There has to be a better way to have members come to the railing (communion table) and leave the railing (communion table).</p>	<p>Worship and Music-Allison Johnson</p>	

* DEVOTIONS			
FEBRUARY	MARCH	APRIL	MAY
Pastor Jim	Norman Williamsen	Susan Prosser	Allison Johnson

JUNE	JULY	AUGUST	SEPTEMBER
Pastor Jim	Cecelia Travick-Jackson	Craig Blois	
OCTOBER	NOVEMBER	DECEMBER	JANUARY 2020
	Keith Selbrede		
** COUNCIL LISTENING POST (1st Sunday of the Month, on the patio, between services)			
FEBRUARY	MARCH	APRIL	MAY
Cecelia Travick-Jackson	Susan Prosser	Brian Fisher	
JUNE	JULY	AUGUST	SEPTEMBER
Allison Johnson		Craig Blois	
OCTOBER	NOVEMBER	DECEMBER	JANUARY 2020
	Keith Selbrede		

Mount Cross MET Report

Mission Opportunities:

I – Commit to learning about the surrounding neighborhood in order to know, advocate for and serve our neighbors.

II - Make use of people and facility resources to intentionally partner with faith based organizations and community agencies in bringing services to the neighborhood.

III – Strengthen and/or reinvigorate elements of our foundation in order to best welcome and serve our neighbors.

Charter For The Next 50 Years - 2016-2066

For fifty years Mount Cross Lutheran Church has been faithfully worshipping and serving as a congregation of the Southwest California Synod of the Evangelical Lutheran Church in America. Connected to God through our Lord Jesus Christ and striving to continue in God’s holy Word, with open hearts and generous spirits, do you pledge:

- to be faithful in worship, giving God an opportunity to breathe new life into you so that you might share that life with others;
- to continue to give your time, talent and treasure to support the work of your church and the church at large;
- to pray, for your congregation’s peace and health;
- to pray that you may be instruments of God’s peace in the world and courageous in your witnessing and serving;
- to pray for a sense of adventure, that as you travel into an unknown future, you do so not with fear but with faith in the One who has promised to be with you always?

We do, and we ask God to guide and direct us.

Almighty God, who has given you the will to do these things, graciously give you the strength and compassion to perform them.

Amen.

**MOUNT CROSS LUTHERAN CHURCH
SPECIAL CHURCH COUNCIL MINUTES
MINISTRY SITE PROFILE
FEBRUARY 27, 2019
LUTHER HALL 6:15 PM**

2018 Church Council Members: Craig Blois* (President), Joan Brundage* (Financial Secretary), Kevin Churchill, Jessica Easter+ (Youth Representative/either voter or guest), Tabitha Ebright+ (Youth Representative/either voter or guest), Betty Ertel, Ivan Fernandez, Brian Fisher* (Vice-President), Allison Johnson, Wendy McClary (CDC Representative), Susan Prosser (Call Committee), Keith Selbrede* (Treasurer), Bill Stoll, Cecelia Travick-Jackson* (Secretary), Norman Williamsen, Jim Bessey* (Pastor), Meredith Smith (Director of Ministries)

**Executive Committee +Only one Youth voting representative, alternate between voting member and guest*

Call to order: The Christ candle was lit and the meeting was called to order at 6:15 pm by President, Craig Blois

Council Members Present: Craig Blois, Joan Brundage, Tabitha Ebright, Ivan Fernandez, Brian Fisher, Allison Johnson, Susan Prosser, Keith Selbrede, Bill Stoll, Cecelia Travick-Jackson, Norman Williamsen,

Council Members Not Present: Betty Ertel, Kevin Churchill

Staff Members Present: Pastor Jim Bessey

Staff Members Not Present: Meredith Smith (Director of Ministries)

Also Present: Robert Jackson, Wendy McClary, Jessica Easter, Herb Holler, Melissa Henry, Henry Moraga, Becky Riley

Devotion: Pastor Bessey

Determination of Quorum- Seven members plus the Pastor
(C12.06) majority of members of the council-majority is defined as one over one-half

- † Number of voting council members present- 11 (including President as tie-breaker)
- † Voting CDC representative present-1
- † Voting youth representative-1

Approval of Ministry Site Profile from Call Committee

Bill Stoll moved to adopt the Ministry Site Profile for Mount Cross Lutheran Church as presented by the elected Call Committee. It is understood that the Profile will now be transmitted by the Call Committee to the Southwest California Synod ELCA for posting to the Current Openings listing.

No second to the motion was needed since a motion made by direction of a board or duly appointed committee requires no second from the floor.

There was discussions pertaining to grammatical structure, punctuation, syntax and percentage for age distribution. The suggested edits were minor and did not change the intent and clarity of the Ministry Site Profile.

Bill Stoll withdrew his original motion and then moved the following motion, to adopt the Ministry Site Profile for Mount Cross Lutheran Church with the suggested edits by the elected Call Committee. It is understood that the Profile will now be transmitted by the Call Committee to the Southwest California Synod ELCA for posting to the Current Openings listing. The motion passed unanimously by voice vote.

Next Church Council Meeting Date: March 12, 2019 (The original date of March 19 was changed to accommodate the business travel of the President, Craig Blois.)

Executive Committee meeting March 7, 7pm

Adjourn with Lord’s Prayer at 6:50 pm

Looking Ahead: Next Council Meeting-March 12, 2019

March Devotions- Norm Williamsen

March Listening Post- Susan Prosser

Respectfully submitted
Cecelia Travick-Jackson Recorder

DEVOTIONS			
February	March	April	May
Pastor Jim	Norman Williamsen	Susan Prosser	Allison Johnson
June	July	August	September
Pastor Jim	Cecelia TravickJackson	Craig Blois	
October	November	December	January 2020
	Keith Selbrede		
COUNCIL LISTENING POST (1ST Sunday of the month, on the patio between services)			
February	March	April	May
Cecelia TravickJackson	Susan Prosser	Brian Fisher	

June	July	August	September
Allison Johnson		Craig Blois	
October	November	December	January 2020
	Keith Selbrede		

**MOUNT CROSS LUTHERAN CHURCH
CHURCH COUNCIL MINUTES
FEBRUARY 2, 2019
PARISH LIFE CENTER 1:00 PM**

2019 Church Council Members: Craig Blois*(President), Joan Brundage* (Financial Secretary), Kevin Churchill (Personnel), Betty Ertel (Property), Ivan Fernandez, Brian Fisher* (Vice President), Allison Johnson (Worship & Music), Susan Prosser (Stewardship), Keith Selbrede* (Treasurer), Bill Stoll (Service & Mission), Cecelia Travick-Jackson* (Secretary, Policy), Norman Williamsen, Meredith Smith (Director of Ministries), Jim Bessey* (Pastor). **Executive Committee*

Call to order: The Christ candle was lit and the meeting was called to order at 12:55 PM by 2018 Vice President, Denise Sobolik

Council Members Present: Craig Blois*(President), Joan Brundage* (Financial Secretary), Kevin Churchill, Brian Fisher* (Vice President), Allison Johnson, Susan Prosser, Keith Selbrede* (Treasurer), Cecelia Travick-Jackson* (Secretary, Policy), Norman Williamsen, Jim Bessey* (Pastor). **Executive Committee*

Council Members Not Present: Betty Ertel, Ivan Fernandez, Bill Stoll

Staff Members Present: Pastor Jim Bessey

Staff Members Not Present: Meredith Smith (Director of Ministries)

Also Present: Robert Jackson, Wendy McClary (CDC Rep)

Devotion: Pastor Bessey from the Book of Ephesians

Caring Conversation: Self introduction-How long have you been on council? Have you served on council in the past? What city did you attend first grade?

Listening Post: Cecelia Travick-Jackson
None

Tabling Report: Cecelia Travick-Jackson

None

Determination of Quorum- Six voting members plus the Pastor

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

† Number of voting council members present- 8

† Voting CDC representative present-1

Election of 2019 Officers

Cecelia moved to elect Craig Blois as president. The motion received a second from Joan. Motion passed unanimously by voice vote.

Norman moved to elect Brian Fisher as vice president. The motion received a second from Wendy. Motion passed unanimously by voice vote.

Norman moved to re-elect Cecelia Travick-Jackson as secretary/recorder. The motion received a second from Brian. Motion passed unanimously by voice vote.

(At this point 2018 vice president Denise Sobolik turned the floor over to 2019 council president Craig Blois)

Approval of Minutes: Keith made a motion to accept the January 8th council meeting minutes as presented. The motion received a second from Kevin. The motion passed by a voice vote with one abstention.

Reports: Please read all reports online:

Highlights from Pastor Jim's Report

- † The installation of the 2019 Church council will be February 10 at both services, instead of February 3, because some of the newly elected council members are out of town. Also, Meredith is at El Camino Pines with a group of our youth and will not be back until the evening of February 4.

Treasurer's Report: Keith Selbrede

A formal report was not given, rather an update of the finances. Pledges increased \$2400 since the congregational meeting.

Our insurance company offers many online courses beneficial to congregations on a portal called Congregation U. These classes are open to all council members. For a list of the courses, the times they are offered, and enrollment into the classes contact Sheri.

The ELCA website also offers many resources that are helpful.

The financial secretary stated that most people give weekly. Most who pledge make their pledge and give more than their pledge.

Call committee update: Susan Prosser

The call committee is diligently working to complete the congregational report. After the council approves the report it is then forwarded to the Synod office. The committee,

however has been plagued with illnesses thus delaying the process. They are hoping to complete the report this month, have it reviewed by the church council and then submitted to the Synod office. This might necessitate an additional council meeting.

Craig, asked council members to tentatively consider March 5th or March 12th as possible dates for a special council meeting. He did ask that the call committee send a copy of the report at least a week before the council meeting so that council members are given ample time to read the report.

Appointment of committee liaisons: Craig Blois

Each council member was given a Handbook for Church Council Members and a list of some of the standing committees. The Handbook gives a general outline of the committees.

It was pointed out that the welcome team was not listed on the committee sheet along with other committees. Below is a more current list of the committees. This list shows the time the committee met and the chairperson of the committee in 2018. Council liaisons reflect the current (2019) liaisons.

C13.06 A19

2019 Church Council Members:

Craig Blois*(President), Joan Brundage* (Financial Secretary), Kevin Churchill, Betty Ertel, Ivan Fernandez, Brian Fisher* (Vice President), Allison Johnson, Susan Prosser, Keith Selbrede* (Treasurer), Bill Stoll, Cecelia Travick-Jackson* (Secretary, Policy), Norman Williamsen, Meredith Smith (Director of Ministries), Jim Bessey* (Pastor). *Executive Committee

	Committee	Meeting Time- Subject to change	Chairperson- Subject to change	Council Liaison
1.	Adult Education	3rd Wednesday 4:00	Cecelia Travick-Jackson	
2.	Budget & Finance	As needed	Keith Selbrede	Keith Selbrede
3.	Call Committee	To be determined	Becky Riley Bill Stoll	Susan Prosser
4.	Caring Taskforce	No fixed time	Beverly Rueckert Susan Prosser Gayle Johnson	
5.	CDC		Cathy Channels	Wendy McClary
6.	Continuing Resolutions and Church Policy	To be determined	Cecelia Travick-Jackson	Cecelia Travick-Jackson
7.	Endowment	No fixed time	Rick Gardner	Brian Fisher
8.	Fellowship	3rd Thursday 7:00	Valerie Patscheck	Joan Brundage
9.	Learning	1st Monday 7:00	Tracy Blois	
10.	Make Bake Celebrate (MBC)	To be determined	Patti Stouch	
11.	Nominating Committee		Gayle Johnson	Susan Prosser
12.	Oversight	No fixed time	Stan Patscheck	Craig Blois
13.	Personnel	As needed	Jim Prosser	Kevin Churchill
14.	Property	Last Tuesday 7:00	Rick Mann	Betty Ertel
15.	Service & Missions	1st Monday 6:30	Gordon Henry	Bill Stoll
16.	Stewardship	No fixed time	Craig Blois	Susan Prosser
17.	Technology		Stan Patscheck	
18.	Worship & Music	? Tuesday 9:00 a.m. (every other month)	Randy Churchill	Allison Johnson

Sign up for devotion and listening post:

Devotion and council listening post sign-ups were also circulated.

DEVOTIONS			
February	March	April	May
Pastor Jim	Norman Williamsen	Susan Prosser	Allison Johnson
June	July	August	September
Pastor Jim	Cecelia TravickJackson	Craig Blois	
October	November	December	January 2020
	Keith Selbrede		
COUNCIL LISTENING POST (1ST Sunday of the month, on the patio between services)			
February	March	April	May
Cecelia TravickJackson	Susan Prosser	Brian Fisher	
June	July	August	September
Allison Johnson		Craig Blois	
October	November	December	January 2020
	Keith Selbrede		

Other:

The remainder of the meeting consisted of the sharing of ideas, clarifications and other general information.

- † Current and additional ways to keep the congregation informed of council news
 - Permanent spot in the Grapevine for council updates and highlights.
 - Better ways to summarize financial information, for example a monthly summary in the weekly bulletin and Grapevine.
- † The treasurer does not have to be a council member
- † It is good that the council has the listening post and weekly tabling, however there should be ways that members of the congregation, who are not present on a Sunday can communicate with the council.
 - A member can contact the president directly by using president@mountcross.com
 - Are there other general electronic ways that members can post questions or make comments? Other electronic communication would need proper guidelines and parameters to prevent bullying.
- † It was requested, at the annual meeting, for MBC to have a report in the Annual Report. The report could include the gross amount received. Distribution of funds, however are the responsibility of the church council.

Adjourn with Lord’s Prayer at 2:20 pm

Looking Ahead: Next Council Meeting-March 19, 2019

March Devotions- Norm Williamsen

March Listening Post- Susan Prosser

Respectfully submitted

MOUNT CROSS LUTHERAN CHURCH
CHURCH COUNCIL MINUTES
JANUARY 8, 2019
PARISH LIFE CENTER
7:00 PM

2018 Church Council Members: Craig Blois(Stewardship, Oversight), Joan Brundage* (Financial Secretary, Property), Brian Edwards* (President, Oversight), Betty Ertel (CDC Representative), Ivan Fernandez(Learning), Allison Johnson(Caring), Stan Patscheck(Fellowship), Susan Prosser(MET, Personnel), Keith Selbrede* (Treasurer, Budget & Finance, Endowment), Denise Sobolik* (Vice-President, Service & Missions), Cecelia Travick-Jackson* (Secretary, Adult Education), Norman Williamsen, Youth Representative (to be announced), Meredith Smith (Director of Ministries), Jim Bessey* (Pastor). **Executive Committee*

Call to order: The Christ candle was lit and the meeting was called to order at 7PM by President, Brian Edwards

Council Members Present: Craig Blois, Joan Brundage, Brian Edwards, Betty Ertel), Ivan Fernandez, Allison Johnson, Stan Patscheck, Susan Prosser, Keith Selbrede, Denise Sobolik, Cecelia Travick-Jackson, Norman Williamsen

Council Members Not Present: All council members present

Staff Members Present: Jim Bessey (Pastor), Meredith Smith

Also Present: Robert Jackson, James Prosser

Devotion: Joan Brundage-From "The Word in Season" for January 8, 2019-- Ephesians 5: 15-20—Understand the Will of the Lord

Caring Conversation: How do you like to spend New Year's Eve?
Sleeping, not going to a party, watching Hallmark movies, going to a movie theatre, making lots of noise.

Listening Post: Cecelia Travick-Jackson

† Money for the trip to Mexico could be put to better use for example, local charities and charities in Oxnard

- † Why are we going to Mexico especially when the State Department has listed a Mexico Travel advisory?
- † Things seem to be going well at the church. Likes Pastor Jim.
- † Questions regarding the call committee

Tabling Report: Cecelia Travick-Jackson

December 23, 2018

- Two positive responses on sending a donation to St Jude in the name of Pastor John's grandson.

Approval of Minutes: Denise made a motion to accept the December 18th council meeting minutes as presented. The motion received a second from Keith. The motion passed unanimously by a voice vote.

Reports: Please read all reports online:

Highlights from Pastor Jim's Report

- Thanked the Church Council for the gift of time between Christmas and New Year's for Sheri, Meredith and myself as it allowed us time to spend with our families and loved ones.

Highlights from DOM (Meredith's Report)

- Christmas caroling was a success, and this year we had a good group of younger children who joined us. The younger children loved caroling, and Learning Committee discussed that in the future we could do dinner and caroling a little earlier in the evening to accommodate for earlier bedtimes for the younger children.

Learning Committee-Meredith, Craig and Ivan

- Due to the budget constraints the nursery will be staffed only through the second week in February. February 10 will be the last Sunday of paid nursery staff. The learning committee is exploring ways to continue using the nursery area.

Stewardship Committee-Craig

- The following letter was sent to members of the congregation who have committed to making a financial pledge in 2019. The letter was sent from the stewardship committee under the recommendation of the church council. The letter was sent the week of January 7, 2019 to 92 households.

Dear Members and Friends of Mount Cross,

This letter is kind of a good news/bad news sort of letter. The good news is that we have had a healthy response to our Stewardship Campaign in terms of average pledge amount (\$3,678) and number of pledges (75). In both of those metrics we are within 95% of our previous year's numbers. The bad news is that 95% is not enough to be sustainable, and budget sustainability must be our minimum objective with our reserves being seriously underfunded at this time (~20% of the Synod recommended amount).

In our preliminary budgets for 2019 we have more projected expenses than we do projected income. The Church Council has been combing through the budget line by line to reduce or remove expenses, but we can only do so much without significantly impacting the programs offered at Mount Cross by cutting key personnel. And unfortunately, that is where we are;

being forced as a Council to determine which programs to keep and which to cut, because we cannot keep them all based on our projected income.

The currently projected budget shortfall is large enough (\$20,000) that it cannot really be funded with reserve funds as our reserve has already been depleted over the past year. But the good news is that the shortfall is not so large as to seem insurmountable. With God's help we could easily overcome the current budget shortfall if the average pledge to Mount Cross could be increased by 6.8% or \$250/year (less than \$5/week). We understand that there are some who are not able to increase their pledge for the year by any amount, much less \$250, but for those who are able, we ask you to give it prayerful consideration. And if you can increase your pledge, please notify the Financial Secretary (Joan Brundage 805-482-2194) before our Annual Meeting on January 27th.

Thank you and may God bless us.

Your Mount Cross Church Council

Property Committee

- † So Cal Gas will be replacing the current gas meters to auto read meters. This is an upgrade.
- † Mount Cross will need to replace piping from the street to the building due to the pipes' corrosion.

Treasurer's Report: Keith

For December

- Pledged income for December 2018 is at 119% of budget (\$4,267 over)
- Total giving for that same time period is 126% of budget (\$9,862 over)
- December expenses were 92.5% of budget (\$2,930 under)

For 2018 Year

- Pledge giving was 92.3% of budget (\$21,142 short)
- Total operational giving was 89.9% of budget (\$45,428 short)
- Expenses were 97.7% of budget (\$10,847 under)
- Reserves are at \$36,564 up from 25,689 in November but down \$48,102 for the year. The December improvement was clearly due to the increased giving in the month.

Legacy Giving Team Meeting December 28, 2018

Those in Attendance: Rick Gardner, Nils Rueckert, Lisa Higginbotham (quorum). Brian Edwards and Keith Selbrede presented their request during the first part of the meeting.

Purpose

The purpose of the meeting was to hear a request from the Church Council to obtain emergency funding from the Endowment Fund. Brian Edwards, President, and Keith Selbrede, Treasurer, presented the request.

Background

Rick Gardner provided a copy of the latest statement of the Endowment Fund dated November 30, 2018. The fund was valued at \$458,453. Based on current market trends, it is estimated that the fund is now about \$445,000.

Rick also presented the portion of the Church By Laws that govern emergency distribution requests

(Section VIII, Part B). The wording is as follows:

Distribution of Principal

When in the opinion of the COMMITTEE, circumstances are so dire and of such an emergency nature that the future of the congregation is at stake, and that the only recourse seems to be the use of the FUND principal, the COMMITTEE may, upon two-thirds majority vote, recommend such authorizing action to the congregation.

Emergency Fund Request

Brian and Keith provided the Legacy Giving Team with a copy of the proposed budget for 2019. The Church Council has already made several difficult cuts to the expenses. Even after these cuts, the budget is still out of balance by \$23,297.81. In addition to this, the Church currently only has about \$20,000 in reserves, down from about \$100,000 last year. Of the \$80,000 drop, about \$30,000 was due to cumulative accounting errors over the past few years. That means that the Church has dipped into reserves by about \$50,000 in the past year. Part of this was foreseen last year when the congregation passed an out-of-balance budget.

There was some discussion about the reasons for our financial problems. Pledged income is down. This appears to be driven by two factors: (1) a drop during the interim period between the previous pastor and the new pastor, which we were told to expect by ELCA, and (2) the added congregational giving of the past couple of years to fund the building of the pavilion cover. Both of these factors seem to be temporary in nature, providing hope

for a rebound in giving during 2019, particularly after a new pastor has been called in mid-year.

Brian expressed his strong desire to have a balanced budget this year. The Team addressed possible approaches to achieve this with Brian and Keith. After this, Brian and Keith were excused, and the Team met to deliberate.

Conclusions and Recommendations

Based on Team deliberations, here are our unanimous conclusions and recommendations:

- 1. The Team strongly feels that the Endowment Fund should not fund operating expenses. It should to the extent possible restrict its funding to the areas provided in Section VIII, Part C of the By Laws: missions, education, children and young adult ministry, worship and music, and capital projects.*
- 2. Notwithstanding the above, the By Laws also provide that the Legacy Giving Team must “ensure its (Church’s) financial stability.” The Team is concerned about the Church’s low current reserves and the reduction in the reserves in 2018. We feel that every effort must be made by the Church Council to acquaint the church congregation with the urgency of the situation and attempt to boost giving. In addition, measures should be taken to reduce expenses as much as possible. If, despite these actions, the Church Council determines that a cash flow problem is imminent, the Legacy Giving Team requests that it be given one month’s advance notice so that it can take the necessary actions to boost the reserves.*
- 3. In order to balance the 2019 budget, the Legacy Giving Team recommends that the following items in the budget be funded by the Endowment Fund: a portion of Item 61101, Mission Support; Items 61120 through 61170; and Call Committee, which has not been assigned a budget item number. These items are shown in the accompanying table.*
- 4. Funding will be provided in June in accordance with the standard practice of the Legacy Giving Team. The need for “Call Committee” funding will be reviewed at that time. Along with other items (notably high school scholarships), we estimate that an 8% distribution may be needed from the Endowment Fund in 2019, instead of our standard 4.25% (of the three-year average); this depends on the value of the fund, the need for “call committee” funding, and other distribution needs such as the scholarships.*

4. The Team understands that these recommendations will be reviewed and approved by the Church Council at its January meeting and then provided to the congregation for its approval at the annual meeting in the latter part of January.

Submitted by Rick Gardner, Chair

Budget Item	Amount	Comments
61101 Mission Support	\$ 11,100	The Fund will cover this portion of the total of \$30,280.61, which is provided to the Synod. Funding to be provided in June.
61120 Lutheran Bible Translators	400	Funding to be provided in June.
61130 Lutheran Social Services	400	Funding to be provided in June.
61140 Many Meals	600	Funding to be provided in June.
61150 Maritime Ministries	400	Funding to be provided in June.
61170 PLTS	400	Funding to be provided in June.
Call Committee	10,000	This funding is needed to relocate the new pastor to Mount Cross. This is a not-to-exceed number. It may not be needed if a local candidate is selected. Funding to be provided in June.
Total	\$23,300	

Keith moved to accept up to but not to exceed the Endowment fund distributions specified in the Legacy Giving Team minutes dated December 28, 2018 to achieve a balanced budget in 2019. The motion received a second from Craig. The motion passed with 10 yes votes.

Cook's Position: In September 2018 John Colby, IV was hired by Mount Cross as a Confirmation Meal Coordinator from September 12, 2018 through May 22, 2019 when confirmation classes meet. Discussions at subsequent council meetings centered on his hire and if he should be listed as an employee or as an independent contractor. The confirmation classes, their parents and adult Bible study participants are all supportive of John's services, his meals, and his dedication. No one questioned the validity of his service, but the question remained, is he an employee or an independent contractor?

Jim Prosser Chair of the Personnel Committee and a local attorney attended the council meeting to address questions regarding the legality of the hire. After reviewing the contract given to John Colby, IV, Jim summarized the following:

As an employee, the church would be responsible for withholding taxes, all benefits of being an employee such as medical, vacation time, minimum hourly wages, workman's compensation, etc.

As an independent contractor John is responsible for state food handler's licenses and/or certifications, his own insurance and reporting his earnings for tax purposes.

Jim went on to say that we are probably just fine with the agreement that John signed, but we should be aware of the differences and the responsibility and liability to the church.

Stan moved to accept, as written, the Confirmation Meal Coordinator Contract between Mount Cross Lutheran Church and John Colby IV and to hire John Colby IV as an independent contractor. The motion received a second from Denise. The motion passed on a voice vote.

2019 Budget Recommendation: Keith

Keith moved to accept the "2019 Requested Budget" dated 1/8/2019, adjusted for any additional pledges, and make it the council "2019 Recommended Budget" for approval at the annual meeting. The motion received a second from Denise. The motion passed with 11 yes votes. (Click on the link below to see the requested budget.)

https://www.mountcross.com/uploads/1/5/9/5/15953620/2019_requested_budgetb.pdf

Call Committee Update: Susan

- † There was concern that the church website did not reflect the upcoming call committee workshop that follows the 9:00 service on January 13.
- † The committee is hoping for a wide representation of the congregation.
- † The call committee held a practice run/dress rehearsal of the upcoming workshop.
- † They concluded that the workshop is doable even if not everyone has completed the worksheet prior to the workshop.
- † The full committee will meet the day after the workshop.

Pavilion Project Update: Brian

Oversight Committee report on Patio Pavilion

The committee is pleased to report that with the installation of the windscreens in January 2019 the patio pavilion project is nearing completion. The committee is thankful to all those individuals who have dedicated numerous hours to this project. Without their many hours of hard work and help, we would not have this beautiful pavilion for Mount Cross to enjoy for many years to come. Below is an up to date accounting of the funds spent during this project.

Design	9,061.85
Demo	19,170.00
Concrete	57,117.00
Equipment Rentals	3,452.07
Elec/Lighting	6,355.28

Roofing	8,000.00
Lumber/Iron	31, 891.14
Framing	38, 965.40
Stucco	11, 330.00
Plumbing	5, 105.00
Windscreens	16, 538.15
Paint	5, 000.51
Site Prep	4,493.50
Misc. Materials	3,671.68
Promotion	322.75
	220,474.33

The committee would like to thank the entire congregation for their generosity and giving. The project was entirely paid for by donated and memorial funds.

Brian Edwards
Craig Blois
Rick Mann

- † The property committee will be in charge of installing the heaters. They received funds from MBC to cover the cost of the heaters.
- † The windscreens are scheduled to be installed on Friday January 18.

Nominating Committee update: Denise

- † The nominating committee met on Sunday January 6.
- † They continue working to have a full slate of nominees at the annual meeting

Other:

- † Budget Forum hosted by Ken Selbrede, open to all interested members January 20 at 9:30am and 12:00 noon in the Parish Life Center.
- † Annual meeting January 27 at 4:00, followed by pot luck dinner
- † Annual Leadership retreat February 2, 2019 in Parish Life Center 10:00-12 Noon. Please BYO (bring your own lunch) as budget restraints, this year do not allow the council to provide lunch for all participants.
- † First Council Meeting of newly elected council members February 2 at 1:00pm following the leadership retreat.

Adjourn with Lord's Prayer at 9:00 pm
Looking Ahead: Next meeting 1pm February 2, 2019
February Devotions- Pastor Jim
February Listening Post- Cecelia Travick-Jackson

Respectfully submitted

* DEVOTIONS			
FEBRUARY	MARCH	APRIL	MAY
Pastor Jim			

Cecelia Travick-Jackson Recorder

JUNE	JULY	AUGUST	SEPTEMBER
OCTOBER	NOVEMBER	DECEMBER	JANUARY 2020
** COUNCIL LISTENING POST (1 st Sunday of the Month, on the patio, between services)			
FEBRUARY	MARCH	APRIL	MAY
JUNE	JULY	AUGUST	SEPTEMBER
OCTOBER	NOVEMBER	DECEMBER	JANUARY 2020

**MOUNT CROSS LUTHERAN CHURCH
CHURCH COUNCIL MINUTES
DECEMBER 18, 2018
PARISH LIFE CENTER
7:00 PM**

2018 Church Council Members: Craig Blois(Stewardship, Oversight), Joan Brundage* (Financial Secretary, Property), Brian Edwards* (President, Oversight), Betty Ertel (CDC Representative), Ivan Fernandez(Learning), Allison Johnson(Caring), Stan Patscheck(Fellowship), Susan Prosser(MET, Personnel), Tina Riley(Worship & Music), Keith Selbrede* (Treasurer, Budget & Finance, Endowment), Denise Sobolik* (Vice-President, Service & Missions), Cecelia Travick-Jackson* (Secretary, Adult Education), Norman Williamsen, Youth Representative (to be announced), Meredith Smith (Director of Ministries), Jim Bessey* (Pastor). **Executive Committee*

Call to order: The Christ candle was lit and the meeting was called to order at 7PM by President, Brian Edwards

Council Members Present: Craig Blois, Joan Brundage, Brian Edwards, Allison Johnson, Susan Prosser, Tina Riley, Keith Selbrede, Denise Sobolik, Cecelia Travick-Jackson, Norman Williamsen.

Council Members Not Present: Betty Ertel, Ivan Fernandez, Stan Patscheck,

Staff Members Present: Jim Bessey (Pastor), Meredith Smith

Also Present: Robert Jackson

Devotion: Susan Prosser read from 2018 Advent Devotional from Luther Seminary, based on Mary's Song (The Magnificat) Luke 1:46-56 emphasizing acts of service.

Listening Post: Susan Prosser

- † RE: Serious Financial Situation at Church - Someone needs to take charge of making a plan to get us out of current financial situation and back on track.
- † RE: ELCA Social Positions – Don't want a new Pastor who is too much of an activist. Our congregation should decide on what issues to pursue. Mount Cross is somewhat conservative.

Approval of Minutes:

Denise moved to accept as amended the minutes. A second was received from Craig. Motion passed.

Reports: Please read all reports online:

Highlights from Pastor Jim's Report

- † Thanked the music staff and the choir ensembles, Meredith Smith and Katie Robinson and the children of Mount Cross for the gift of "A Poetic Christmas". Their efforts to make this a memorable presentation are deeply appreciated. It was a wonderful evening, followed by a lovely dessert buffet.

Highlights from Meredith's Report

- † Our first joint youth group with the Camarillo United Methodist Church was a hit. We plan to do another in February and that time we will also invite St Columba's Episcopal Church

Treasurer's Report- Keith

- † Pledge income is 90% of budget (\$25,409 short)
- † Total income is 86.9% of budget (\$55,292 short)
- † Expenses are 97.8% of budget (\$9,793 under)
- † Reserves of \$26,925 are 75% below target of \$110,000

2019 Budget recommendation: There was a full and lengthy discussion regarding the 2019 church budget.

- † There was extensive discussion regarding the Wednesday evening confirmation/ Bible study dinners and how the preparer of those dinners is paid. The suggested cost of the dinner is \$95.00 per person or \$250 for a family. This takes in the entire annual confirmation program. The person's salary was paid by a donation and does not impact the church budget. The question remains should the person be identified as an independent contractor or an employee. The chair of the personnel committee will be asked to attend the next council meeting to discuss more fully the church's liability regarding insurance, workman's comp, and how it would affect salary.

- † Keith moved to balance the 2019 budget with funds from the endowment committee. The motion received a second from Norm. Motion passed with 8 yes and 1 abstention.

† Craig moved to begin a second pledge drive out reach to the entire congregation including those who have already pledged. This would be a pledge drive sponsored by the Church Council. The motion received a second from Denise. The motion passed unanimously.

Call Committee Update: Susan

- † The Committee has had two meetings.
- † The co-chairs of the Committee are Becky Riley and Bill Stoll.
- † On January 13 there will be one service at 9:00AM followed by a 2 hour workshop and lunch. The purpose of the workshop will be to identify and focus on the most important traits and characteristics of a new pastor.
- † For those who cannot make this meeting, we have set aside an alternative date of February 24.
- † More information will follow.

Pavilion Project Update: Brian

- † An anonymous donor will give \$3,300 toward the patio pavilion windscreens if the congregation matches the donation. To date the church has received \$2,725.00 toward the matching funds.
- † There is a balance of \$4724.72 in the pavilion project fund.
- † Another anonymous donor will give \$5000.00 toward the pavilion project.
- † The windscreens cost \$16,538.62
- † The patio pavilion project fund is short \$788.00 for paying for the windscreens.

After much discussion it was decided to proceed, in faith, with the purchase and installation of the windscreens.

Denise moved to accept the contract from
Southern California Screen Co.
4525 E. Industrial St 4E
Simi Valley, Ca 93063

With Brian signing the contract

For Rainier Power Shade-Series 4- Desert Sand-Black with Somfy Wall or Hand held remote for a total of \$16,535.15. Price includes 50% at the time of order. Delivery takes 2-4 weeks with final payment at completion. The motion received a second from Craig. The motion passed with 8 yes votes.

Other:

- † Annual meeting January 27th at 4PM, potluck following
- † Tina Riley resigned from council to refocus on family
- † St Jude donation in honor of Jackson Soyster-at the beginning of the year. The question was raised if money is available in service and mission for this donation. More information will follow in the newsletter.
- † Karen Cherry offered an article to every council member entitled What Should a Governing Board Be Good At? By Dan Hotchkiss.
- † As staff appreciation- Allison moved to close the church office from December 26-December 28 for staff members with full pay not to affect their vacation time. This

offer is extended to Pastor Jim, Meredith, and Sheri as long as someone is available for emergencies. Pastor Jim, Meredith and Sheri are to work out emergency availability. The motion received a second from Craig. Motion passed with 8 yes and 1 abstention.

Adjourn with Lord's Prayer at 10:40 pm

Looking Ahead: Next meeting 7pm January 15, 2019

January Devotions- Joan Brundage

December Listening Post- Cecelia Travick-Jackson

Respectfully submitted
Cecelia Travick-Jackson Recorder

DEVOTIONS			
February	March	April	May
Pastor Jim	Stan Patscheck	Tina Riley	Norman Williamsen
June	July	August	September
Allison Johnson	Cecelia Travick Jackson	Craig Blois	Betty Ertel
October	November	December	January (2019)
Susan Prosser	Keith Selbrede	Susan Prosser	Joan Brundage
Council Listening Post (1st Sunday of the Month, on the patio, between services)			
February	March	April	May
N/A	Stan Patscheck	Joan Brundage	Cecelia Travick Jackson
June	July	August	September
	Tina Riley	Craig Blois	Denise Sobolik
October	November	December	January 2019
Allison Johnson	Keith Selbrede	Susan Prosser	Cecelia Travick-Jackson

MOUNT CROSS LUTHERAN CHURCH
CHURCH COUNCIL MINUTES
NOVEMBER 27, 2018
PARISH LIFE CENTER
7:00 PM

2018 Church Council Members: Craig Blois(Stewardship, Oversight), Joan Brundage* (Financial Secretary, Property), Brian Edwards* (President, Oversight), Betty Ertel (CDC Representative), Ivan Fernandez(Learning), Allison Johnson(Caring), Stan Patscheck(Fellowship), Susan Prosser(MET, Personnel), Tina Riley(Worship & Music), Keith Selbrede* (Treasurer, Budget & Finance, Endowment), Denise Sobolik* (Vice-President, Service & Missions), Cecelia Travick-Jackson* (Secretary, Adult Education),

Norman Williamsen, Youth Representative (to be announced), Meredith Smith (Director of Ministries), Jim Bessey* (Pastor). *Executive Committee

Call to order: The Christ candle was lit and the meeting was called to order at 7PM by Vice President, Denise Sobolik

Council Members Present: Craig Blois, Joan Brundage, Betty Ertel, Allison Johnson, Ivan Fernandez, Susan Prosser, Tina Riley, Keith Selbrede, Denise Sobolik, Cecelia Travick-Jackson, Norman Williamsen.

Council Members Not Present: Brian Edwards, Stan Patscheck

Staff Members Present: Jim Bessey (Pastor), Meredith Smith

Also Present: Robert Jackson, Karen Cherry, Gayle Johnson, Nichole Donofrio, Mary Goodenough, Gordon Henry

Devotion: Keith Selbrede

From *The Word in Season*- "So I say to you: Ask and it will be given to you; seek and you will find; knock and the door will be opened to you. For everyone who asks receives; the one who seeks finds; and to the one who knocks, the door will be opened." Luke 11:9-10 (NIV)

Caring Conversation-What is your favorite Thanksgiving food? Desserts, sweet potatoes, dressings, green bean casserole, bacon and Brussel sprouts baked together, squash, red cabbage, cranberries, brandy apple pie, green jello salad

Listening Post: Keith Selbrede

- † Like Pastor's sermon
- † Like Randy and Cy's stewardship message
- † Hymns are played too slowly
- † Perhaps Praise band can use *With One Voice*

Tabling Report: Cecelia Travick-Jackson

October 28, 2018

- † Would like for the call committee to choose a male pastor. The male voice carries better than the female voice.
- † One person was very upset that the windows were draped for the Bergh funeral.
- † Another person asked why the windows were draped, but accepted the explanation that they were draped for the Bergh funeral. Makes watching the video more visible.
- † There should be some type of vent in the roof of the pavilion that would allow hummingbirds to escape if they flew into the pavilion by mistake. The vent could be opened and closed as needed.

November 18, 2018

- † One parishioner felt it was very unnecessary to have a processional offering. Some people had already turned in their stewardship form and there was no need to have people go to the front of the church for the offering.

November 25, 2018

- † Why don't we sing sing-able hymns? "At the Name of Jesus" was not a sing-able hymn.
- † Received this explanation for the Hymn of the Day choices. The hymn of the day comes from the liturgical calendar. On the liturgical calendar, each Sunday of the Church year names the principal festival, first reading, Psalm, second reading, Gospel and an appropriate hymn of the day. The hymns are related to the lectionary.
- † All of the Sunday slides are on automatic, however about half way through the children's message the slide changes and the slides are out of sync. It was suggested that whoever is running the slides make the Children's message slide non-automatic until the Children's message ends.
- † This parishioner loves having Grace interact with the Pastor during the Children's message. She brings so much to the message and actually helps the Pastor with the message.

Approval of Minutes:

Norm moved to accept the meeting minutes as presented. A second was received from Betty. Motion passed with 9 yes, 1 abstain.

Reports: Please read all reports online:

Highlights from Pastor Jim's Report

- † Members of the call committee will meet with Pastor Reg Schultz-Akerson tomorrow evening. He will guide their organizational meeting, as we begin this new chapter in the Call process for Mount Cross.
- † Carina Mc Veigh has been working for several weeks as our Praise Team director. She is a good match for our needs, has been well-received by the Praise Team, and has attended to all the details of this job. I am pleased to recommend that the Council authorize an employment agreement with her as an independent contractor.

Susan moved to approve the appointment of Carina McVeigh to the position of Praise Band Leader and authorize the Council Vice President to sign a contract as an independent contractor with her for compensation of \$850.00 a month, effective November 1, 2018. A second was received from Keith. Motion passed unanimously.

Highlights from Vice President's Report

- † In 2017 Lutheran World Relief sent about 19000 personal care kits to the Ukraine, Jordan, Peru, Iraq
- † Quilts were sent to India, Peru and Tanzania
- † New school kits to Peru, Honduras and Iraq
- † Many meals served over 600 meals on Mondays and Thursdays
- † Please make sure committee minutes and reports are current and on-line

Highlights from Meredith's Report

- † Presentation by Nichole Donofrio on Mission Trip to Miracle Ranch for Summer 2019 (Tecate, Mexico)
 - At Rancho El Milagro (Miracle Ranch), our mission is to provide for the care, nurture and overall development of each of our children. All of this within a home and family setting of the Christian faith, to cultivate intellectual, physical, spiritual, social and emotional well-being in each child as a unique and special entity, and to emphasize the qualities of human kindness, respect and love as both the rights and gifts of every human.
<http://ranchoelmilagrotecate.org/our-story.html>
 - Mount Cross and Trinity Lutheran of Ventura will be traveling together by van to Mexico
 - The trip cost about \$500.00 per person. There is possibly enough money in the budget from Make Bake Celebrate to pay for any youth who wants to go on the trip. Any additional money raised, Meredith would like for it to be given to Miracle Ranch as a donation to its program.
 - Meredith will provide additional information

Treasurer's Report- Keith

- † Pledge income through October is at 91.1% of budget (\$20,443 short)
- † Total income for that same time period is 87.2% of budget (\$48,141 short)
- † Reserves are at \$25,689. This is up \$8,852 due to MBC and reallocation of several dedicated funds. However, this is still well below the ELCA recommended level of over \$100,000.

Receive MET Report-Susan

The Mission Exploration Team was present for the report to council. Highlights from the report are as follows

- † The neighborhood is the 93010 zip code which includes the Episcopal and the Methodist Church, both of whom are communion partners.
- † After the report is endorsed and adopted by the council, the report then goes to the congregation and to the call committee.
- † The congregation will receive a summary of the report.
- † The full report is located in a binder in the church office and council members, committees and congregational members are encouraged to review the contents.
- † Mission exploration - to look outward to fill our church inward.

Susan made a motion to accept and endorse the MET report as presented. A second to the motion was made by Craig. The motion passed unanimously.

Delete CR 98.1-Susan

CONTINUING RESOLUTION 98.1

Compensation & Benefits Policy

- 1. Any staff member who works over 32 hours per week, on average, shall be eligible for the health benefits program offered through the Evangelical Lutheran Church in America (ELCA).*
- 2. Any staff member eligible for this health benefit may choose either to receive the benefit or have Mount Cross buy out the benefit at an appropriate cash value.*
- 3. If any employee chooses to become a rostered lay minister in the ELCA (Associate In Ministry, Deaconess, Diaconal Minister) they will be fully enrolled in the pension and*

benefits plan of the ELCA.

4. Information about becoming a candidate in one of the above mentioned programs is available from the pastor or from the Synod office.

Susan moved to delete CR 98.1 as it is not in sync with current practice. The motion received a second from Keith. The motion passed unanimously.

Call Committee Update: Initial meeting with Pastor Reg is Nov 28.

Pavilion Project Update: -Cost of windscreens remain at \$16,500. The question was asked when measurements will be taken to finalize this phase of the project. The question was also asked what happened to the Oversight Committee, are they still functioning, will we receive reports from them concerning the windscreens and the heaters. Denise will check with Brian about these concerns.

Produce Box Proposal- we will not be offering produce boxes on the church campus as it would negatively affect our tax exempt status.

Nominating Committee Update:-Gayle Johnson

The nominating committee is working on a slate of nominees. The committee met November 11 and will meet again December 2.

Other:

- † Has there been an outreach to Scott Fajnor. Pastor Jim and Brian have both reached out to Scott. They are willing to reach out again if needed.
- † CDC is down 10 students. They are looking for ways to cut expenses until they can get new students.

Adjourn with Lord's Prayer at 9:40 pm

Looking Ahead:

December Devotions- Susan Prosser

December Listening Post- Susan Prosser

Respectfully submitted
Cecelia Travick-Jackson Recorder

DEVOTIONS			
February	March	April	May
Pastor Jim	Stan Patscheck	Tina Riley	Norman Williamsen
June	July	August	September
Allison Johnson	Cecelia Travick Jackson	Craig Blois	Betty Ertel
October	November	December	January (2019)
Susan Prosser	Keith Selbrede	Susan Prosser	Joan Brundage
Council Listening Post (1 st Sunday of the Month, on the patio, between services)			
February	March	April	May
N/A	Stan Patscheck	Joan Brundage	Cecelia

			TravickJackson
June	July	August	September
	Tina Riley	Craig Blois	Denise Sobolik
October	November	December	January 2019
Allison Johnson	Keith Selbrede	Susan Prosser	Cecelia Travick-Jackson

Thu, Oct 11, 2018 12:48 pm
Dear Brian, Denise and Cecelia,

Due to Theoasis, the Rostered Leader's Retreat of the Southwest California and Pacifica Synods, ELCA, I will not attend the Mount Cross Lutheran Church Council meeting on October 23, 2018. The agenda of this meeting has been shared with me and I am aware of all items to be discussed.

I hereby give permission to establish a quorum and transact business in accordance with the constitution and by-laws of the congregation.

Pastor Jim Bessey

MOUNT CROSS LUTHERAN CHURCH
CHURCH COUNCIL MINUTES
OCTOBER 23, 2018
PARISH LIFE CENTER
7:00 PM

2018 Church Council Members: Craig Blois(Stewardship, Oversight), Joan Brundage* (Financial Secretary, Property), Brian Edwards* (President, Oversight), Betty Ertel (CDC Representative), Ivan Fernandez(Learning), Allison Johnson(Caring), Stan Patscheck(Fellowship), Susan Prosser(MET, Personnel), Tina Riley(Worship & Music), Keith Selbrede* (Treasurer, Budget & Finance, Endowment), Denise Sobolik* (Vice-President, Service & Missions), Cecelia Travick-Jackson* (Secretary, Adult Education), Norman Williamsen, Youth Representative (to be announced), Meredith Smith (Director of Ministries), Jim Bessey* (Pastor). **Executive Committee*

Call to order: The Christ candle was lit and the meeting was called to order at 7PM by Vice President, Denise Sobolik

Council Members Present: Craig Blois, Joan Brundage, Betty Ertel, Allison Johnson, Stan Patscheck, Susan Prosser, Tina Riley, Keith Selbrede, Denise Sobolik, Cecelia Travick-Jackson, Norman Williamsen.

Council Members Not Present: Brian Edwards, Ivan Fernandez,

Staff Members Present: Meredith Smith

Staff Members Not Present: Jim Bessey (Pastor)

Also Present: Robert Jackson

Devotion: Susan Prosser- The Caring Team and the Stewardship committee partnered to review and revise the time and talent sheets. Susan read a portion from the book – *New Life through Shared Ministry: Moving from Volunteering to Mission* by Judith Urban

Caring Conversation-Share a favorite Halloween costume. Several unique and memorable costume designs were shared: Pebbles and Bam Bam costume for a set of twins; one person creatively made a table for two from a large cardboard box; Identity theft-hi my name is followed by several different names; laundry basket; Gumby; umpire, pirate girl, and Wanda the witch.

Pastor Appreciation-A card was passed around for council members to sign. A large card will be available at both services and during the patio fellowship on the 28th for parishioners to sign sharing their personal appreciation to Pastor Jim for his presence and his leadership. Karen Cherry is donating a recording of Pastor Jim singing with the CLU chorus while he was a student at California Lutheran University. The recording will also be playing during the patio fellowship. Cake will be served.

Listening Post: Allison Johnson

- † The piece of wood is still dangling down from underneath the pew at the back of the church, and this person smacked their foot on it
- † Praise for the Council Members and their hard work
- † Door stop on Women's restroom sticks out and sometimes falls on foot when you enter
- † Like sing able hymns
- † There needs to be more support for the Concert Series. There is a need for publicity. The Congregation needs to support the concerts and remember this is an outreach to the community

Tabling Report: Cecelia Travick-Jackson

October 14, 2018

- † This member was pleasantly surprised that the congregational meeting went so well and so fast.

October 21, 2018

- † Sing songs that are sing-able. "Holy God, Holy and Glorious" was not a sing-able hymn.
- † At one time the church was considering naming something after Gordon Bergh. He was so important to this church, please name something after him.
- † There was no announcement to wear red for reformation Sunday next Sunday, October 28.

Quorum established and meeting proceeded- Due to Theosis, the Rostered Leader's Retreat of the Southwest California and Pacifica Synods, ELCA, I will not attend the Mount Cross Lutheran Church Council meeting on October 23, 2018. The agenda of this meeting has been shared with me and I am aware of all items to be discussed.

I hereby give permission to establish a quorum and transact business in accordance with the constitution and by-laws of the congregation. Pastor Bessey

Approval of Minutes:

Stan moved to accept the September 18 meeting minutes as presented. A second was received from Norman. Motion passed with 9 yes, 1 abstain.

Reports: Please read all reports online:

Highlights from Meredith's Report

- MBC raised \$3080 for Tips for Teens
- Teens baked the cake with the help of Lisa Higginbotham, cake sold for \$1400.00 at MBC
- Intro to the Bible has 13 participants grades 3-5.
- Using SPARK Bible for grade 3 through high school. This is also the Confirmation Bible
- Working on annual calendar of events:

2019 CALENDAR

JANUARY 20- Classical Concert Series 27 - Annual Meeting & Potluck	APRIL Prayer Shawl Blessing (before Easter) 7- CDC Spring Sing Baptism Orientation 14 - Palm Sunday 18- Maundy Thursday service 19- Good Friday service 20- Easter Vigil service, Baptism Festival 21 - Easter Sunday-Breakfast & Easter egg hunt	JULY High School Summer Trip Summer Camp at El Camino Pines 29- Vacation Bible School	OCTOBER 2- CDC Chapel Begins 5- Walk to End Poverty Introduction to the Bible Class 11- Golf Weekend 13- Quilt Sunday 17 - LWR truck at Mount Cross 23- MCLC Anniversary 27 - Reformation Sunday - Classical Concert Series
FEBRUARY 2 - Leadership retreat 3- Souper Bowl of Caring	MAY 12- Mother's Day 18- CDC Father's Day Breakfast 19- Rite of Confirmation 19- Classical	AUGUST 1- VBS Thursday Program 25- Worship in the Park(One service at 10:00 AM) & Luncheon	NOVEMBER Pledge Sunday Gifts of Hope Project/Fair Trade Sale 10 Feast of Faiths 27 - Thanksgiving Eve

	Concert Series 30 - Synod Assembly (30, 31,1)		service & Pie Reception Set up and decorate tree and sanctuary Advent season begin
MARCH 6- Ash Wednesday 10 - CROP Hunger Walk	JUNE 2- Choir Concert Service 2- Kindergarten & HS Grad Blessing	SEPTEMBER 1 Abundant Table Labor Day Harvest 11 Rehearsals begin for Choirs CDC orientations 8 Rally Day Information Fair on patio 9 CDC begins 11 Confirmation Orientation & Wed. Programs 27 - Family Movie Night 28 - Make-It, Bake-It 29 - Outdoor Service (One Service at 10:00 AM) & Lunch	DECEMBER Hickory House Party 12 - CDC Christmas family evening 15 - Christmas Concert 24 - Christmas Eve services at 5 & 8 PM 29- One Church Service at 10:00 AM

Worship and Music-Tina

- One person has applied for praise band leader – second service
- Currently working on a separate bulletin for second service

Care Team-Susan

- As a follow-up to last year’s caring conversations, the care team will continue caring conversations with the congregation November 4 and 5 with a more specific focus
- The caring team is working on identifying Camarillo specific services and helping members access those services

Stewardship-Craig

- Stewardship packages, including letter and time and talent sheet will be mailed the last part of this week or the first part of next week (October 29).
- Campaign will cover 4 Sundays culminating with commitment Sunday on November 18.
- Commitment Sunday will have one service with a lunch to follow

Nominating Committee-Denise

- The nominating committee has convened and is beginning its work

President’s Report-given by vice president, Denise

- Next executive meeting November 13
- Next Council meeting November 27

There was much discussion concerning the late date in November for the Council meeting. The arguments were that the having the meeting so late in November would cut into the Stewardship campaign. It was also felt that changing a meeting date should be an action item on the agenda and not and by edict of the executive committee.

It was resolved that if an extra council meeting is needed a special council meeting can be called. It was also resolved that the meeting date would not interfere with the stewardship campaign as the stewardship committee will always do a follow-up to the initial campaign.

Treasurer's Report – Keith

September 2018

- Pledged income through September is at 90.7% of budget (\$19,248 short)
- Total income for that same time period is 87.5% of budget (\$42,491 short)
- Reserves are at \$16,837, versus an ELCA recommended level of over \$100,000, and declining rapidly
- Expenses are at 97.4% of budget (\$9,108 under)

Reminder: Budget requests are due to Keith Selbrede (treasurer@mountcross.com) by October 31st.

1. Keith moved to take \$1,406 from account 35605 Make Bake Celebrate to 35790 Service & Mission-Other (Evangelism & Outreach) per previous council motion regarding 10% of MBC net proceeds. This would leave \$3,600 as "seed" money for 2019 MBC (same as 2018 seed money). Motion received a second from Stan. Motion passed unanimously.

"Post meeting note (from Keith): After more exacting calculations, the "Seed" money ends up being \$3,517.91 which is \$0.18 less than what was available this year."

2. Keith moved to take \$1,200 from designated account 35460 VBS to undesignated. This would leave \$275.54 as "seed" money for 2019 VBS. We didn't use any of the available seed money for the 2018 VBS. Motion received a second from Craig. Motion passed unanimously.

3. Keith moved to take \$1,800 from account 35677 Photo Directory to undesignated. This would leave \$528 available for additional copies to be printed for new members. Motion received a second from Craig. Motion passed unanimously.

4. Keith moved to take \$10,000 from account 35303 Patio Construction back to undesignated. Based on the October 22 Quickbooks accounting, this leaves \$6,473 in account 35303 for Phase II. Motion received a second from Craig. Motion passed unanimously.

MBC gross income -\$24,107.

Expenses including Tips for teens - \$ 10,051

Approved outreach expense - \$1406

Net - \$12,056 (to be removed from designated)

This leaves seed funds for next year of \$3518 versus the requested \$3600.

Craig moved to move net proceeds from MBC after benevolence in the amount of \$12,650 be removed from designated account 35605. Motion received a second from Tina. Motion passed unanimously.

There was much discussion regarding the budget especially after money was returned to undesignated. Keith will get that information to the council. Keith also noted that we are spending more money than we are taking in and at the current rate of spending our reserves could approach zero in about 10 months.

Renewal of Pastor Jim's Letter of Agreement:

Pastor Jim's letter of agreement extends until the installation of a called pastor with the option to review annually. Our financial situation necessitates us modifying his letter of agreement with a 15% salary reduction. That is roughly a reduction of about \$20,000.00 Pastor Jim has agreed to the reduction, but has asked that we honor the two days off each week from the office. Currently Pastor Jim leaves the office Sunday afternoon and returns Tuesday morning. He is requesting an extra ½ day off to leave Sunday afternoon and return Tuesday evening for executive and council meetings. This will impact Men's Bible study which meets the 2nd and 4th Tuesday morning at 7AM. Stan moved that we modify Pastor Jim's letter of agreement based on 15% salary reduction and an additional ½ day off beginning January 1, 2019. The motion received a second from Norm. The motion passed unanimously.

Pavilion Project Update: Stan

Phase 1 of the pavilion project is almost complete. Gutters still need to be installed and touch up painting needs to be done. This should cost approximately \$1500.00. There are still bills outstanding that need to be paid. Keith is looking at additional coverage of our current insurance policy based on the new structure and possible increased value of the property.

The heaters are funded with 2017 MBC allocations.

Phase 2 includes windscreens.

MET Update: Susan

MET had its last formal meeting with Pastor Marg from the Synod Office. The team is finalizing their report to the congregation. The major focus of the report is looking outward to the community. A notebook will be given to council with all of their data for use by various committees.

Designation for Thanksgiving Eve Offering:-Denise

Service and Mission would like to recommend that the Thanksgiving Eve offering go to Lutheran Disaster Relief. Keith moved that the Thanksgiving Eve offering go to Lutheran

Disaster response to be used wherever needed. The motion received a second from Stan. The motion passed unanimously.

Church Policy Revision:-Cecelia

Looking through old minutes to put together a Church Policy notebook.

Feast if Faiths, November 11:-Denise

The annual Feast of Faiths, a gathering of individuals from various religions to discuss their beliefs with those of other faiths informally over dinner, will be from 4 to 6 p.m. Sunday, November 11 at The Center for Spiritual Living, 340 Mobile Avenue, Camarillo, CA 93010. Unity is the theme for the 2018 Feast of Faiths.

Members of various religions – including but not limited to Christian, Islamic, Jewish, Hindu, Baha'i, Quaker, Pagan, and Buddhist – will share a meal. The purpose of the dinner is to promote dialogue and friendship between people of different religions. Halal-style and vegetarian food will be served.

Suggested donation of \$22 if received by October 28, or \$27 at the door. Student (8 and older) suggested donation of \$12 by October 28, or \$15 at the door.

<https://www.vcic.info/wp-content/uploads/2018/09/2018-Feast-of-Faiths-Flier.pdf>

Other: -Denise

On Sun, Oct 21, 2018 at 1:54 AM Brian Edwards <brian2002@me.com> wrote:

Pastor Jim,

Good morning to you! As you know I have been working on negotiating a deal in which the produce boxes could be sold in our church parking lot. After discussing it with the group, we have agreed that they would pay Mount Cross \$50 per Friday to use the back half of the parking lot for these sales from 430-630. We would operate under this agreement for one year at which time we would look at the growth of their business and any renegotiable of rates. The group would like to start on November 2.

Would you give your consent for this item of business to be added to the agenda on Tuesday night's council meeting and your blessing in the establishment of a quorum in your absence?

Thank you,

Brian

From: Jim Bessey <pastorjim@mountcross.com>
Subject: Re: Council Meeting Quorum and Business
Date: October 22, 2018 at 1:17:45 AM GMT+1
To: brian2002@me.com
Cc: Denise Sobolik <sobolik@roadrunner.com>

Yes, I approve.

Susan noted that partnering with a “for profit” group might jeopardize Mount Cross’ tax exempt status and it might also increase the cost of our insurance.

Since the group wants to begin distributing their produce boxes November 2 it is imperative that we receive clarification on our tax exempt status. Stan offer to call the tax assessor's office Wednesday morning to inquire about partnering with a for profit business. Following is the e-mail received from Stan and an e-mail from Susan, to help the council make an informed decision about partnering with a for profit business.

Stan Patscheck (stanpatscheck@gmail.com) To: you + 14 more [Details](#) Wed, Oct 24, 2018 8:50 am

I just got off the phone with the Ventura County Assessor's office and posed the question we discussed last evening, i.e., would a commercial enterprise distributing products on our campus jeopardized our tax-exempt status? The answer was yes, we would be charged property taxes on the area that was being used by the business. I estimated the area in use would be 10,000-20,000 square feet (100 x 100, or more). Paying property taxes on that much area in our neighborhood would more than negate the approximately \$2400 income produced by allowing the enterprise to use our parking lot.

My vote would be no.

Thanks to Susan who brought this up.

Stan Patscheck

805-402-9130

Stan.Patscheck@gmail.com

James & Susan Prosser (Prosser1@sbcglobal.net) Wed, Oct 24, 2018 8:40 am

Property Taxes and Churches.pdf (2.0 MB)

Fellow Council Members,

<http://www.churchadminpros.com/rent.htm> Here is a good article on the various issues to consider when thinking about the possibility of renting Church property to a for-profit food box business. The article is very thorough and deals with many of the items discussed last night and as well as several others. Attached is the California Board of Equalization discussion of Property Tax Exemption for Churches published September 2018. My read of these two sources would suggest that Mount Cross would jeopardize more than it could ever benefit from proceeding with the proposed lease agreement.

If the Council were to set a future goal to provide a community service to our immediate neighborhood with the distribution of food, we might very well be able to create a community partnership with a non-profit to accomplish this. The MET has demographic data that may aid this decision. When you receive both the written and oral report from the MET you will understand how important looking outward in service will be to the future of the church. Partnerships with the larger faith community and community agencies will be encouraged as one way of meeting this goal. This approach seems a more suitable means of reaching out to our "neighbors" than renting space to local business.

Hoping that this information provides the information needed to proceed with the decision,

Susan Prosser

(See last two pages of minutes for pdf article)

Keith made a motion to adjourn. Motion received a second from Stan. Motion passed unanimously.

Adjourn with Lord's Prayer at 9:00 pm

Looking Ahead: Next Council Meeting, November 27, 2018 (one week later than usual)
7:00 PM

November Devotions- Keith Selbrede

Listening Post- Keith Selbrede

Respectfully submitted
Cecelia Travick-Jackson Recorder

DEVOTIONS			
February	March	April	May
Pastor Jim	Stan Patscheck	Tina Riley	Norman Williamsen
June	July	August	September
Allison Johnson	Cecelia Travick Jackson	Craig Blois	Betty Ertel
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Susan Prosser	Keith Selbrede	Susan Prosser	
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Property Tax Exemptions for Religious Organizations

Church Exemption, Religious Exemption, and Religious Aspect of the Welfare Exemption

PUBLICATION 48 • LDA | SEPTEMBER 2018

BOARD MEMBERS

SEN. GEORGE RUNNER (Ret.)
First District
Lancaster

FIONA MA, CPA
Second District
San Francisco

JEROME E. HORTON
Third District
Los Angeles County

DIANE L. HARKEY
Fourth District
Orange County

BETTY T. YEE
State Controller

DEAN R. KINNEE
Executive Director

CHURCH EXEMPTION

Property Eligible for the Church Exemption

In general

The Church Exemption is available for buildings, the land they sit on, and personal property used *exclusively for religious worship* as of 12:01 a.m. on the January 1 property tax lien date. It is also available for property the church uses for parking.

Typical church activities that qualify property for the Church Exemption include the following:

- Regularly scheduled worship services with attendance and participation of the complete congregation.
- Sacramental activities such as baptisms, confirmations, Bar and Bat Mitzvahs, weddings, and funerals.
- Incidental and necessary uses of the property that support the primary religious worship use, such as administration, business meetings of the church governing body, religious instructional sessions, choir practice, and most activities of auxiliary organizations that answer to the local church authority.
- Sales of religious material to people attending worship services or from a church-operated reading room located on the same property as the church.
- Property *owned by the church* and needed to park the vehicles of those who attend or participate in religious worship provided that fees charged for parking do not exceed costs of operation and maintenance.
- Property *leased to the church* and needed to park the vehicles of those who attend or participate in religious worship when *all* of the following conditions are met:
 - ◆ The congregation has no more than 500 members.
 - ◆ The land and improvements are used only for qualified parking.
 - ◆ The lease requires the church to pay property taxes.
 - ◆ The county and the lessor (property owner) agree that the owner will pay real property taxes during a specified period if the leased property is used for a purpose other than qualifying parking.

Exception: The exemption may apply when other organizations use the church's property. Examples of uses that do not disqualify the property for the exemption include:

- Incidental use by nonprofit, charitable groups such as Boy or Girl Scouts, 4-H, or civic improvement groups. The incidental use may not interfere with the use of the property for religious worship. In addition, the church may not charge the organizations for the incidental use, except to recover the church's ordinary and necessary expenses for making the facility available for that use, such as janitorial and utility costs.
- Religious worship conducted by another church.

Caution: Before allowing another organization to use your church property, you should first determine whether the proposed use will disqualify the property from the Church Exemption. You may want to contact your assessor or the BOE to determine whether the proposed use meets the requirements of the exemption.

Property under construction or demolition

Buildings under construction or in the course of construction, land required for their convenient use, and equipment in them may be eligible for the exemption if the intended use would qualify the property for the Church Exemption. "Course of construction" includes the demolition of a building with the intent to replace it with facilities that will be used only for an eligible activity.

MOUNT CROSS LUTHERAN CHURCH
CHURCH COUNCIL MINUTES
SEPTEMBER 18, 2018
PARISH LIFE CENTER
7:00 PM

2018 Church Council Members: Craig Blois(Stewardship, Oversight), Joan Brundage* (Financial Secretary, Property), Brian Edwards* (President, Oversight), Betty Ertel (CDC Representative), Ivan Fernandez(Learning), Allison Johnson(Caring), Stan Patscheck(Fellowship), Susan Prosser(MET, Personnel), Tina Riley(Worship & Music), Keith Selbrede* (Treasurer, Budget & Finance, Endowment), Denise Sobolik* (Vice-President, Service & Missions), Cecelia Travick-Jackson* (Secretary, Adult Education), Norman Williamsen, Youth Representative (to be announced), Meredith Smith (Director of Ministries), Jim Bessey* (Pastor). **Executive Committee*

Call to order: The Christ candle was lit and the meeting was called to order at 7PM by Vice President, Denise Sobolik

Council Members Present: Craig Blois, Joan Brundage, Betty Ertel, Ivan Fernandez, Allison Johnson, Susan Prosser, Tina Riley, Keith Selbrede, Denise Sobolik, Cecelia Travick-Jackson.

Council Members Not Present: Brian Edwards, Stan Patscheck, Norman Williamsen

Staff Members Present: Jim Bessey (Pastor), Meredith Smith.

Quorum established and meeting proceeded

Also Present: Robert Jackson, Karen Cherry

Devotion: Betty Ertel-Unexpected Setbacks, from the book *Keep Calm and Trust God* by Jake and Keith Provance. (Betty gave each council member a copy of the meditation book)

Listening Post: Denise Sobolik-None to report

Tabling Report: Cecelia Travick-Jackson

September 18, 2018

† Parishioner very happy with the hymns chosen for 8:30 service on September 16. They were familiar and very sing-able.

- † I spoke with four people regarding the call committee and handed out two interest forms.

Approval of Minutes:

July 17-Craig made a motion to accept the July 17 minutes. The motion received a second from Allison. Motion passed

July 24- Craig made a motion to accept the July 24 minutes. The motion received a second from Allison. Motion passed

August 21- Craig made a motion to accept the August 21 minutes, with correction. The motion received a second from Allison. Motion passed, one opposed.

Reports: Please read all reports online:

Highlights from Pastor Jim's report

- The Fall Assembly of the Channel Islands Conference will meet October 16, at 6PM. Bishop Erwin and the synod staff will present the program on Stewardship. This schedule will conflict with our October Council meeting. Pastor Jim expressed an interest in Mount Cross hosting the Channel Islands Conference, since it has been quite some time since the conference was held at Mount Cross. If Mount Cross extends the invitation to host the conference it would mean that we would need to move the regular October council meeting to October 23, one week later than usual. Susan made a motion to extend an invitation to the Channel Islands conference that their October 16 stewardship program be held at Mount Cross Lutheran Church. Mount Cross will provide refreshments for the program, and the stewardship program will be open to the entire congregation and that the regular October church council meeting be postponed until October 23. The motion received a second from Keith. The motion passed unanimously.
- The Oasis is an annual retreat for rostered leaders. This year the retreat is being held in Palm Desert and is being hosted and sponsored jointly by the Southwest California and Pacifica Synods. The dates for the retreat are Monday October 22-Thursday October 25. Pastor Jim will miss Confirmation on October 24 and the October 23 Council meeting. There will be no cost to the church as Pastor Jim will be staying with friends and the conference fee is covered by the synod. Pastor Jim will return to the office on Friday October 26. Meredith will be covering while Pastor Jim is away. Pastor Jim will be at the executive committee meeting prior to the October 23 church council meeting and he will approve the council agenda prior to his leaving from the retreat.

Highlights from Meredith's Report

- Wednesday programs resumed on September 12th. There are 17 Confirmation Students this year. We have also implemented a suggested donation for dinner of \$5, \$95 for the year (30 meals), or \$250 for a family for the year. Everyone was very pleased to have the burden taken off their shoulders of bringing dinner, and everyone was also grateful to have John Colby IV as our chef for the year.

Treasurer's Report-Sept. 2018

- Pledged income through August is at 89.8% off budget (\$18,700 short)

- Total income for that same time period is 87.9% of budget (\$36,400 short)
- Reserves are at \$24,500, versus an ELCA recommendation level of over \$100,000, and declining at a rate of around \$2,500 per month
- Expenses are at 98.9% of budget

The budget and Finance Committee will be distributing 2019 Budget packets with instructions and budget request forms at the beginning of October to Committees and staff. The deadline for response this year is October 31st. We make every effort to reach the appropriate people but if you believe that you have been missed, please contact Keith Selbrede at 805-484-8225 or treasurer@mountcross.com to request a packet or with any questions.

League of Women Voters:

Karen Cherry presented information from the League of Women Voters. She handed out a copy of the President's Statement which gives a brief history of the organization.

President's Statement:

The League of Women Voters was founded in 1920 after the passage of the 19th Amendment giving women the right to vote. The suffragists recognized that having the right to vote was not enough; the voters needed to be informed about the candidates and the issues to vote wisely.

From its beginnings, the League of Women Voters has been a non-partisan organization, neither supporting nor opposing any particular candidate or political party. Our mission is to register and educate voters, to advocate for fair voter legislation, and to encourage maximum voter turnout.

We register voters throughout the county on high school and college campuses as well as any businesses that ask for our help. We host candidate forums. We distribute non-partisan, printed or online information on ballot propositions and all candidates.

The League is not just for women - we have welcomed men since May 1974, becoming one of the first "exclusionary clubs" to open its membership to the opposite sex. We welcome men and women all ages to join us and become active participants in our democracy.

Empowering Voters. Defending Democracy.

Karen also handed out a voter's guide with the propositions for the upcoming General Election on November 6, 2018. Karen then asked if the League of Women Voters could set up a table on the patio prior to the election with non-partisan voter information and voter registration forms. Craig made a motion to allow the League of Women Voters to set up a table on the patio with voter information and voter registration information for one but not more than three Sundays with a deadline of October 22, 2018 (the deadline to register to vote in the November 6 election). The motion received a second from Betty. The motion passed with 8 yes and 1 no.

MET Update:

The final MET meeting with the synod representative was October 14. The MET committee will now begin writing its report. The committee plans to present a more detailed version of the report to the council for approval. If approved by council the committee will make available a condensed version (1-2 pages) of the report to the congregation.

Pavilion Project Update:

Denise provided an abbreviated update on the pavilion project. The project is moving along, all electrical outlets should be live and fully functioning by the time of Make Bake Celebrate and the remainder of the roofing should be completed. Craig will follow-up with Stan to make sure the pavilion will be fully operational for MBC.

Discussion/Action-Tent Service Lunch Sept.30:

The worship service on Sunday September 30, following the September 29, MBC will be held on the patio at 10:00 (one service). The hot-dog lunch following the worship service is customarily sponsored by the church council. The council was not able to obtain a Thrivent grant to help defray the cost of the lunch this year, so Susan volunteered to donate all the food and fixings for the traditional hotdog lunch after the worship service. Council members are still responsible for setting up, serving, and cleaning up and whatever else is needed to keep this tradition fun and ongoing.

Other:

- Susan signed up for October Devotion
- Susan suggested that church council members divide up the church directory and call people to encourage them to attend the congregational meeting on October 7 to elect the call committee.
- Committee liaisons, please make sure your committees minutes are current

Keith made a motion to adjourn the regular meeting and to convene in a closed session to discuss and recommend a slate of names for the call committee to be presented at the October 7 congregational meeting. The motion received a second from Allison. The motion passed 7 yes, 1 no, 1 abstain.

Regular Council meeting adjourned at 8:00PM

Council meeting re-convened at 9:30 PM.

Betty made a motion to recommend the following 9 names (stipulated in our church constitution C13.05) as the suggested slate, from church council, for the call committee. This recommended slate reflects several aspects of the congregation's life which includes various ministries, inclusive of both genders, a broad age distribution, recent members, youth, and longtime members.

Susan Prosser	MET Chair and Church Council representative
Tabatha Ebright	Youth
Member of Mt Cross over 10 years	Melissa Henry
Member of Mt Cross less than 10 years	Sonja Demeter
Primarily attends traditional service	Bill Stoll
Primarily attends contemporary service	Herb Holler
Have children in household	Henry Moraga
Age range 35-49	Brian Stouch
Age range 50 and older	Becky Riley

The motion received a second from Tina. Motion passed unanimously.

Adjourn with Lord's Prayer at 9:40

Looking Ahead: Next Council Meeting, October 23, 2018 (one week later than usual)

7:00 PM

October Devotions- Susan Prosser

October Listening Post- Allison Johnson

Respectfully submitted
Cecelia Travick-Jackson Recorder

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**MOUNT CROSS LUTHERAN CHURCH
CHURCH COUNCIL MINUTES
AUGUST 21, 2018
PARISH LIFE CENTER
7:00 PM**

2018 Church Council Members: Craig Blois (Stewardship, Oversight, MBC), Joan Brundage* (Financial Secretary, Property), Brian Edwards* (President, Oversight), Betty Ertel (CDC Representative), Ivan Fernandez (Learning), Allison Johnson (Caring), Stan Patscheck (Fellowship), Susan Prosser (MET, Personnel), Tina Riley (Worship & Music), Keith Selbrede* (Treasurer, Budget & Finance, Endowment), Denise Sobolik* (Vice-President, Service & Missions), Cecelia Travick-Jackson* (Secretary, Adult Education), Norman Williamsen, Youth Representative (to be announced), Meredith Smith (Director of Ministries), Jim Bessey* (Pastor). **Executive Committee*

Call to order: The Christ candle was lit and the meeting was called to order at 7:00 PM by President Brian Edwards.

Council Members Present: Craig Blois, Joan Brundage, Brian Edwards, Betty Ertel, Ivan Fernandez, Allison Johnson, Susan Prosser, Tina Riley, Keith Selbrede, Denise Sobolik

Council Members Not Present: Stan Patscheck, Cecelia Travick-Jackson, Norman Williamsen

Staff Members Present: Pastor Jim Bessey, Meredith Smith

Quorum Announcement: Brian announced that a quorum was present.

Devotion: Craig Blois

Caring Conversation: What is your favorite way to beat the heat during the summer?
Brian Edwards started the conversation with two letters A C (air conditioning).

Listening Post: Craig Blois

August 5, 2018

A book rack in the sanctuary needed repair.

There should be cleaning post-VBS.

Previous suggestions, especially to the Worship and Music Committee, have not been implemented.

There should be a methodology to get feedback after VBS.

Need more consensus building at church.

Make, Bake, Celebrate Update: Craig Blois

A smaller tent than in the past will be on the parking lot side of the Patio Pavilion.

The entrance will be through Luther Hall where the silent auction will be held.

There will be more fencing to prevent people from entering through the Patio Pavilion but there will be handicapped access.

Need to notify Anonymous organization(s) to cancel their meeting(s) on September 29.

Meredith volunteered to work on an emergency plan.

After discussion, Betty Ertel moved that the net proceeds from Make, Bake, Celebrate (MBC) should go to shore up our reserve fund and Susan Prosser seconded the motion. Denise Sobolik amended the motion to state that the MBC net proceeds should be split 90%/10% with 10% designated for off-campus outreach or missionary support as a tithe and Craig seconded the amended motion with the understanding that Tips for Teens would remain separate from the other MBC net proceeds. There were 7 yes votes and 2 no votes.

Craig Blois will ask Sheri Groenveld to include in the Grapevine newsletter(s) a notification to committees that there will be no requests for funds from MBC so

committees should plan to request any funds needed in their 2019 budget requests but if possible Committee/Council Liaisons should also notify their committees.

Tent? Service Update:

Meredith Smith suggested that instead of a hot dog lunch after the tent service perhaps we could just have a cross cake reception instead. Susan Prosser volunteered to help Meredith plan a meal and the Council agreed to provide whatever support needed.

It was also suggested that instead of a service in the tent/patio pavilion, we should have the service in the sanctuary and eat in the tent/patio pavilion.

Tabling Report: Cecelia Travick-Jackson emailed these Tabling Reports to Council:

July 22, 2018

- † We still need instruction for communion, what comes first common cup or cup for intinction.
- † Parishioners can hold the common cup, there is no need for the communion for the communion assistant to hold the common cup for the parishioner taking communion. We are not going to drink the entire cup.
- † Ask the pastor to invite all worshippers to have coffee and snacks during the patio fellowship.
- † People coming to second service need to remember that the doors are open and those worshipping at 8:30 are able to hear the conversations of people on the patio; likewise people attending the contemporary service are able to hear the conversations of people on the patio who attended the first service.

July 29, 2018

- † Council is doing a great job
- † This parishioner wanted to thank the council for giving their time and talents to be on Church council
- † It is nice to be on the patio
- † Have we asked Pastor Julie if she will be our pastor
- † There are people older people in Leisure Village who no longer drive and cannot get to church. The 8:30 service is too early for older people to get to church. Are we using the time and talent sheets to identify people who will drive others to church?
- † If enough people are interested is the church van available to transport people to and from church?

August 19, 2018

- † Church council is doing a good job
- † This parishioner says that he/she has noticed that many of his/her worship concerns are being implemented. Thank you
- † When will we begin the call process to get the new pastor?

† Why do we use so many different communion settings? Why can't we use just one setting?

Approval of Minutes: The approval of the minutes from the July meetings was deferred to the September meeting.

Caring Committee Proposal: Susan presented the following:

The development of this proposal was started in September 2017 when the first attachment was submitted to the Church Council introducing a Caring Task Force with an interest in assessing the Caring needs and concerns of the congregation. The area of Caring had been ranked as the #1 Concern for the upcoming year at the Mount Cross Annual Leadership Gathering for several years in a row and yet we were in a position where there had not even been a Council Liaison to the Caring area for several years. More than 20 members of the congregation participated in open Caring Conversations that began the process of our caring assessment.

Shortly after beginning our process, the announcement of Pastor John's retirement was made followed by Pastor Julie's very short term interim service. When Pastor Jim joined the congregation at the beginning of the year there was an annual meeting and Council elections pending, so we delayed making any specific proposals. We were able to meet with Pastor Jim later in the spring to brief him on the goal and outcome of our efforts. At that time he suggested that we hold off on submitting a specific proposal to Council due to busy agenda's and the upcoming MET process. I don't think we imagined at that time how far we were from the completion of the MET process. With recent questions of the status of the Caring Task Force, we believe this is the appropriate time to present our proposal. In addition, we are most anxious to continue our efforts with the more formal backing and encouragement of the Church Council.

I would like to focus this evening on the proposal but will be happy to answer questions about any aspect of the process. Tonight we will also highlight some of the Caring efforts we have initiated in the period since our September 2017 communication.

Proposal for an Enhanced Caring Ministry at Mount Cross

2 Corinthians 1:4

Who comforts us in all our troubles, so that we can comfort those in any trouble with the comfort we ourselves receive from God

Mount Cross wants to support members who feel worried, isolated or overwhelmed by life circumstances or due to life-changing events. Others who might need some form of help include older members, those living alone and families of deployed service members, the hospitalized and those recovering from illness or injury, or anyone asking for some sort of assistance. Persons new to the church and/or area may also require extra attention. Our pastor can provide visits and offer spiritual comfort, but caregiving as a congregation is stronger if we involve more people.

At any given time, our congregation will have both those in need and those who are available to help meet needs. Each of us will find ourselves in both positions during our lives. It is a wonderful gift to offer care and support, and it can be a great comfort to know that others care about our needs.

Current Overview of Caring at Mount Cross

Pastor led Ministry supported by Staff and expanded by Volunteers

- A primary element of the church's ministry
- Pastor/Staff/Office very often first point of contact when need arises

Church Council Meeting Archived Minutes

- Members with needs, their families and friends have a comfort level with Pastor/Office info sharing
- Visits/meetings with members and others to offer comfort, spiritual guidance and respond to emergencies
- Provide direction and guidance to staff and volunteers working in the Caring area

Staff Support

- Assigned responsibilities in conjunction with Pastor – DOM
- Procedures in place to respond to certain needs with direct referrals – Office Manager

Member support

- Volunteers in place to respond to referrals (examples: funeral receptions, meal support, rides, cards, flower deliveries, etc.)
- Volunteers provide Caring resources on an ongoing basis (example: prayer shawls)
- Volunteers providing ministry outreach (examples: prayer chains and Communion ministers)
- Multiple “task focused” caring groups although no Caring Committee for a number of years

Proposed New Responses for Unmet/Expanded Needs

Teams are suggested for the Caring and Welcome areas rather than Committees since what are needed are small action groups able to work closely with the Pastor and staff. Forming teams will require the active involvement of the Pastor, staff, volunteers, and Council liaisons. The Caring Task Force is willing to serve as the nucleus of the Caring Team and already has one additional member identified through the Time and Talent process and a much appreciated Council liaison. Others will need to take on the task of forming the Welcome Team if the concept is accepted.

Care Team – To work in association with Pastor and Staff

- Core group of volunteers to respond to and/or coordinate response to individual or congregational needs for which there is no structured response or responding group
- Assist in identifying needs in the Caring area and developing responses (Card Ministry)
Organize and oversee special one time or unique Caring efforts (Room at the Table)
- Interact with other church committees and groups to address response to identified Caring needs
- Arrange routine periodic opportunities for Caring functions to meet together to discuss common issues, concerns, possible overlap and suggestions (Caring Conversations continue)
- Work in conjunction with Pastor, staff and existing groups to avoid duplication of efforts and maximize impact
- Identify/develop community referral resources for a variety of caring needs
- Serve as an identifiable resource for the congregation in the area of Caring – solicit input from members aware of needs

This next proposal results from numerous concerns brought forward during the review of the Caring area and Caring Conversations about how the congregation cares for guests and new/newer members.

Welcome Team – To work in association with Pastor and staff

- Core group of volunteers to greet and follow-up with both first time and continuing visitors and assist in the assimilation of new members to the church
 - Assist in defining and training Sunday Greeters
 - Notify Pastor/Office or Care Team if aware that visitors have care concerns to be addressed
 - Provide encouragement to visitors and new members to participate in congregational activities
 - Inform Pastor/Office of visitors with interest in membership
 - Assist with support for New Members (examples: sponsorship pairings and receptions)
 - Promote the use of name tags and facilitate the ordering of needed tags with the Office
 - Interact with other Church committees and groups to encourage integration of long term visitors and new/newer members
 - Serve as identifiable Welcome Ambassadors

Submitted for consideration and approval by the Caring Task Force - Gayle Johnson, Susan Prosser, Bev Rueckert, Becky Riley and Allison Johnson, Council Liaison.

Susan Prosser moved that the Council concur with the Care and Welcome Teams as proposed by the Caring Task Force. The motion was seconded and approved.

Craig moved that the Council recognize and appreciate the work done by the Caring Task Force. The motion was seconded and approved.

Update of Continuing Resolutions to Constitution: Discussion and action on the following Continuing Resolution to the Constitution were postponed until Cecelia Travick-Jackson is in attendance. As per the discussion in Executive council on August 14 and with Pastor Bessey _____ move to delete Continuing Resolution 94.6 that states - *the Pastor shall be responsible for leadership in the area of hired staff, including*

- + *interviewing process,*
- + *recommendation to hire (Council approves, see C12.11.),*
- + *performance review.*

A more current resolution will be recommended upon the hiring of a permanent pastor in conjunction with the church constitution which states (C12.11) "The Congregational Council shall be responsible for the appointment and supervision of the salaried lay workers of this congregation," and the recommendations from the personnel committee as outlined in the personnel handbook.

Update of Continuing Resolution 98.1 from the Personnel Committee: Discussion and action on this Continuing Resolution to the Constitution were postponed until the update is available.

Committee Reports: Full committee and staff reports can be seen online at: <http://www.mountcross.com/church-council.html>

Pastor Jim added the comments below to his report for July and August:

Vacation Bible School suggestions for the future: raise fees to \$40-50, perhaps cap the number of children in attendance, hire LRCC staff to assist volunteers.

A gift from a member enabled us to hire John Colby IV to cook the Wednesday night dinners starting this fall and continuing through the next year except during Lent and a pre-Christmas potluck. The Learning Committee is still working with Meredith to determine whether to have the confirmation youth pay a tuition or flat fee for the year of confirmation that would include their dinners and their curriculum materials. Adults who wish to eat dinner at the church will be asked to pay \$5.00 per dinner. Meredith will look into having a flat fee available for the adults as well. This is all still in the planning stages and no final decisions have been made yet.

Since Devin Milligan, our Praise Band director, has submitted her resignation, the Worship and Music Committee will start the process of replacing her including placing an ad in the Acorn. The new hire will be an independent contractor as is Devin Milligan.

Keith Selbrede presented the Treasurer's Report as of 7/31/18

Cash: \$182,000 – Good Shape

Pledges: 89% of budget (\$17,500 short)

Gross Income: 88% of budget (\$30,800 short)

Expenses: 96.9% of budget (\$8,000 under)

Reserves: \$24,000 (\$70,000 below recommended)

Other: Three combined meetings of the Budget and Finance and Executive committees have been held to brainstorm and initiate action to improve financial performance. This has resulted in identifying 13 income improvement and 15 expense reduction ideas. Summary minutes have been published on the Mount Cross website.

Mission Exploration Team (MET) Update: Susan Prosser

The MET is reviewing survey results and defining programs to reflect the population surrounding Mount Cross.

There will another meeting on September 14, 2018 with the Synod Representative.

October or November would be the earliest the Council will receive the MET report.

Pavilion Project Update: Brian Edwards

The stucco should be done by Saturday, August 25 or Monday, August 27 at the latest. 6-7 days later, painting can start and after the painting the roof including the skylight and the sheet metal will be finished.

It was agreed that Phase 2 should not start until we have the funds to complete it.

Report on Parking Lot Sale: Denise Sobolik

Denise Sobolik could not express enough gratitude to all the volunteers who helped with the Parking Lot Sale.

The bulk of the donations left after the Sale were donated to Rescue Mission and Lutheran Social Services with others being sold online and/or donated to Restore.

Mount Cross raised \$4134.75 in cash and checks the weekend of the sale and approximately \$300.00 in credit card sales to date.

Denise moved that \$400.00 be transferred to the Service and Missions Committee to donate to a local community outreach project of their choice. Craig Blois seconded the motion. There were 6 yes votes and 2 no votes.

Service in the Park/potluck lunch August 26:

Meredith Smith passed around sign-up sheets for those who had not signed up with Valerie Patscheck already and she will check out the park Wednesday. An anonymous donor donated the chicken for the picnic.

Update: CDC Fence

Betty Ertel said that Jason from the fencing company needs to meet with a representative from the Property Committee to take measurements for the CDC fence. She will liaison with Cathy Channels and Joan Brundage will liaison with the Property Committee to schedule a meeting. After Jason orders the fence it will take 2-3 weeks for it to be delivered.

August Electronic Votes:

On **Saturday July 28, 8:47 PM** we received the following e-mail from MT Cross President Brian:

Good Evening Council,

I am writing this evening to let everyone know that the construction on the pavilion has progressed as we discussed Tuesday night. At the end of the meeting there was mention of a Drywall Contract that needed approval and that is what I am sending for your approval.

As you all know next week is VBS so the Stucco contractor worked up until today to get the Lath done and will continue work once VBS is over. This provides us an opportunity for the Drywall Contractor to work in the afternoons next week to install the drywall needed on the upper interior of the Pavilion,

I am calling for an electronic vote to approve the Drywall contract from California Wall Systems Drywall in the amount of \$1800.

We currently have 11,575.79 in the Pavilion account with \$10,000 of that amount being our reserves that were transferred in for any overages. This means that if the contract were approved by the council we would dip into the reserves by approximately \$225.00 with the remainder of this contract to be paid for by pledges.

Please reply all with either a yes vote or a no vote to approve the Drywall Contract.

Thank you,

Brian

Discussion-

Sunday July 29, 2018 10:50 AM from Susan Prosser:

Fellow Council Members,

Sorry this email had for some reason gone to junk. Found it when I started to see replies. Have we abandoned the process of having recommendations from the Oversight Committee? My understanding was that they would review all bids and contracts and make recommendations to the Council for approval. We have just concluded a lengthy discussions that centered on not following procedures. It would seem a good time to tighten up and make certain we move forward with careful attention to doing things as expected.

Since we are not in a live face to face situation, I would hope that the Oversight report would tell us whether there was more than one bid, something about this selected contractor (licensed, etc.), what (if any) additional clauses were added to the bid at our request for insurance coverage, is this work consistent with original scope of work or an add-on, and any other information felt to be relevant.

Mine is not a no vote but a request for enough information to make a vote.

We recommissioned the Oversight Committee this year for this very purpose.

Looking forward to more information,
Susan Prosser

Sunday July 29, 2018 7:08 PM from Betty Ertel

Brian,

Thanks for your reply indicating that the drywall will be your 5/8", everyday , garden variety type drywall.

Based upon that information, it would be irresponsible of me to cast my vote in any way other than a NO vote. This is why.

For this particular type of installation, the standard, everyday, garden variety drywall does not offer the best long-range solution for the upper interior of the Pavilion; and based upon some research and conversations with others in the field, DensGlass Gold has many positives.

DensGlass is an exterior wall sheathing which features faces made of fiberglass and a core made of moisture resistant materials, making it a durable and long-lasting sub-layer for exterior materials such as brick, siding and stucco. The sheathing is lightweight, fire resistant, moisture resistant, mold resistant and easily installed with standard drywall tools.

Again, thank you for trying to secure information regarding the drywall; and I respectfully cast a
NO vote.

Betty

Monday July 30, 2018 6:53AM from Susan Prosser

Council President and Fellow Members,

Due to the lack of response to my inquiries, I will cast a NO vote on the dry wall contract as presented to us. I am not in a position to cast an informed vote.

Susan Prosser

As of July 30 (1 ½ - 2 days of open electronic voting) there were 7 voting yes and 2 voting no. Voting was not closed, however on

Monday July 30, 2018 11:09 AM Stan sent the following

I didn't know if anyone expected a comment from me but here it is.

The Dens Glass that Betty describes is a superior product to drywall for exterior applications. In this case, my opinion is that it would not be necessary to install it because the area of installation is not subject to wet conditions. It is under roof and should never experience any direct water spray.

I have never used Dens Glass but did some research on my own. It is not immediately available locally; the place that sells it in Oxnard doesn't stock it and wouldn't order the eight sheets it would take to replace the drywall. It's just too small an order. The closest place I found to buy it is in Healdsburg, although I'm sure there must be other vendors nearer than that. Pricewise, it costs about \$35 per sheet which is about triple the price of standard 5/8" drywall. Water and mold resistant drywall is available for a bit less than \$20 per sheet.

I was a bit concerned with the price of installing the drywall and spoke the other day with our stucco contractor about using stucco in the area. Our conversation this morning concluded that his price for stucco would be \$1350 which is \$450 less than the drywall. The plans call for either stucco or drywall to be installed. If we allow that change to the stucco contract the lather will be able to continue without another contractor being involved. Less paperwork, better material, a win for us.

I'm not sure who made the motion to approve the drywall work. If I did, I want to amend it or rescind it and make a new motion. The amended motion would be to approve a change order to the stucco contract to include \$1350 for the application of stucco to the pony wall above the soffit.

Stan Patscheck

Monday July 30, 2018 6:22PM from Brian

Good Afternoon Council Members,

Thank you for all those who have voted. As a result of the new information from Stan, we are asking for a new approval that will supersede the previous email.

The Motion from Stan is to approve a change order to the current stucco contract to include an additional payment of \$1350.00 for the application of Stucco to the pony wall above the soffit in the patio pavilion. This will save the church \$450.00 from the drywall contract that was previously discussed and voted upon. If there were any questions to the validity of this change, the architectural plans Indicate per Note 1 on Sheet A3 that 1/2" drywall or stucco may be applied to this area.

As mentioned before, please reply all with either a yes vote or a no vote to approve the change order to the stucco contract.

Thank you

Monday July 30, 6:31 PM from Denise

I second the motion.

And I vote yes on this motion.

To be clear—we will not be doing any drywall and will instead be adding stucco instead of drywall and this is allowed per the original architectural plans.

Denise

There were 8 yes votes and 1 no vote.

Action Items from this Meeting

Task	Outcome	Responsibility
Craig Blois	Notify Anonymous organization(s) to cancel their meeting(s) on 9-29. Notify committees that fund requests will not be solicited for MBC.	Sheri Groenveld
Brian Edwards	Talk to Cecelia regarding the July minutes.	Cecelia Travick-Jackson
Susan Prosser	Update Continuing Resolution 98.1	Personnel Committee
	Prepare MET report	MET
Keith Selbrede	Transfer \$400 from Parking Lot Sale net proceeds to Service & Missions Comm.	Heather Edwards
Joan Brundage/Betty Ertel	Liaison with committees to Schedule meeting with Property Comm. & Jason	Property/CDC

Adjourn with Lord's Prayer at 9:30

Looking Ahead: Next Council Meeting, September 18, 2018, 7:00 PM

September Devotions-Betty Ertel

September Listening Post-Denise Sobolik

Respectfully submitted
Joan Brundage-Alternate Recorder

DEVOTIONS			
February	March	April	May
Pastor Jim	Stan Patscheck	Tina Riley	Norman Williamsen
June	July	August	September
Allison Johnson	Cecelia Travick-Jackson	Craig Blois	Betty Ertel
October	November	December	January (2019)
	Keith Selbrede	Susan Prosser	
Council Listening Post (1st Sunday of the Month, on the patio, between services)			
February	March	April	May
N/A	Stan Patscheck	Joan Brundage	Cecelia Travick-Jackson
June	July	August	September
	Tina Riley	Craig Blois	Denise Sobolik
October	November	December	January 2019
Allison Johnson	Keith Selbrede	Susan Prosser	

Dear Brian,

I hereby give permission for you to establish a quorum for the Mount Cross Lutheran Church Council meeting scheduled for Tuesday, July 24 at 7 p.m.

Pastor Jim

**MOUNT CROSS LUTHERAN CHURCH
SPECIAL CHURCH COUNCIL MINUTES**

JULY 24, 2018
PARISH LIFE CENTER
7:00 PM

2018 Church Council Members: Craig Blois(Stewardship, Oversight), Joan Brundage* (Financial Secretary, Property), Brian Edwards* (President, Oversight), Betty Ertel (CDC Representative), Ivan Fernandez(Learning), Allison Johnson(Caring), Stan Patscheck(Fellowship), Susan Prosser(MET, Personnel), Tina Riley(Worship & Music), Keith Selbrede* (Treasurer, Budget & Finance, Endowment), Denise Sobolik* (Vice-President, Service & Missions), Cecelia Travick-Jackson* (Secretary, Adult Education), Norman Williamsen, Youth Representative (to be announced), Meredith Smith (Director of Ministries), Jim Bessey* (Pastor). **Executive Committee*

Call to order: The Christ candle was lit and the meeting was called to order at 7:03 pm by President Brian Edwards

Council Members Present: Craig Blois, Joan Brundage, Brian Edwards, Betty Ertel, Ivan Fernandez, Allison Johnson, Stan Patscheck, Susan Prosser, Tina Riley, Keith Selbrede, Denise Sobolik, Cecelia Travick-Jackson,

Council Members Not Present: Norm Williamson

Staff Members Not Present: Pastor Jim Bessey, Meredith Smith

Also Present: Robert Jackson, Richard Mann, Barbara DAddario, Randy Churchill, Jim Prosser, Cy Johnson, Scott Fajnor, Ron Ertel, Gayle Johnson

Opening Prayer: Allison Johnson

Brian Edwards reminded all council members and guest that this special council meeting is only for voting on motions from the July 17 council meeting. Pastor Jim was on vacation during the last council meeting and although he was aware of the regularly scheduled council meeting, as per the Mount Cross Constitution he did not previously approve the agenda. He has approved the agenda for this special meeting as indicated by the e-mail notification at the beginning of the minutes.

Approval of June Minutes:

Susan reiterated her objection to the June minutes, and made a motion to amend them as she previously stated, she would not have made a second to Norm's motion for current council members to try to recruit a chairman for the welcome team without the motion also indicating that current council members would also try to recruit an additional council member who would then chair the welcome team.

The motion to amend received a second from Craig and the minutes were amended with a vote of 8 yes and 3 no.

The new motion is to read as follows, Norm made a motion for current council members to try to recruit an additional council member who will serve as welcome team liaison and chair if the new council member is willing to serve in that capacity.

Craig made a motion to accept the amended June meeting minutes. The motion received a second from Keith. The motion passed 8 yes and 3 no.

Approval to rotate the columns on the patio:

Discussion continued with constructability issues that included windscreens vs bi-fold doors, tracks for the bi-fold doors and the 45° angle for installation of the windscreens; what constitutes a minor issue and a major construction issue and keeping the congregation informed.

Craig made a motion to accept Cy's proposal for a group of skilled volunteers to rotate the columns 45° to match the architectural drawings approved by the City of Camarillo Planning and Building and Safety division as well as the Council, and that the Johnsons and the Prossers assume financial and labor responsibility for the rotating of the columns and other work associated with the rotation. The motion received a second from Sue. The vote was by secret ballot with "yes" indicating rotating the columns and "no" indicating leaving the columns as they are. The motion was defeated with 6 no and 5 yes.

Approval to accept CDC fencing replacement proposal:

Betty made the motion that as soon as CDC gets the green light from the church council that CDC purchase the fencing not to exceed \$1300.00 to replace the fencing which was being used prior to the pavilion construction project and which is no longer available. The fencing that CDC can afford is from Guardian Pool Fence System, Inc. to wit, fencing is 48" high with interlocking black mesh and can be installed in one day. The fencing can be put out every Monday and then removed on Friday after the end of pre-school. Portions of the fence can be opened for easy access to groups such as Fun with Faith and others during the week. The area is totally open on weekends. The property committee met with Jason from Guardian pool Fence System, Inc. Thursday July 5, 2018 at which time Jason showed a sample and answered questions. A second to the motion was made by Denise. The motion passed 10 yes; 1 no.

Approval of Audit Committee Report:

Keith made a motion to receive and accept the report of the Audit Committee dated 7/16/2018. A second to the motion was made by Denise. Motion passed unanimously.

Approval of revised continuing resolution from Property Committee:

Susan reiterated her suggestion that continuing resolution C13.07.B18 be returned to the property committee for additional work on the wording in the section on Major Improvements. She feels the section does not adequately address the need for approval from church council. Susan also stated that she did not bring the continuing resolution with her and was unable to speak specifically on the section, but she continues to feel that the section needs to be worded so that it adequately addresses the administrative and management role of church council.

Joan, again referred the council to the major improvement section of the continuing resolution and indicated that approval from church council is present throughout the section.

Major Improvements

Long range vision is the responsibility of the Church Council.

Priorities will be determined by the Church Council; Property will implement those priorities.

Gather information and prepare budget on all projects.

Project management: Architecture/Engineering Permits, scheduling and negotiation of Contracts (to be approved and signed by the Church Council).

Building Contents: major purchase decisions are the responsibilities of the Church Council; Should be reviewed by PC. Prior to purchase, review impact and ramifications by PC (e.g.. storage).

The Church Council is responsible for inventory and insurance of all contents.

Maintenance and repair of contents should be directed to PC by the Church Council.

Updated 6/17/18

Joan made a motion to delete continuing resolution 97.1 (See May 8, 2018) minutes, it is outdated and no longer accurately reflects the duties of the property committee, replace it with continuing resolution C13.07.B18. The motion received a second from Denise. Motion passed 8 yes; 3 no

Approval to delete old continuing resolutions:

Cecelia made a motion that the following resolutions be removed. They are outdated and no longer accurately reflect the needs of the church; 2001.1; 2002.1; 2003.1. The motion received a second from Denise. Motion passed unanimously

Adjourn with Lord’s Prayer at 8:38pm

Looking Ahead: Next Council Meeting, August 21, 7:00 PM

August Devotions- Craig Blois

August Listening Post- Craig Blois

Respectfully submitted
Cecelia TravickJackson-Recorder

DEVOTIONS			
February	March	April	May
Pastor Jim	Stan Patscheck	Tina Riley	Norman Williamsen
June	July	August	September
Allison Johnson	Cecelia Travick Jackson	Craig Blois	
October	November	December	January (2019)
	Keith Selbrede	Susan Prosser	
Council Listening Post (1 st Sunday of the Month, on the patio, between services)			
February	March	April	May

N/A	Stan Patscheck		Cecelia Travick Jackson
June	July	August	September
	Tina Riley	Craig Blois	
October	November	December	January 2019
Allison Johnson	Keith Selbrede	Susan Prosser	

On Saturday July 12, 2018 the church council received the following e-mail from President Brian Edwards.

“...In accordance with the Mt. Cross Constitution, the council did not have a quorum present to conduct votes; therefore, all of the votes that occurred Tuesday night are invalid and are considered null and void. There are two provisions to our constitution that discuss quorums and they are as follows:

C12.06. A quorum for the transaction of business shall consist of a majority of the members of the Council. Majority is defined as one over one-half.

C12.14. A quorum for the transaction of business shall consist of a majority of the members of the Congregational Council, including the [senior] pastor or interim pastor, except when such person requests or consents to be absent and has given prior approval to an agenda of routine matters which shall be the only business of the meeting. Majority is defined as one over fifty percent (50%) of total membership.

Since Pastor Jim was not present at the Church Council meeting or the executive council meeting when the agenda was drafted and discussed he did not give his prior approval to the agenda which means that we did not meet the requirements of C.12.14. ... In the case of Tuesday night, the agenda had not been approved by Pastor Jim since he was on vacation.”

MOUNT CROSS LUTHERAN CHURCH CHURCH COUNCIL MINUTES

JULY 17, 2018
PARISH LIFE CENTER
7:00 PM

2018 Church Council Members: Craig Blois(Stewardship, Oversight), Joan Brundage* (Financial Secretary, Property), Brian Edwards* (President, Oversight), Betty Ertel (CDC Representative), Ivan Fernandez(Learning), Allison Johnson(Caring), Stan Patscheck(Fellowship), Susan Prosser(MET, Personnel), Tina Riley(Worship & Music), Keith Selbrede* (Treasurer, Budget & Finance, Endowment), Denise Sobolik* (Vice-President, Service & Missions), Cecelia Travick-Jackson* (Secretary, Adult Education), Norman Williamsen, Youth Representative (to be announced), Meredith Smith (Director of Ministries), Jim Bessey* (Pastor). **Executive Committee*

Call to order: The Christ candle was lit and the meeting was called to order at 7:00 pm by President Brian Edwards

Council Members Present: Craig Blois, Joan Brundage, Brian Edwards, Betty Ertel, Allison Johnson, Stan Patscheck, Susan Prosser, Tina Riley, Keith Selbrede, Denise Sobolik, Cecelia Travick-Jackson, Norm Williamson

Council Members Not Present: Ivan Fernandez,

Staff Members Not Present: Pastor Jim Bessey, Meredith Smith

Also Present: Robert Jackson, Beverly Rueckert, Scott Fajnor, Jim Prosser, Randy Churchill, Cy Johnson, Cathy Channels

Prayer: Allison Johnson

Listening Post: Tina Riley
The sound system is erratic.

Tabling Report: Cecelia Travick-Jackson

May 27, 2018

- † The sound system is not working. Everything is on but no sound is coming out.
- † For Memorial Day, we should sing some patriotic songs. There is an entire section in the ELW dedicated to patriotic songs. Surely we can find one or two songs to sing.
- † There should be some way to recognize the military service of our parishioners.
- † Why are we singing such hard songs? We are not musicians.
- † The worship service is too formal. Make the service a little less formal. Try using a few computer slides during the service.

June 17, 2018

- † Four people commented on Barbara D'Addario's gift of music for the church service today. The music was bright and upbeat.
- † Cy Johnson and other church members offered to rotate the columns on the patio pavilion. He would like this brought to council for a vote.

June 24, 2018

- † We should move to one service during the summer.
- † The time for the single service should not be dictated by a current particular service. The service should be between 8:30am and 10:00am. Single service should not always be at 10:00am.

July 15, 2018

- † We should sing during communion
- † Familiar hymns should be played during communion
- † There should be instruction for communion in the bulletin, ex is the first cup the common cup or the cup for intinction. This would be especially helpful for guests and those new to the worship service.
- † There should be a special invitation to coffee and refreshments after the service. Make sure guests are invited for coffee and refreshments.
- † There should be notations in the bulletin of when the congregation should stand and when the congregation should remain seated.
- † Let's just skip this whole search process and call Pastor Julie.
- † Get a mailing list and mail invitations to everyone coming into the new housing complex, about 5,000 new homes.
- † We need to call an associate pastor who speaks Spanish.
- † We received a "thank you" for listening to the parishioner's concern and moved the piano to make it easier to receive communion.

Approval of Minutes:

Craig made a motion to accept the June meeting minutes. The motion received a second from Keith. (Vote withheld due to lack of quorum.)

Susan wanted the June minutes amended as she stated she would not have made a second to Norm's motion for current council members to try to recruit a chairman for the welcome team without the motion also indicating that current council members would also try to recruit an additional council member who would then chair the welcome team.

Cy Johnson's presentation on patio columns:

Cy asked the Council to consider rotating the pavilion columns to match the architectural drawings approved by the City of Camarillo Planning and Building and Safety division as well as the Council. The concept in the original drawings is to blend the pavilion with the unique 'ship's prow' style of the office entrance and Sanctuary entrance. Squaring up the columns as they stand now is in conflict with that concept and a significant departure from the plan.

Brian asked the council and visitors to go out to the patio to view and better understand the request being made by Cy Johnson. The discussion that followed the visit to the patio included, cost to rotate the columns, timeline for the rotation, plumbing valve, electricity, installation of screen doors, prior changes made to the original plans, general esthetics.

- Cost to rotate the columns- The estimate presented to Council for the modification of the columns if done by a framing contractor is \$4,000 to \$5,000. Cy proposed to gather a few members with carpentry skills and do the work as volunteers. The only expenses would be for some replacement lumber, hardware and tool rental that would amount to \$400 or less. Fresh concrete would need to be poured if the columns were rotated. Cy stated that the Johnsons and the Prossers would absorb all expenses related to the rotation of the columns.
- Timeline for the rotation-Phase one of the pavilion project is almost complete. Rotating the columns would delay the completion of phase one. The council recognizes that the congregation is fully ready to begin using the patio. Last year Vacation Bible School (VBS) was held in the parking lot because of the patio construction, but they are under the assumption that this year they would be able to use the patio. Last year for VBS in the parking lot they had the canopy cover, this year the canopy cover is not available. Cy states that the column rotation would take approximately two weeks or one Saturday and one Sunday afternoon to complete the column rotation. They could begin rotating the columns on July 28 and be done by the beginning of VBS on July 30.
- There is a plumbing valve close to the front door of the sanctuary and the column rotation would affect access to the water line. (It was noted that whether or not the columns are rotated, some work is needed in this vault as it partially filled with concrete when the slab was poured. The valve is almost fully encased and it cannot be operated because the handle is partially encased with concrete. A light pneumatic or electric chipper will be required to carefully remove the concrete without damaging the valve or water line.) Cy responded, once rotated, the column closest to the front door of the Sanctuary will indeed lap the opening of the meter vault near it. Opening the vault revealed that it contains only a shut-off valve for a water line. The valve is not centered in the box, but is closer to the east end. Thus the problem is easily overcome. Access to the valve does not require the large meter vault. A smaller round concrete valve vault can be placed inside the larger meter vault and centered on the valve. If that is done, the rotated column will not impinge on the smaller box.
- It was also noted that the electric boxes that have been installed would need to be moved if the columns are rotated. The question was raised about the installation of the screen doors. If the columns are rotated how will that affect the installation of the screen doors? Cy responded, at the outset, the plan indicated folding doors would shelter the pavilion from wind. He now understands that Council is now considering screens. In either event rotating the columns will return to standard opening widths between the columns and will save money on the screens or doors. Right now the openings between the columns are larger than standard. In the original orientation, the distance between the columns will 12'-3", which, with jambs applied (see Detail 1 on Page A4 of the plans) will result in 12'-0" openings suitable for standard sized screens or doors.
- The question was asked if all of the columns would be rotated. Response, the two columns of the pavilion flanking the bridge (connecting the pavilion to the Parish Life Center building) have within them secondary posts supporting the bridge. Having been built with the columns square to the building, the internal posts are not where they were designed to be. Rotating those two columns would require not only moving the secondary posts within them, but replacing the beams they support with longer ones. Doing so would be a large undertaking and therefore impractical. Scott Fajnor and Cy discussed the problem and

concluded that if the rest of the columns are rotated, the aesthetic benefit will be substantially achieved.

Brian acknowledged that the deviation from the original patio pavilion design is a concern and that the oversight committee had met with Scott to try and reach an acceptable compromise regarding the column rotation. As noted in the March 13, 2018 church council minutes the property committee voted to remove the skylights from the patio pavilion project without the approval of the oversight committee or the church council. After the April 10, 2018 council meeting (see minutes) the oversight committee met with Scott to address some of his concerns. When the oversight committee met with Scott the columns had already been installed. The oversight committee agreed to install one of the skylights that had been removed from the original design in hopes of alleviating some of the concerns about the unapproved design changes.

At the end of the discussion, Brian acknowledged that there is no solution to please everyone regarding the patio pavilion. Whatever is done will leave some feeling hurt and angry. He asked that everyone remember that we are all volunteers doing the best that we can.

Craig made a motion to accept Cy's proposal for a group of skilled volunteers to rotate the columns 45° to match the architectural drawings approved by the City of Camarillo Planning and Building and Safety division as well as the Council, and that the Johnsons and the Prossers assume financial and labor responsibility for the rotating of the columns and other work associated with the rotation. The motion received a second from Susan. The vote was by secret ballot with "yes" indicating rotating the columns and "no" indicating leaving the columns as they are. (Vote withheld due to lack of quorum.)

Caring Committee Proposal: Susan presented the following

The development of this proposal was started in September 2017 when the first attachment was submitted to the Church Council introducing a Caring Task Force with an interest in assessing the Caring needs and concerns of the congregation. The area of Caring had been ranked as the #1 Concern for the upcoming year at the Mount Cross Annual Leadership Gathering for several years in a row and yet we were in a position where there had not even been a Council Liaison to the Caring area for several years. More than 20 members of the congregation participated in open Caring Conversations that began the process of our caring assessment.

Shortly after beginning our process, the announcement of Pastor John's retirement was made followed by Pastor Julie's very short term interim service. When Pastor Jim joined the congregation at the beginning of the year there was an annual meeting and Council elections pending, so we delayed making any specific proposals. We were able to meet with Pastor Jim later in the Spring to brief him on the goal and outcome of our efforts. At that time he suggested that we hold off on submitting a specific proposal to Council due to busy agenda's and the upcoming MET process. I don't think we imaged at that time how far we were from the completion of the MET process. With recent questions of the status of the Caring Task Force, we believe this is the appropriate time to present our proposal. In addition, we are most anxious to continue our efforts with the more formal backing and encouragement of the Church Council.

We would like to focus this evening on the proposal but will be happy to answer questions about any aspect of the process. Tonight we will also highlight some of the Caring efforts we have initiated in the period since our September 2017 communication.

Proposal for an Enhanced Caring Ministry at Mount Cross

2 Corinthians 1:4

Who comforts us in all our troubles, so that we can comfort those in any trouble with the comfort we ourselves receive from God

Mount Cross wants to support members who feel worried, isolated or overwhelmed by life circumstances or due to life-changing events. Others who might need some form of help include older members, those living alone and families of deployed service members, the hospitalized and those recovering from illness or injury, or anyone asking for some sort of assistance. Persons new to the church and/or area may also require extra attention. Our pastor can provide visits and offer spiritual comfort, but caregiving as a congregation is stronger if we involve more people.

At any given time, our congregation will have both those in need and those who are available to help meet needs. Each of us will find ourselves in both positions during our lives. It is a wonderful gift to offer care and support, and it can be a great comfort to know that others care about our needs.

Current Overview of Caring at Mount Cross

Pastor led Ministry supported by Staff and expanded by Volunteers

- A primary element of the church's ministry
- Pastor/Staff/Office very often first point of contact when need arises
- Members with needs, their families and friends have a comfort level with Pastor/Office info sharing
- Visits/meetings with members and others to offer comfort, spiritual guidance and respond to emergencies
- Provide direction and guidance to staff and volunteers working in the Caring area

Staff Support

- Assigned responsibilities in conjunction with Pastor – DOM
- Procedures in place to respond to certain needs with direct referrals – Office Manager

Member support

- Volunteers in place to respond to referrals (examples: funeral receptions, meal support, rides, cards, flower deliveries, etc.)
- Volunteers provide Caring resources on an ongoing basis (example: prayer shawls)
- Volunteers providing ministry outreach (examples : prayer chains and Communion ministers)
- Multiple "task focused" caring groups although no Caring Committee for a number of years

Proposed New Responses For Unmet/Expanded Needs

Teams are suggested for the Caring and Welcome areas rather than Committees since what are needed are small action groups able to work closely with the Pastor and staff. Forming teams will require the active involvement of the Pastor, staff, volunteers, and Council liaisons. The Caring Task Force is willing to serve as the nucleus of the Caring Team and already has one additional member identified through the Time and Talent process and a much appreciated Council liaison. Others will need to take on the task of forming the Welcome Team if the concept is accepted.

Care Team – To work in association with Pastor and Staff

- Core group of volunteers to respond to and/or coordinate response to individual or congregational needs for which there is no structured response or responding group
- Assist in identifying needs in the Caring area and developing responses (Card Ministry)
- Organize and oversee special one time or unique Caring efforts (Room at the Table)
- Interact with other church committees and groups to address response to identified Caring needs
- Arrange routine periodic opportunities for Caring functions to meet together to discuss common issues, concerns, possible overlap and suggestions (Caring Conversations continue)
- Work in conjunction with Pastor, staff and existing groups to avoid duplication of efforts and maximize impact
- Identify/develop community referral resources for a variety of caring needs
- Serve as an identifiable resource for the congregation in the area of Caring – solicit input from members aware of needs

This next proposal results from numerous concerns brought forward during the review of the Caring area and Caring Conversations about how the congregation cares for guests and new/newer members.

Welcome Team – To work in association with Pastor and staff

- Core group of volunteers to greet and follow-up with both first time and continuing visitors and assist in the assimilation of new members to the church
- Assist in defining and training Sunday Greeters
- Notify Pastor/Office or Care Team if aware that visitors have care concerns to be addressed
- Provide encouragement to visitors and new members to participate in congregational activities
- Inform Pastor/Office of visitors with interest in membership
- Assist with support for New Members (examples: sponsorship pairings and receptions)
- Promote the use of name tags and facilitate the ordering of needed tags with the Office

- Interact with other Church committees and groups to encourage integration of long term visitors and new/newer members
- Serve as identifiable Welcome Ambassadors

Submitted for consideration and approval by the Caring Task Force - Gayle Johnson, Susan Prosser, Bev Rueckert, Becky Riley and Allison Johnson, Council Liaison.

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Discussion and action on the caring taskforce was postponed until Pastor Jim is in attendance at the meeting.

Continuing Resolutions-

Cecelia presented the following

Update:

The executive council agreed to table this resolution until Pastor Bessey returns from vacation.

- 94.6- Resolved that the Pastor shall be responsible for leadership in the area of hired staff, including
- + interviewing process,
 - + recommendation to hire (Council approves, see C12.11.),
 - + performance review.

Cecelia made a motion that the following resolutions be removed. They are outdated and no longer accurately reflect the needs of the church; 2001.1; 2002.1; 2003.1. The motion received a second from Denise. (Vote withheld due to lack of quorum.)

CONTINUING RESOLUTION 2001.1

COUNCIL STRUCTURE AND SPECIFIC RESPONSIBILITIES - 2001

A. Be it resolved that the areas of ministry we will address in the coming year will be:

WELCA
CDC
WELC
OMIN
G
CARIN
G
WORSHIP AND
MUSIC
FELLOWSHIP
SERVICE &
MISSIONS
LEARNING &
YOUTH
PROPERTY
STEWARDSHIP
BUDGET &
ENDOWMENTS
PLANNING
PERSONNEL

[Further descriptions of these areas of ministry are found in the Handbook, pages 8-11.]

B. And be it further resolved, that wherever possible, the elected Council member become the chair of a standing committee around each of these areas of ministry; and

C. Be it further resolved, that these standing committees would meet at another time than the 2nd Tuesday of the month; and

D. Be it further resolved, that these standing committees will meet as needed to accomplish their tasks; and

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E. Be it further resolved, that at soon as possible in this Council year (February through January) each committee will try to determine their top priority items to accomplish in the coming year; and

F. Be it further resolved, that we will work with each other to identify names of those who would be well suited for service in a particular area of ministry; and

G. Be it further resolved, that we will commit ourselves to the goal of not having the same person on two different committees.

CONTINUING RESOLUTION 2002.1

COUNCIL STRUCTURE AND SPECIFIC RESPONSIBILITIES - 2002

A. Be it resolved that the areas of ministry we will address in the coming year will be:

WELCA

President: Mary Goodenough

CDC

Representative: Judy Winters

WELCOMING COMMITTEE

Chair: Paul Christensen

CARING COMMITTEE

Chair: *vacant*

WORSHIP AND MUSIC COMMITTEE

Chair: Jenny Christensen

FELLOWSHIP COMMITTEE

Chair: *vacant*

SERVICE & MISSIONS COMMITTEE

Chair: Karen Gramacki

LEARNING & YOUTH COMMITTEE

Chair: Gayle Johnson

including House

Missions

Chair: Char Wall

PROPERTY COMMITTEE

Liaison: Herb Holler

STEWARDSHIP COMMITTEE

Chair: *vacant*

BUDGET, FINANCE & ENDOWMENTS COMMITTEE

Chair: Larry Vincent

PLANNING COMMITTEE

Chair: *to be determined*

PERSONNEL & MUTUAL MINISTRY COMMITTEE

Chair: *President of the congregation?*

[Further descriptions of these areas of ministry are found in the Handbook, pages 8-11.]

B. And be it further resolved, that wherever possible, the elected Council member become the chair of a standing committee around each of these areas of ministry; and

C. Be it further resolved, that these standing committees would meet at another time than the 2nd Tuesday of the month; and

D. Be it further resolved, that these standing committees will meet as needed to accomplish their tasks; and

E. Be it further resolved, that at soon as possible in this Council year (February through January) each committee will try to determine their top priority items to accomplish in the coming year; and

F. Be it further resolved, that we will work with each other to identify names of those who would be well suited for service in a particular area of ministry; and

G. Be it further resolved, that we will commit ourselves to the goal of not having the same person on two different committees; and

H. Be it further resolved that as the Nominating Committee is able to identify candidates for the vacant seats on Council, they communicate these names to the President so that they may be elected by Council to fill their position for the rest of the year.

CONTINUING RESOLUTION 2003.1

COUNCIL STRUCTURE AND SPECIFIC RESPONSIBILITIES FOR 2003

A. Church Council members: Bob Boyer, Paul Christensen, Herb Holler, Gayle Johnson, Karen Gramacki, Barbara Meyer, Larry Vincent, Meredith Gardner (Youth), Mary Goodenough (WELCA), Sharon Korzan (CDC)

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B. Officers:

President: Karen
Gramacki Vice President:
Gayle Johnson Recorder:
Herb Holler

C. Financial

Officers: Bob
Winters,
Treasurer
Dee Kohnke, Financial Secretary

D. Standing Committees. * indicates member of Church Council.

(for a general description of each committee's responsibilities see Handbook, pages 8-11)

1. WELCA

President: Mary Goodenough*

2. CDC

Representative: Sharon Korzan*

3. WELCOMING COMMITTEE Chair: Paul Christensen*

4. CARING COMMITTEE Chair: Barbara Meyer*

5. WORSHIP AND MUSIC COMMITTEE Chair: Jenny Christensen

6. FELLOWSHIP COMMITTEE Chair: *vacant*

7. SERVICE & MISSIONS COMMITTEE Chair: Karen Gramacki*

8. LEARNING & YOUTH COMMITTEE Chair: Gayle Johnson*

Youth Council Rep: Meredith Gardner*

9. PROPERTY COMMITTEE Liaison: Herb Holler*

10. STEWARDSHIP COMMITTEE Chair: Carol Paul

11. BUDGET & FINANCE COMMITTEE Chair: Larry Vincent*

12. BUILDING COMMITTEE Chair: Bob Boyer*

13. PERSONNEL COMMITTEE Chair: Karen Gramacki*

MUTUAL MINISTRY COMMITTEE

Chair: Frank Miley

14. HOUSE MISSIONS

Coordinator: Char Wall

E. Council Oversight. The chart below indicates the Committee(s) that each Council member will look after:

COUNCIL MEMBER

COMMITTEE

Bob Boyer

Herb Holler

Building Committee

Property Karen Gramacki

Service & Missions Personnel,

Mutual Ministry

Larry Vincent

Budget & Finance

Endowment

Stewardship

Paul Christensen

Welcoming

Worship & Music

Barbara Meyer

Caring

Gayle Johnson

Learning & Youth

House Missions

Meredith Gardner

Learning & Youth

Mary Goodenough

WELCA

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Sharon Korzan
CDC
Church Council
Fellowship

F. Guidelines for the work of Standing Committees:

As people join a committee, it will be the responsibility of the committee chair to mark the end of their term of commitment (one or two year) either with an invitation to stay for another year or with a thank you for their service.

Standing committees will meet as needed to accomplish their tasks.

Standing committees will meet at another time than the 2nd Tuesday of the month.

On the first of each month (i.e., in time for it to be included in a report to Council) each Committee Chair will submit to the Council member looking after their work a summary of the committee's work, action items, and any items needing Council action.

All committees (including Church Council) are encouraged to set 90 minutes as the general maximum meeting length.

All committee chairpersons will attend the Church Council meeting on the 2nd Tuesdays of September, January and June.

At the September Council meeting, to report on the committee's basic goals for the coming program year;

At the January Council meeting to report on the committee's progress and any mid-course adjustments

At the June Council meeting to give a brief evaluation of accomplishments and an outline of possible goals for the next year.

G. Identify Resources. We will work with each other to identify names of those who would be well suited for service in a particular area of ministry.

H. Fellowship Committee. Until a Fellowship Committee is operating and a chair is identified, the Church Council will serve as the chair of the committee and ask people to accept individual tasks. As people begin to serve in this area a committee may evolve and a chair person be identified.

I. Remember the "lowerarchy," or the "behinderarchy." We will remember that what we do is always in support of those who are on the front lines of ministry each in every day, in their homes, at their places of work or study, etc.

Joan made a motion to delete continuing resolution 97.1 (See May 8, 2018) minutes, it is outdated and no longer accurately reflects the duties of the property committee, replace it with continuing resolution C13.07.B18. The motion received a second from Denise. (Vote withheld due to lack of quorum.)

Susan suggested the continuing resolution C13.07.B18 be returned to the property committee for additional work on the wording in the section on Major Improvements. She feels the section does not adequately address the need for approval from church council.

Joan referred the council to the major improvement section of the continuing resolution and indicated that approval from church council is present throughout the section.

Major Improvements

Long range vision is the responsibility of the Church Council.

Priorities will be determined by the Church Council; Property will implement those priorities.

Gather information and prepare budget on all projects.

Project management: Architecture/Engineering Permits, scheduling and negotiation of Contracts (to be approved and signed by the Church Council).

Building Contents: major purchase decisions are the responsibilities of the Church Council; Should be reviewed by PC. Prior to purchase, review impact and ramifications by PC (e.g., storage).

The Church Council is responsible for inventory and insurance of all contents.

Maintenance and repair of contents should be directed to PC by the Church Council.

Updated 6/17/18

CONTINUING RESOLUTION C13.07.B18.

Property Committee Mission Statement and Job Description

Mission Statement: The Property Committee (PC) is responsible for problem solving and implementation of solutions as recommended by the Church Council. PC will provide guidance for executive decisions regarding the physical property.

The Property Committee's Job description: The Property Committee sees its role as aiding the mission of our church at Mount Cross in the following areas: operations management, property and equipment maintenance, major property improvements and building content maintenance. Work with other Mount Cross activities when Property representation is needed (e.g. Vacation Bible School, sanctuary decorating, etc.)

Operations Management

Review of policies set by Church Council-

Rules of use by bodies within Mount Cross: Youth, Sunday School, Weddings, Church functions.

Rules of use by bodies outside Mount Cross: Girl Scouts, AA groups, 4H.

Space Allocation-

CDC: The CDC space allocation is the responsibility of the Church Council, but should be reviewed by Property Committee.

Storage: General storage is the responsibility of PC (Sunday school, Youth, other committees, etc.).

Security and Key control: Responsibility of the Church Council.

Vendor Contracts-

Custodian: PC should review contract with custodial company; this lets us know where our boundaries lie.

Gardener: PC should review contract with the gardener; this lets us know where our boundaries lie.

Insurance, Financing and Taxes: These are the responsibilities of the Church Council.

Communication-

With concerned groups (e.g. Choir, CDC).

With the congregation.

With the Church Council: PC minutes to be posted on Mount Cross website.

Agenda items/questions will create a need for meeting; Church Council liaison will ask chairman before Executive Committee meeting if any items should be placed on the Church Council meeting agenda to be presented by liaison/chairman.

Property Improvement-

All matters of property improvement MUST be reviewed by PC prior to implementation

Maintenance Responsibilities

Property Committee: Buildings, pavements, landscaping and exterior utilities; Church van; Space allocation. This includes: scheduled maintenance plus the maintenance of a schedule/calendar. A budget is to be prepared for the schedule of maintenance. Negotiate and oversee work by vendors, with approval and signature of the Church Council. Find volunteers or negotiate and oversee vendor work.

Church Council: Equipment (Phones/Computers/Office Equipment) Furnishings (Chairs/Tables/Desks). Emergencies and immediate problems. Perform repairs where possible. Prepare Contract repairs (when PC cannot perform), with approval and signature of the Church Council.

Major Improvements

Long range vision is the responsibility of the Church Council.

Priorities will be determined by the Church Council; Property will implement those priorities.

Gather information and prepare budget on all projects.

Project management: Architecture/Engineering Permits, scheduling and negotiation of Contracts (to be approved and signed by the Church Council).

Building Contents: major purchase decisions are the responsibilities of the Church Council; Should be reviewed by PC. Prior to purchase, review impact and ramifications by PC (e.g.. storage).

The Church Council is responsible for inventory and insurance of all contents.

Maintenance and repair of contents should be directed to PC by the Church Council.

Updated 6/17/18

Committee Reports: Full committee and staff reports can be seen online at: <http://www.mountcross.com/church-council.html>

Treasurer's Report as of 6/30/18- Pledged income: 89% of budget (\$14,600 short)

Total income: 89% (\$25,400 short)

Expenses: 102% of budget (\$5,000 over)

Reserves: \$24,300 (\$70,000 below target)

Audit Report:

(Full report can be found at the end of the minutes)

Keith made a motion to receive and accept the report of the Audit Committee dated 7/16/2018. A second to the motion was made by Denise. See end of minutes for report (Vote withheld due to lack of quorum.)

CDC Fence

Cathy Channels addressed the issue of the CDC fencing. Cathy was unaware that the fencing for the CDC was not included in the original pavilion project budget. \$13,000-\$15,000 proposed for fencing is just not in their budget. Their budget has been impacted by having to hire additional staff to take children to the porta-potty when the regular bathrooms were not available due to the construction. Cathy also noted that enrollment for September is lower than anticipated. Cathy said that although she cannot be sure, she thinks the length of time that we have been under construction of the patio, might have something to do with the low enrollment. The area is just not esthetically pleasing.

CDC notified Guardian Pool Fence Systems, inc. (www.gardianpoolfence.com) for information on fencing. They are able to provide a regulation state approve (4 feet high) fence for \$1300.00. This price falls within the CDC budget. The fencing can be installed quickly. This type of fencing would involve drilling a dime size hole every three feet in the concrete. The fence would need to be taken down every Friday afternoon and put back up every Monday morning. This is something that the CDC staff is used to doing as they have always taken down and put up the fencing. The pool fencing is not as attractive as the original design, but CDC does not have the money (\$13,000-\$15,000) for fencing. Their budget will allow for the temporary fencing of \$1300.00.

Stan suggested a capital campaign to raise the money for the fencing in the original design. Cathy has never had a fundraising campaign for CDC. She feels strongly that parents pay the tuition and they should not be asked to pay more money as a fundraiser.

Denise asked if there was a recommendation from the property committee. There was no recommendation from the property committee.

Betty made the motion that as soon as CDC gets the green light from the church council that CDC purchase the fencing not to exceed \$1300.00 to replace the fencing which was being used prior to the pavilion construction project and which is no longer available. The fencing that CDC can afford is from Guardian Pool Fence System, Inc. to wit, fencing is 48" high with interlocking black mesh and can be installed in one day. The fencing can be put out every Monday and then removed on Friday after the end of pre-school. Portions of the fence can be opened for easy access to groups such as Fun with Faith and others during the week. The area is totally open on weekends. The property committee met with Jason from Guardian pool Fence System, Inc. Thursday July 5, 2018 at which time Jason showed a sample and answered questions. A second to the motion was made by Denise. (Vote withheld due to lack of quorum.)

MET Update: Susan reported that the MET received the results of the survey. Unfortunately Synod representative Pastor Marjorie Funk-Pihl schedule did not allow her to spend very much time with the MET. The MET will meet on Thursday July 19, to discuss the results. Susan will update the congregation on the survey findings.

Pavilion Project Update:

Date	Transaction Type	Name	Memo/Description
01/08/2018	Beginning Balance		
01/08/2018	Deposit	Patio Project	

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01/15/2018	Journal Entry		Transfer of \$5,000 from #35570 Classical Concert Series to Patio Project #70300 (per Barbara D'Addario on 1/15/18) (cancelled transfer per K. Selbrede's request)
01/22/2018	Bill	Fence Factory Rentals	Temporary fence rental - 1/21/18-2/20/18
02/20/2018	Deposit		Patio
02/20/2018	Deposit		Patio
02/21/2018	Bill	Fence Factory Rentals	Temporary fence rental - 2/21/18-3/20/18
02/28/2018	Deposit		Patio
03/05/2018	Deposit		Patio
03/13/2018	Deposit		
03/20/2018	Deposit		
03/21/2018	Bill	Fence Factory Rentals	Temporary fence rental - 3/21/18-4/20/18
03/22/2018	Bill	Hagle Lumber	Framing materials
03/28/2018	Deposit		Patio
03/30/2018	Bill	Fence Factory Rentals	Temporary fence change order
03/30/2018	Bill	Fence Factory Rentals	Temporary toilet rental -3/30/18-4/26/18
04/02/2018	Bill	Stan Patscheck	Reimbursement for FG Wilcox purchase (hardware)
04/02/2018	Bill	Stan Patscheck	Reimbursement for Home Depot purchase (paint)
04/02/2018	Bill	Stan Patscheck	Reimbursement for BMC purchase (hardware)
04/02/2018	Bill	Stan Patscheck	Reimbursement for payment made to Hector Sanchez (paint)
04/06/2018	Bill	Kraig Scott	Progress payment (Machine rentals, rafters set, bolted, stand blocks in columns built)
04/12/2018	Bill	Stan Patscheck	Reimbursement for Home Depot purchase (paint)
04/12/2018	Bill	Stan Patscheck	Reimbursement for Wilcox purchase (hardware)
04/12/2018	Bill	Stan Patscheck	Reimbursement for Home Depot purchase (nails/hardware)
04/12/2018	Bill	Stan Patscheck	Reimbursement for Hagle purchase (lumber)
04/12/2018	Bill	Stan Patscheck	Reimbursement for Hagle purchase (lumber)
04/16/2018	Deposit		Patio
04/16/2018	Deposit		Patio Project
04/17/2018	Journal Entry		Transfer from Reserves to Patio Project
04/19/2018	Bill	Fence Factory Rentals	Temporary fence rental (4/21/18-5/20/18)
04/19/2018	Bill	Kraig Scott	Progress payment (2/3)
04/19/2018	Bill	Kraig Scott	Progress payment (2/3) - less \$1,217.70 as retention
04/20/2018	Bill	Kraig Scott	Progress payment (3/3) - less \$1,217.70 as retention
04/20/2018	Bill	Kraig Scott	Request for final payment

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04/23/2018	Bill	Kraig Scott	Retention Payment held from invoice # 75
04/23/2018	Bill	Kraig Scott	Retention Payment held from invoice # 74
04/23/2018	Bill	Stan Patscheck	Reimbursement for hardware
04/23/2018	Bill	Stan Patscheck	Reimbursement for painting
04/23/2018	Deposit		Patio Project
04/23/2018	Deposit		Patio Project
04/26/2018	Bill	Fence Factory Rentals	Toilet rental (4/27/18-5/24/18)
04/30/2018	Deposit		Patio Project
04/30/2018	Bill	Stan Patscheck	Reimbursement for lumber (fascia)
05/10/2018	Deposit		
05/14/2018	Deposit		Patio Project (stock gift)
05/21/2018	Bill	Fence Factory Rentals	Temporary fence rental (5/21/18-6/20/18)
05/21/2018	Deposit		
05/25/2018	Bill	Coastal Sheet Metal	Peel n stick underlayment
05/25/2018	Bill	Coastal Sheet Metal	Hidden gutter/cap bonderized steel w/ outlets
05/31/2018	Journal Entry		Transfer from Memorial Funds to Patio Project per K. Selbrede
06/03/2018	Deposit		
06/12/2018	Deposit		
06/21/2018	Bill	Fence Factory Rentals	Temporary fence rental (6/21/18-7/20/18)
06/26/2018	Deposit		Patio
06/28/2018	Bill	Fence Factory Rentals	Toilet weekly rental & service (6/22/18-7/19/18)
06/29/2018	Journal Entry		Transfer from Building Fund to Patio Pavilion per K. Selbrede
06/29/2018	Journal Entry		Transfer from Memorial Fund to Patio Pavilion per K. Selbrede
07/01/2018	Bill	Gates Roofing	Installed 11 sq. clay terra cotta tile on pergola (\$1,500 remaining)
			Electrical - \$4000
			Roofing - \$8000
			Sheetmetal - \$4100
			Stucco - \$9980
			Painting - \$5000
			Reserves - \$30000
			Endowment - \$4700

Parking Lot Sale: Denise passed around sign-up sheets for help with the parking lot sale.

Prayer Garden Concerns: Some of the children are using the prayer garden as a play area. This is a concern to CDC as well as members of the congregation. Following are suggestion to help the students and their parents recognize that the prayer garden is a place of peace and tranquility. It was stated that the prayer garden is an extension of the sanctuary.

- Cathy will email parents to gently remind them that the prayer garden should be used for prayers and meditation.
- During the first two weeks of school, the teachers can take the students on a field trip to the prayer garden to talk about how it should be used.
- Randy Churchill volunteered to have signs made at no charge to CDC to remind children and parents about the prayer garden.

Action Items from this Meeting

Task	Outcome	Responsibility
Cecelia Travick-Jackson	Review CR 94.6	Executive Committee
Brian Edwards	Patio Pavilion	Oversight Committee
Susan Prosser	MET	Mission Exploration Team
Susan Prosser	Review CR 98.1	Personnel Committee
Denise Sobolik	Parking Lot Sale	Denise Sobolik
Meredith Smith	Worship in the Park	Meredith Smith
	Make Bake Celebrate	

Adjourn with Lord’s Prayer at (9:35pm)

Looking Ahead: Next Council Meeting, August 21, 2018 7:00 PM

August Devotions- Craig Blois

August Listening Post- Craig Blois

Respectfully submitted
Cecelia TravickJackson-Recorder

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July 16, 2018

To: Mount Cross Finance Committee and Church Council

From: Mount Cross Audit Committee

Subject: 2017 Church Audit (2017 Calendar Year)

Attachment: #1-Questionnaire on Congregational Financial Practices. Dated 5-10-18.

Background: The Audit Committee members for this reporting period were Carol Broderick, Herb Holler and Don Hauser. The committee met to review the church records. The audit committee finds the church finances and fiscal procedures satisfactory and in good working order. The committee used the ELCA Congregational Audit Guide as a guideline. The following results are provided:

Review recording of cash receipts: Procedures for handling cash receipts is documented in Attachment #1. The process has been utilized for years and utilizes the two (2) person rule for counting and receiving the Sunday or special offerings.

Verify Checking Accounts: The church maintains two (2) checking accounts at Citizens Business Bank in Camarillo. The signature cards were verified. Two signatures are always required. There are three possible signatures, the church treasurer Keith Selbrede, the church office manager Sheri Groenveld and the bookkeeper Heather Edwards.

Reconcile bank accounts: A random month was selected for auditing purposes. The accounts were observed to be accurate and accountability was traceable. The Audit Committee verified that the bank statements are currently being reconciled monthly. The bookkeeper completes the bank reconciliation and it is reviewed by a member of the Finance Committee.

Examine Petty Cash: There is no evidence that there is use of petty cash at mount Cross.

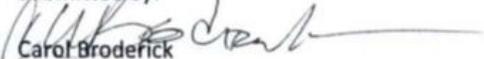
Examine individual member's records: The new Financial Secretary, Joan Brundage was trained by the outgoing Financial Secretary, Jenny Christensen, during the later part of 2017. Karen Gramacki assisted Jenny Christensen throughout 2017. Joan is now the only individual that has access to the members/households giving and pledge records. This information is both personal and sensitive. Betsey Lee-Myers assists with the counting of the funds to ensure there is always at least two people accountable for the deposits.

Inspect insurance policies: Summary of insurance policies on hand dated June 13, 2018. All policies and amounts reviewed were deemed appropriate at this time.

Review of CDC Financial Records: No documentation was found for an audit of the pre-school financial records.

Actionable recommendations: After review of the church by-laws the Audit Committee recommends the church council determine the responsibility for auditing CDC.

Submitted by:


Carol Broderick

Audit Committee Chair.

DEVOTIONS			
February	March	April	May
Pastor Jim	Stan Patscheck	Tina Riley	Norman Williamsen
June	July	August	September
Allison Johnson	Cecelia Travick Jackson	Craig Blois	
October	November	December	January (2019)
	Keith Selbrede	Susan Prosser	
Council Listening Post (1 st Sunday of the Month, on the patio, between services)			
February	March	April	May
N/A	Stan Patscheck		Cecelia Travick Jackson
June	July	August	September
	Tina Riley	Craig Blois	
October	November	December	January 2019
Allison Johnson	Keith Selbrede	Susan Prosser	

**MOUNT CROSS LUTHERAN CHURCH
CHURCH COUNCIL MINUTES
JUNE 12, 2018
PARISH LIFE CENTER
7:00 PM**

Call to order: The Christ candle was lit and the meeting was called to order at 7:03 by President Brian Edwards.

Council Members Present: Craig Blois, Joan Brundage, Brian Edwards, Betty Ertel, Ivan Fernandez, Allison Johnson, , Susan Prosser, Keith Selbrede, Denise Sobolik, Cecelia Travick-Jackson, Norm Williamson

Council Members Not Present: Stan Patscheck, Tina Riley,

Staff Members Present: Pastor Jim Bessey, Meredith Gardner

Also Present: Robert Jackson, Rick Gardner

Devotion: Allison Johnson, devotion was based on Romans 14:5-6-Important days in our life-celebrate each day in our life.

Caring Conversations: Share a favorite story about your dad or of being a dad. Meredith really liked the water activities she and her dad shared. Allison's husband and dad were both born on or around Father's Day.

Listening Post: -Denise Sobolik

Listening Post June 3, 2018

The piano is too close to the altar rail. It is difficult to get past (especially with a walker) or to kneel if you have long legs.

The first service is regularly running too long. This makes it difficult for the Praise Band to get in and get set up in time for the 2nd service. It also makes it difficult for Altar Guild to do clean up and set up communion for the 2nd service.

Tabling Report: Cecelia Travick-Jackson

May 13, 2018

- Please announce or place in bulletin, order for communion. For example let congregation know 1st cup is the common cup and the second cup is intinction.
- Please indicate in bulletin by asterisk or some other form when congregation is to stand and when congregation is to remain seated.
- Make sure congregation knows committee meetings are open to all, and be sure to welcome visitors and new members to the committee.
- Praise music is difficult to follow. Project the musical notes along with the words to help the congregation sing the songs.

June 3, 2018

- The sound system needs repair. It is difficult for the congregation to hear the readings and the sermon.

Approval of May Minutes:

Denise moved to have the May minutes approved as written. Keith seconded the motion. Susan moved to amend the motion to have one sentence from page 8 deleted from the minutes before approval. There was discussion on the reason for having the one sentence removed. Cecelia (the recorder) agreed to remove the disputed sentence. The motion passed unanimously.

Committee Reports: Full committee and staff reports can be seen online at:
<http://www.mountcross.com/church-council.html>

Highlights from Pastor Jim's report.

Thank you to our Mount Cross delegation who attended the recent Southwest California Synod Assembly held June 1 & 2 at California Lutheran University in Thousand Oaks: Bill Greason (substituting for Robert Brickley), Allison Johnson, Denise Sobolik, Meredith Smith, and myself. You can access minutes and decisions on the Synod website:
www.socalsynod.org.

Highlights from Director of Ministry report.

-For the first time, I prepared our 4 girls for Confirmation day. We had 3 meetings where we discussed what being Confirmed means, responsibilities of being an "adult member" in the church, rehearsed the Rite of Affirmation of Baptism, and helped brainstorm ideas for their faith story. For Confirmation Day I also got a cake from Vons for the reception, and made them a "Survival Kit from God" as a gift.

-I am headed on vacation in Yosemite for some much needed time off!

-June 24th we are doing one service at 10AM and we will have a BBQ potluck after. Please sign up to bring something for the potluck! Hot dogs and brats will be provided.

Treasurer's Report

Financials as of 5/31/2018:

Cash in the bank is at \$188,030 – Due to the sale of all Fidelity account securities
Pledged giving is 89.8% of budget (\$11,680 below expectations)
Total income is 89.6% of budget (\$19,519 below expectations)
Expenses are 104.9% of budget (\$9,653 above expectations – prepayments of one time spending).

Net Income is a loss of \$37,049 which includes an expected loss of \$7,876 at this point in 2018. A significant portion of the loss is related to the balance sheet adjustments related to the sale of Fidelity securities.

Cash reserves are at (\$2,553): See above.

Keith made a motion to move \$30,000 of the reserves that were moved to the patio account (35303) back into "general reserves". The motion received a second from Craig Blois. The motion passed unanimously.

Keith made a motion to move \$700 currently in the building fund (35362) into the patio fund (35303) for completion of phase I. The motion received a second from Craig. The

motion passed unanimously.

Keith made a motion to move \$1,000 that was recently donated to the general memorial fund (37000) into the patio fund (35303) for completion of phase I. The motion received a second from Craig. The motion passed unanimously.

Other activities:

Internal Audit status: started, being led by Carol Broderick - expect completion on 6/13/18

Update on Continuing Resolutions:

Cecelia moved to delete continuing resolution 94.5, the resolution is dated and does not completely reflect the duties of the executive council. The motion received a second from Denise. The motion passed unanimously.

➤ **Continuing resolution 94.5 referred to Executive Council**

94.1 - Resolved that the Executive Committee shall be responsible:

- + for acting, when authorized, on behalf of the council,*
- + for the goals and objectives currently or historically handled by the long range planning committee,*
- + for evaluation of pastoral staff, and*
- + for insuring that a nominating committee is elected at each year's annual meeting (see C13.02.).*

Cecelia moved to adopt continuing resolution C12.01.A18 to reflect the duties and responsibilities of the executive committee. The motion received a second from Denise. The motion passed unanimously

C12.01.A18

The Pastor and the officers of the congregation shall constitute the Executive Committee (EC). The officers are the president, vice president, recording secretary, treasurer and financial secretary.

The Executive Committee shall be responsible for acting, when required, on behalf of the council.

The EC shall meet at least once a month prior to the council meeting.

All EC meetings are closed sessions, however there are times when other individuals are invited as needed to aid the committee in carrying out its assigned duties.

The EC sets the agenda for the council meeting.

The EC insures that a nominating committee is elected at each year's annual meeting.

Cecelia moved that the following continuing resolutions be removed. They are dated and no longer accurately reflect the needs and position of the church. The motion as presented did not receive a second. There was discussion on the removal of continuing resolution 94.6. Cecelia amended the motion to remove continuing resolutions 94.7 and 94.8 and that continuing resolution 94.6 be returned to executive council for further discussion. The motion received a second from Craig. The motion passed unanimously.

94.6- Resolved that the Pastor shall be responsible for leadership in the area of hired staff, including
 + interviewing process,
 + recommendation to hire (Council approves, see C12.11.),
 + performance review.

94.7- Resolved that when appropriate, a Board may establish, or continue a standing committee (example: Worship & Music). Chairperson of this committee shall be a council member who is part of the board overseeing the work of the standing committee. EXCEPTION TO THIS RESOLUTION IN 94.08.

94.8 - Resolved that where a standing committee already exists (example: Fellowship), and the current leadership and membership desire to continue the committee's work, the current chairperson be included in the work of their supervising board as an ex officio member (voice but no vote on council). This arrangement to continue only until such time as current chair vacates their position and a council member takes that place, or the standing committee is dissolved and its function taken over by the board. Joan Brundage will email the recommendations and updates regarding continuing resolution 97.1 from the property committee to the church council prior to the July meeting.

Susan reported that the personnel committee has not had a chance to meet and discuss continuing resolution 98.1.

MET update: The Mission Exploration Team (MET) met with the Synod representative Pastor Marjorie Funk-Pihl to further discuss the MET process. There were 160 completed surveys sent to Colorado for analysis, however there was a delay in processing the results and the MET did not have the results for the meeting with Pr. Funk-Pihl. There will be several more meetings with the synod staff. The next MET meeting is scheduled for July 10. It is anticipated that it will take approximately 6 months for the MET to complete its phase of the search process. Susan will keep the congregation informed of MET progress through the newsletter, bulletin inserts, the weekly Grapevine and Sunday announcements. The MET committee members are also available to answer questions and respond to congregational concerns.

Endowment committee disbursement recommendations: Rick Gardner, Chair of the Endowment committee presented the following recommendations,

<i>Distribution Request</i>	\$ Request	\$Recommendation	Comments
Scholarships (3x\$1,500)	\$4,500	\$4,500	No requested amount but matched scholarship amount for past year. Excellent applications.
Pastor Discretionary (includes	\$4,500	\$3,000	Recommendation

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Caring Ministry request)			includes needs identified by Pastor and Caring Task Force. Pastor may have other funding sources available for discretionary purposes.
Capital Project-Patio Cover	\$5,000	\$4,700	
Camp Scholarship	\$2,000	\$2,000	
Synod Trip to Puerto Rico	\$1,000	\$0.00	Money to be raised through fundraising
Lutheran Retreats, Camps & Conferences (LRCC)	\$1,000	\$750	For Barn Raising event at Luther Glen.
Lutheran Social Services (LSS) of Ventura County	\$1,000	\$750	For case management services in Camarillo
CDC Tuition Assistance	\$1,000	\$500	
Quilters-Shipping	\$300	\$300	
<i>Total</i>	<i>\$20,300</i>	<i>\$16,500</i>	

During the discussion Pr Jim recommended that the scholarships for freshmen be lowered to \$1,000, thereby being able to provide a \$1,500 scholarship to a California Lutheran sophomore student. The request was denied. The scholarships have traditionally be awarded to incoming freshmen students, and a rigorous application process is used by the endowment committee to identify the students. Keith made a motion to accept the recommendations of the Legacy Giving team. The motion received a second from Norm. The motion passed with 7 yes, 2 abstain.

Patio Pavilion Project:

PATIO PAVILION REPORT - June 2018					
Date	Transaction Type	Name	Memo/Description	Amount	Balance
Beginning Balance					30,988.00
01/08/2018	Deposit		Patio Project	100.00	31,088.00
01/22/2018	Bill	Fence Factory Rentals	Temporary fence rental - 1/21/18-2/20/18	-25.00	31,063.00
02/20/2018	Deposit		Patio	7,872.00	38,935.00
02/20/2018	Deposit		Patio	30.00	38,965.00
02/21/2018	Bill	Fence Factory Rentals	Temporary fence rental - 2/21/18-3/20/18	-25.00	38,940.00
02/28/2018	Deposit		Patio	580.00	39,520.00
03/05/2018	Deposit		Patio	5,811.30	45,331.30
03/13/2018	Deposit			6,050.00	51,381.30
03/20/2018	Deposit			935.00	52,316.30
03/21/2018	Bill	Fence Factory Rentals	Temporary fence rental - 3/21/18-4/20/18	-25.00	52,291.30
03/22/2018	Bill	Hagle Lumber	Framing materials	-14,309.03	37,982.27

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03/28/2018	Deposit		Patio	60.00	38,042.27
03/30/2018	Bill	Fence Factory Rentals	Temporary fence change order	-150.00	37,892.27
03/30/2018	Bill	Fence Factory Rentals	Temporary toilet rental -3/30/18-4/26/18	-132.78	37,759.49
04/02/2018	Bill	Stan Patscheck	Reimbursement for payment made to Hector Sanchez (paint)	-750.00	37,009.49
04/02/2018	Bill	Stan Patscheck	Reimbursement for Home Depot purchase (paint)	-25.61	36,983.88
04/02/2018	Bill	Stan Patscheck	Reimbursement for FG Wilcox purchase (hardware)	-774.35	36,209.53
04/02/2018	Bill	Stan Patscheck	Reimbursement for BMC purchase (hardware)	-291.35	35,918.18
04/06/2018	Bill	Kraig Scott	Progress payment (Machine rentals, rafters set, bolted, stand blocks in columns built)	-12,176.00	23,742.18
04/12/2018	Bill	Stan Patscheck	Reimbursement for Home Depot purchase (paint)	-24.90	23,717.28
04/12/2018	Bill	Stan Patscheck	Reimbursement for Home Depot purchase (nails/hardware)	-45.84	23,671.44
04/12/2018	Bill	Stan Patscheck	Reimbursement for Hagle purchase (lumber)	-436.90	23,234.54
04/12/2018	Bill	Stan Patscheck	Reimbursement for Hagle purchase (lumber)	-556.49	22,678.05
04/12/2018	Bill	Stan Patscheck	Reimbursement for Wilcox purchase (hardware)	-22.84	22,655.21
04/16/2018	Deposit		Patio	90.00	22,745.21
04/16/2018	Deposit		Patio Project	595.00	23,340.21
04/17/2018	Journal Entry		Transfer from Reserves to Patio Project	40,000.00	63,340.21
04/19/2018	Bill	Fence Factory Rentals	Temporary fence rental (4/21/18-5/20/18)	-25.00	63,315.21
04/19/2018	Bill	Kraig Scott	Progress payment (2/3)	-12,177.00	51,138.21
04/19/2018	Bill	Kraig Scott	Progress payment (2/3) - less \$1,217.70 as retention	1,217.70	52,355.91
04/20/2018	Bill	Kraig Scott	Progress payment (3/3) - less \$1,217.70 as retention	1,217.70	53,573.61
04/20/2018	Bill	Kraig Scott	Request for final payment	-12,177.00	41,396.61
04/23/2018	Bill	Stan Patscheck	Reimbursement for painting	-500.00	40,896.61
04/23/2018	Bill	Kraig Scott	Retention Payment held from invoice # 74	-1,217.70	39,678.91
04/23/2018	Bill	Kraig Scott	Retention Payment held from invoice # 75	-1,217.70	38,461.21
04/23/2018	Bill	Stan Patscheck	Reimbursement for hardware	-28.34	38,432.87
04/23/2018	Deposit		Patio Project	485.00	38,917.87
04/23/2018	Deposit		Patio Project	20.00	38,937.87
04/26/2018	Bill	Fence Factory Rentals	Toilet rental (4/27/18-5/24/18)	-92.78	38,845.09
04/30/2018	Deposit		Patio Project	5,200.00	44,045.09

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04/30/2018	Bill	Stan Patscheck	Reimbursement for lumber (fascia)	-24.95	44,020.14
05/10/2018	Deposit			1,000.00	45,020.14
05/14/2018	Deposit		Patio Project (stock gift)	7,783.51	52,803.65
05/21/2018	Deposit			535.00	53,338.65
05/21/2018	Bill	Fence Factory Rentals	Temporary fence rental (5/21/18-6/20/18)	-25.00	53,313.65
05/25/2018	Bill	Coastal Sheet Metal	Hidden gutter/cap bonderized steel w/ outlets	-2,600.00	50,713.65
05/25/2018	Bill	Coastal Sheet Metal	Peel n stick underlayment	-1,200.00	49,513.65
05/31/2018	Journal Entry				61,153.57
Budget	Actual		Contract		
			Reserves		(40,000.00)
37000	36,530.00		Framing		0.00
16000	16490.09		Lumber		0.00
1625	4100		Sheetmetal		(300.00)
7500	8000		Roofing		(8,000.00)
12000	9980		Stucco		(9,980.00)
6850	4000		Electrical		(4,000.00)
5000	5000		Painting	1,300.51	(3,699.49)
			Total		(4,825.92)
\$ 85,975.00	\$84,100.09		Monies Promised	4700	4,700.00
					(125.92)

It had been recommended that we not start phase 2 until we have the money for its completion. With the \$4,700.00 from the endowment fund we now have a positive balance.

The heaters are scheduled as part of phase 2. It is recommended that we have the heaters installed as part of phase one. The heaters are approximately \$2,500.00.

Craig made a motion that the money identified in account 35364, Patio and Grounds carry over MBC money made available to Patio project fund 35303 in the amount of \$2000.00. The motion received a second from Susan. The motion passed with one abstention.

September 15 is a tentative date for a benefit concert by Barbara D'Addario with the proceeds to be given to the patio project pavilion.

Service in the Park: The service in the park is scheduled for August 26 in the Nancy Bush Park. A picnic follows the worship service. Meredith is coordinating this activity.

Parking Lot Sale: Denise is coordinating the Parking Lot Sale. The sale will be on Saturday August 11 from 7:00am to 11:00am. Denise is drafting a letter to the neighbors of Mount Cross informing and inviting them to upcoming activities at the church. For example vacation Bible school, parking lot sale, service in the park, make bake celebrate and the tent service following make bake celebrate.

Denise made a motion to offer a Good Neighbor Discount of 10% off their entire parking lot sale purchase. The motion received a second from Craig. The motion passed unanimously.

Denise would like to recommend donating 10% of the proceeds from the parking lot sale to a local outreach organization such as LSS, the food pantry, etc. If approved the local organization can be named at a later date.

Denise made a motion to spend up to \$300.00 from the parking lot sale proceeds to purchase canvas bags as a giveaway with the Mount Cross moniker as an additional way to publicize Mount Cross Lutheran Church. The motion received a second from Craig. The motion passed with 7 yes and 2 no.

13th Council Member: Susan presented an argument for having 13 members on the church council. Susan acknowledged that the church constitution states the following:

C12.01.The voting membership of the Congregational Council shall consist of not more than 13 members elected by the congregation. Pastor(s) are ex officio members of the Council with full right of voice, but no vote.

Below are the reasons Susan states for having 13 members on the council

- She feels the nominating committee erroneously list Allison Johnson elected to fill the unexpired term of elected council member Mike Laskey rather than Norm Presecam who left the council in 2017.
- Council minutes from 2017-2018 do not show the resignation of Mike Laskey. If he resigned it should have been brought to council for acceptance.
- The church constitution states the following,
C12.05.Should a member's place on the Congregational Council be declared vacant, the Congregational Council shall elect, by majority vote, a successor to serve the unexpired term until the next annual meeting.
- Council has historically filled open positions whether due to resignations or failure of congregation to elect full council of 13 members. (Susan offers as proof 2017 nominating committee worksheet—Mike Laskey appointed in March 2015 when fewer than 13 members elected at 2015 annual meeting)
- Council lacks youth representative-one less member to assist for council sponsored events or to vote or provide input

- New committee assignments- have caused some members to have multiple assignments
 - Patio project oversight committee-2 council members-member and chair
 - MET-1 council member-member, chair
 - MBC-1 council member-liaison (no liaison assigned in the past)
- Special Council project leads-assignments requiring commitment of council member time
 - Patio project management-1 council member
 - Patio project fund raising-1 council member
 - Parking lot sale-1 council member
 - Continuing Resolutions-1 council member
- Events sponsored by church council require a council member work force
 - Church picnic
 - Sunday BBQ lunch after tent service
 - Annual meeting potluck dinner
 - Recent discussion of monthly potlucks and parking lot sale
- Current unique circumstances requiring extraordinary leadership and example from council leaders
 - Interim pastor and call process
 - General financial decline and growing demands
 - Committees at low volunteer numbers
 - Construction project and funding demands

Susan also supplied the 2017 and 2018 nominating Committee worksheets.

During the discussion that followed two main questions emerged. Brian acknowledged that the members of the council are busy. He also acknowledged that all members of the council are volunteers. He then asked the council if any members felt overburdened and overextended with their council responsibilities. No members of the council spoke to being so overburdened that they felt incapable of carrying out the responsibilities to which they agreed.

Craig then asked, if there was knowledge of anyone who expressed an eagerness to be on the council that we perhaps have overlooked? No one from the council came forth with a name of someone desiring to serve on the council.

It was also brought out during the discussion that council members are elected by the congregation, based on the recommendation from the nominating committee. Also nominations are accepted from the floor of anyone desiring to be on council.

Brian suggested that if anyone has a passion for serving on this council, he invites them to contact him.

Norm made a motion for current council members to try to recruit a chairman for the welcome team. The motion received a second from Susan. The motion passed with 6 yes, 3 no, and 1 abstain.

CDC Fence: Betty provided an overview of the CDC fencing. The fence will cost about \$1,300.00. The fence is 54inches high and made of mesh. Small holes will need to be drilled into the patio. Betty will invite the fencing company to make a presentation at the July council meeting.

Other: Still needed- someone to lead devotion in October and January. Someone to do listening post in September and January.

Action Items from this Meeting

Task	Outcome	Responsibility
Cecelia Travick-Jackson	Review CR 94.6	Executive Council
Joan Brundage	Review CR 97.1	Property Committee
Susan Prosser	Review CR 98.1	Personnel Committee
Susan Prosser	Update-MET	MET Team
Denise Sobolik	Update-Parking Lot Sale	Denise Sobolik
Betty Ertel	CDC Fencing Presentation	CDC
Meredith Smith	Worship in the Park	Meredith Smith
Brian Edwards or Craig Blois	Patio Pavilion Project	Oversight Committee

Adjourn with Lord’s Prayer at 9:15 pm

Looking Ahead: Next Council Meeting, July 17, 2018 7:00 PM

July Devotions- Cecelia Travick-Jackson

July Listening Post- Tina Riley

Respectfully submitted
Cecelia TravickJackson-Recorder

DEVOTIONS			
February	March	April	May
<i>Pastor Jim</i>	<i>Stan Patscheck</i>	<i>Tina Riley</i>	<i>Norman Williamsen</i>
June	July	August	September
<i>Allison Johnson</i>	<i>Cecelia TravickJackson</i>	<i>Craig Blois</i>	<i>Betty Ertel</i>
October	November	December	January (2019)
	<i>Keith Selbrede</i>	<i>Susan Prosser</i>	
Council Listening Post (1st Sunday of the Month, on the patio, between services)			
February	March	April (2nd Sunday of the month)	May
<i>N/A</i>	<i>Stan Patscheck</i>	<i>Joan Brundage</i>	<i>Cecelia TravickJackson</i>
June	July	August	September
<i>Denise Sobolik</i>	<i>Tina Riley</i>	<i>Craig Blois</i>	
October	November	December	January 2019
<i>Allison Johnson</i>	<i>Keith Selbrede</i>	<i>Susan Prosser</i>	

MOUNT CROSS LUTHERAN CHURCH
CHURCH COUNCIL MINUTES
MAY 8, 2018
PARISH LIFE CENTER
7:00 PM

Call to order: The Christ candle was symbolically lit and the meeting was called to order at 7:00 p.m. by President Brian Edwards

Council Members Present: Craig Blois, Joan Brundage, Brian Edwards, Betty Ertel, Ivan Fernandez, Allison Johnson, Susan Prosser, Tina Riley, Keith Selbrede, Denise Sobolik, Cecelia Travick-Jackson, Norm Williamson

Council Members Not Present: Stan Patscheck

Staff Members Present: Pastor Jim Bessey, Meredith Smith

Also Present: Robert Jackson, Rick Mann

Devotion: Norm Williamsen---Weeping for oneself. We are saved by the grace of God, but we are often imprisoned by our past.

Listening Post: Cecelia Travick-Jackson-May 6, 2018

- Tina Riley is a wonderful addition to the Worship and Music committee.
- Please sing during communion
- Two members really like the shortened service
- It was great to sit during prayers
- It is difficult for older members to be at worship at 8:30 a.m. The service times should be 9:00 and 10:30. Perhaps younger members who attend the praise service could come earlier, giving the senior members time to take medication and prepare for the day.
- This member really likes Pastor Jim. He is not imposing too many new things, but enough changes to keep the church going. It is good to have a long period of time

between pastors since we had Pastor John for so long, we have to get used to the idea that things will be different. The call process is a good process.

- Council should make sure that members of the congregation know that council meetings and committee meetings are open to everyone.

Tabling Report: Cecelia Travick-Jackson

April 15, 2018

- The early church service should begin at 9:00 a.m., 8:30 is too early for older people to get to church. Summer service should begin at 9:30 a.m.

April 22, 2018

- This member really likes the ribbons that church council members are wearing on their name tags. It is very classy.
- Two church members commented on not having a full council of 13 members. They feel with so many changes happening in the church, a full council is needed.

Approval of April Minutes: Denise moved to accept the April 10, 2018 minutes as written. The motion received a second from Keith. The motion passed unanimously.

Committee Reports: Full committee and staff reports can be seen online at:

<http://www.mountcross.com/church-council.html>

Highlights from Pastor's Report: Pastor Jim offered a special thanks for the continuing education time granted to him in April, so that he was able to attend the annual Liturgical Conference at Valparaiso University, Valparaiso, Indiana.

He also thanked the MET team and its chair Susan Prosser for their fine work in completing the congregational vitality survey in such an organized and comprehensive way.

President's Report: Brian noted that there is a less than positive attitude in the church. He encouraged all of us to present positive responses. A little affirmation can go a long way in brightening someone's day.

Brian brought cookies and bottled water to the council meeting as a small token of appreciation for the work that the council is doing.

Highlights from Director of Ministries (DOM) Report: -National Youth Gathering is fully funded. Mount Cross is sending 8 youths and 2 adult chaperones to the ELCA Youth Gathering in Houston, Texas.

She also thanked the church council and Mt Cross community for sending her to Puerto Rico. From this trip she has made connections with the synod office staff and local church workers. Meredith reported we are planning on a trip through our synod office for anyone

interested and available at Mt Cross during winter break. She will have more information on this trip at the next council meeting.

Confirmation Sunday is May 20th at the 10AM service. Four girls will share their faith stories, and be confirmed. A cake reception will follow the service.

Vacation Bible School (VBS) registration filled up in 3 days with 129 kids. VBS is now seeking adult volunteers, particularly teachers, to make the week safe and successful.

Treasurer's Report:

Financials as of 4/30/2018:

Cash in the bank is at \$63,643 – Still on the lower edge of the required amount

Pledged giving is 89% of budget (\$9,770 below expectations)

Total income is 92% of budget (\$11,358 below expectations – much improved)

Expenses are 93.3% of budget (\$10,432 below expectations – Slightly improved)

Net Income is a loss of \$9,328 which includes an expected loss of \$6,300 at this point in 2018 – Somewhat improved

Cash reserves are at \$35,337, improved but way below the 20% goal of \$120,000.

Conversion of Fidelity securities: complete, net proceeds = \$137,255

Sale of stock (for patio): complete, as of 5/4/18 the check is in the mail

Internal Audit status: started, being led by Carol Broderick - expect completion on 6/13/18

Endowment awards status: Rick Gardner elected as chair, proposal to council due on 6/12

Brian suggested moving council meetings to the third Tuesday of every month so that the treasurer's report better reflects the previous month's financials.

Betty moved that executive council meetings be held on the second Tuesday of every month beginning July 10, 2018 and that Church council meetings be held on the third Tuesday of every month beginning July 17, 2018. The motion received a second from Norman. The motion passed unanimously.

Continuing Resolutions:

Susan move to Delete Continuing Resolutions 94.4. We no longer have a Community Life Board and we are no longer members of Women of the Evangelical Lutheran Church in America (WELCA). The motion received a second from Betty. Motion passed unanimously.

- 94.1 - Resolved that the Community Life Board shall be responsible:*
- + for carrying out the mandate expressed in C4.03.a,b,e,and f. of the Constitution.*
 - + for the goals and objectives currently or historically handled by the fellowship, outreach, witness, and worship & music committees, and*
 - + for providing a point of contact and communication for the President of the WELCA Board or her designated representative.*

The following continuing resolutions were referred to the appropriate committee liaison for review, and recommendation for action to church council. To review the definition of a continuing resolution please refer to April 10, 2018 Church Council minutes. (Continuing Resolutions are presented in their pure form, spelling errors and grammatical errors might be noted)

Continuing resolution 94.5 referred to Executive Council

- 94.2 - Resolved that the Executive Committee shall be responsible:*
- + for acting, when authorized, on behalf of the council,*
 - + for the goals and objectives currently or historically handled by the long range planning committee,*
 - + for evaluation of pastoral staff, and*
 - + for insuring that a nominating committee is elected at each year's annual meeting (see C13.02.).*

Continuing resolution 97.1 referred to Property Committee-Joan Brundage
CONTINUING RESOLUTION 97.1

Property Committee Mission Statement and Job Description

Mission Statement:

The Property committee (PC) is responsible for problem solving and implementation of solutions as recommended by Trustees and Long range planning committee. We will provide guidance for executive decisions regarding the physical property.

The Property Committee Job description:

The property committee sees it's roles as aiding the mission of our church at Mt. Cross in the following areas; operations management, property and equipment maintenance, major property improvements and building content maintenance.

- I. Operations Management
 - A. Review of policies set by trustees and council
 1. Rules of use by bodies within Mt. Cross:
Youth, Sunday School, Weddings, Church functions
 2. Rules of use by bodies outside Mt. Cross:
Girl Scouts, Al-anon, Outside Weddings
 - B. Space Allocation
 1. CDC:
The CDC space allocation is the responsibility of the trustees, But should be reviewed by Property Committee.
 2. Storage:
General storage is the responsibility of PC

- (Sunday school, Youth, Other committees, etc.)
- C. Security and Key control: Responsibility of Trustees
 - D. Vendor Contracts
 - 1. Custodian:
PC should review contract with custodial company This lets us know where our boundaries lie
 - 2. Gardener:
PC should review contract with the gardener
This lets us know where our boundaries lie
 - E. Insurance, Financing and Taxes:
These are the responsibilities of the Trustees
 - F. Communication
 - 1. With concerns groups (Choir, WELCA, CDC)
 - 2. With the congregation.
 - 3. With Trustees:
PC minutes to Trustees and or Council Trustees minutes to PC
Agenda items/questions will create a need for meeting.
 - G. Property Improvement
 - 1. All matters of Property Improvement MUST be reviewed by PC prior to implementation.
 - 2. Long Range Planning will be a separate committee but should come to PC for matters of Property Improvement.
 - 2. Sanctuary design is a subcommittee of PC and will be directly responsible to PC.
- II. Maintenance
- A. Responsibilities
 - 1. Property Committee:
Building and Grounds Space allocation
 - 2. Trustees:
Equipment (Phones/Computers/Office Equipment) Furnishings (Chairs/Tables/Desks)
 - B. Emergencies and Immediate Problems
 - 1. Perform repairs where possible.
 - 1. Prepare Contract repairs (when PC cannot perform), with approval and signature of Trustees.
 - C. Scheduled Maintenance
 - 1. PC should create and maintain a schedule/calendar
 - 2. Coordinate/perform repairs
 - 3. Prepare budget for item 1 & 2
 - 4. Negotiate and oversee work by vendors, with approval and signature

- 5. Find volunteers or negotiate and oversee vendor work.
- III. Major Improvements
- A. Long range vision is the responsibility of Trustees and LRPC
 - B. Priorities will be determined by Trustees/Property will implement those priorities.
 - C. Gather information and prepare budget on any and all projects.
 - D. Project management
 - Architecture/Enginee
 - ring Permits
 - Scheduling
 - Negotiation of Contracts (to be approved and signed by Trustees)
- IV. Building Contents
- A. Major purchase decisions are the responsibilities of the Trustees Need not identified by PC should be review by PC
Cost of investigations can be delegated to PC by Trustees
Prior to purchase, review impact and ramifications by PC (i.e. storage)
 - B. Trustees are responsible for inventory and insurance of all contents
 - C. Maintenance and Repair of contents may be directed to PC by Trustees.

We respectfully submit this description of responsibilities to the Mt. Cross church Council. Property Committee Staff:

Jim Gramacki, Chair
Duane Bentzen and Scott Fajnor;
Secretaries Gordon Bergh, John Dillard, Cy Johnson

Continuing resolution 98.1 referred to Personnel Committee-Susan Prosser

CONTINUING RESOLUTION 98.1

Compensation & Benefits Policy

- 5. Any staff member who works over 32 hours per week, on average, shall be eligible for the health benefits program offered through the Evangelical Lutheran Church in America (ELCA).
- 6. Any staff member eligible for this health benefit may choose either to receive the benefit or have Mount Cross buy out the benefit at an appropriate cash value.
- 7. If any employee chooses to become a rostered lay minister in the ELCA (Associate In Ministry, Deaconess, Diaconal Minister) they will be fully enrolled in the pension and benefits plan of the ELCA.
- 8. Information about becoming a candidate in one of the above mentioned programs is available from the pastor or from the Synod office.

MET Update: 142 completed surveys. During the May 3D, 7 out of 10 people completed the survey. The final opportunity to complete the survey is May 9. Monday May, 14 the MET team will recap their process, send off the surveys to Colorado and hope to meet with a Synod representative in about two weeks from the mailing of the

surveys. Susan will continue to keep the congregation and the council informed about MET progress.

Move Memorial Funds: Prior to his retirement Pastor John contacted the following families to fully understand how they wanted their memorial funds distributed. The following funds are identified as “Not Specified” or “Use Where Needed”. In light of the financial situation regarding the Patio Pavilion Project, Brian Edwards moved to have the following Memorial Funds totaling \$7201.17 transferred to the Patio Pavilion account 35303. The motion received a second from Denise. The motion passed unanimously.

Mount Cross Memorial Funds
April 26, 2018

37175 Ernest Baker	580.00	Not Specified
37305 General	432.62	Not Specified
37450 Kirk Sheller	312.05	Not Specified
37525 May Dahlberg	1,175.00	Not Specified
37760 Clarice Bessey	1,625.00	Not Specified
37765 Bob Tabor	91.50	Not Specified
37771 Willie Wong	270.00	Not Specified
37773 Miley, Frank	930.00	Not Specified
37782 Meyer, Barbara	375.00	Not Specified
37110 Annie Valentine	1,000.00	Use Where Needed
37170 Cora Mueller	50.00	Use Where Needed
37310 Grace Maxwell	50.00	Use Where Needed
37320 Gus Harder	85.00	Use Where Needed
37420 Janet Kohlmeier	50.00	Use Where Needed
37435 Joe Graham	25.00	Use Where Needed
37505 Margaret Hobbs	100.00	Use Where Needed
37510 Margery Nunn	30.00	Use Where Needed
37781 Sanders, Marion	20.00	Use Where Needed
Total Not Specified: \$	\$5,791.17	
Total Use Where Needed: \$	\$1,410.00	
Total Available:	\$7,201.17	

Parking Lot Sale: Betty moved to have a Parking Lot Sale, open to the public at Mount

Cross on August 11, 2018, chaired by Denise Sobolik with all proceeds going to the Patio Pavilion Project account 35303. The motion received a second by Craig. Motion passed unanimously. Denise will begin publicizing the parking lot sale and give regular updates to Church Council.

Rick Mann, Chair of the Property Committee, stated that the church carpets were scheduled to be cleaned before the parking lot sale, but that he could reschedule the cleaning of the church carpets until August 13, the Monday after the parking lot sale. The council was very appreciative of the Property Committee's flexibility.

Information on Budget Temple Talks: It was the general consensus of the Church Council that the congregation was tired of hearing about the church's financial state and the request for more money. Norm suggested doing temple talks on faith building. Craig suggested that edits could be made to the stewardship letter and perhaps temple talks could be gently incorporated into the fall stewardship drive.

General Updates: Brian has requested \$5,000.00 from the Legacy fund for the Patio Pavilion Project.

Worship and music was frustrated that the worship services were changed without their knowledge in order to incorporate the MET survey.

Brian suggested a regular monthly pot luck after the second service to reignite the fellowship that seems to be waning. Several dates in June were suggested and Meredith suggested June 24 since we have a baptism of one of the high school students. On June 24 we will have one service at 10:00 followed by a church picnic. Meredith will take on the responsibility for this project.

The worship service in the park is scheduled for August 26. Meredith is scheduling Nancy Bush Park for this service.

There are still open dates for Church Council Devotions and Listening Post.

Pavilion Project Update:

Background

- On February 20, 2018 Church council gave the Oversight Committee authority to review construction contracts and make recommendations to Church Council (See February 20, 2018 council minutes).
- The oversight Committee responsibilities were shared with the congregation at a special Congregational Meeting on March 4, 2018 (See Special Congregational Meeting Minutes for March 4, 2018)
- Patio Pavilion project updates were given at the March Church council meeting (see March 13 Council minutes)
- Three oversight committee recommendations were approved by Church council at the April 10, 2018 meeting, along with additional updates (see April 10, 2018 Church Council Minutes)

- At the April 24, Special Church Council Meeting (See minutes from April 24, 2018) the church council agreed to allow the oversight committee to negotiate contract bids for the roofing, sheet metal and stucco.

Impasse

The members of the oversight committee (Brian Edwards, Craig Blois, Rick Mann) came to the church council because they have reached a stalemate with the sheet metal, roofing and stucco subcontractors. Although the council had given the oversight committee the authority to negotiate bids, the contractors had objections to the subcontract. The oversight committee with full disclosure are seeking guidance from the Church Council.

The main objection to the subcontract seemed to be the 10% retention of the final payment and the length of the contract (26 pages).

The oversight committee says the length of the contract is standard, with many sub-contracts much longer. The oversight committee says a 10% retention is standard in the business. The oversight committee stated that all parts of the contract are negotiable with the attorney, the subcontractors do not want to sign a multi-page contract. The contractors want the oversight committee to sign and agree to their proposals.

The question was raised if working from contractors' proposals would leave the church vulnerable? Yes, working from proposals can leave the church vulnerable. This however is what the oversight committee and church can do to lessen that vulnerability.

- Make sure all contractors are licensed, bonded and insured; the license has been checked and insurance coverage has been provided to the church (the accountant will not pay contractors until the church receives a certificate of insurance from the contractor).
- The final payment will not be paid to the contractor until the work has been inspected and signed off by the city (when appropriate) and by Stan.

The question was asked, why don't we just get different contractors who will sign the contract?

- This will greatly delay the project, and the price of the project could drastically increase.
- Contractors are very busy now, again delaying the completion of the project.
- Stan knows these contractors and they have worked together on many jobs in the past. They do quality work.
- If we look for other contractors Stan will not be available to manage the project as demands on his own business have increased.

The oversight committee is offering the best way for the church to move forward with the patio pavilion project and continue to be good stewards of funds entrusted to us to complete the project.

- Brian moved to accept the three page PV Plastering Proposal from Sean Legeman to Stan Patscheck (Mt Cross Lutheran Church) for \$9,980.00 to be disbursed as follows

- 40% due upon completion of lath (\$3992.00)
- 30% due upon completion of scratch and brown coats (\$2994.00)
- 30% due upon completion of stucco finish (\$2994.00)

The motion received a second from Tina. Motion passes with 6 yes, 1 no, 3 abstain*

- Brian moved to approve the proposal from Coastal Sheet Metal to Stan Patscheck (Mt Cross Lutheran Church) for \$4,100.00, description as follows
 - Hidden Gutter/Parapet Cap-Bonderized Steel w/outlets \$2600.00
 - 4"x4" Box gutter Bonderized Steel w/outlets \$ 300.00
 - Optional:
 - Peel & Stick Underlayment \$1200.00

The motion received a second from Denise. The motion passed with 7yes, 1 no, 2 abstain.

- Brian moved to approve the proposal and contract from Gates Roofing Company to Stan Patscheck (Mount Cross Lutheran Church) for \$8000.00 for installation of roofing with 10% down and 100% upon acceptance. The motion received a second from Denise. The motion passed with 7 yes, 2 no, 1 abstain.

Craig moved to thank Jim Prosser for his unselfish legal contributions to the Patio Pavilion Project. The motion received a second from Keith. The motion passed unanimously.

*Vote count is different than the number of voting members present because one voting member needed to leave early.

Action Items from this Meeting

Task	Outcome	Responsibility
Cecelia Travick-Jackson	Review CR 94.1	Executive Council
Joan Brundage	Review CR 97.1	Property Committee
Susan Prosser	Review CR 98.1	Personnel Committee
Susan Prosser	Update-MET	MET Team
Denise Sobolik	Update-Parking Lot Sale	Denise Sobolik
Meredith Smith	On-site pic-nic	Meredith Smith
Meredith Smith	Worship in the Park	Meredith Smith
Brian Edwards or Craig Blois	Patio Pavilion Project	Oversight Committee

Adjourn with Lord's Prayer at 9:00 p.m.

Looking Ahead: Next Council Meeting, June 12, 2018 7:00 p.m.

June Devotions- Allison Johnson

June Listening Post- Denise Sobolik

Respectfully submitted Cecelia TravickJackson-Recorder

DEVOTIONS

February	March	April	May
Pastor Jim	Stan Patscheck	Tina Riley	Norman Williamsen
June	July	August	September
Allison Johnson	Cecelia Travick Jackson	Craig Blois	Betty Ertel
October	November	December	January (2019)
	Keith Selbrede	Susan Prosser	
Council Listening Post (1st Sunday of the Month, on the patio, between services)			
February	March	April (2nd Sunday of the month)	May
N/A	Stan Patscheck	Joan Brundage	Cecelia Travick Jackson
June	July	August	September
Denise Sobolik	Tina Riley	Craig Blois	
October	November	December	January 2019
Allison Johnson	Keith Selbrede	Susan Prosser	

**MOUNT CROSS LUTHERAN CHURCH
CHURCH COUNCIL MINUTES
APRIL 10, 2018
PARISH LIFE CENTER
7:00 P.M.**

Call to order: The meeting was called to order at 7:00 p.m. by President Brian Edwards. The order of the council meeting was changed to accommodate guest presenter, Brice Klenck from Southern California Screen (805) 526-2044 (310) 281-5622
www.socalscreen.com

Brice expanded on the you-tube video <https://youtu.be/KYXcYn-f2RU> concerning power screens. The motor would be housed in 4½ inch boxes. The shade uses a zipper system that can withstand 45mph winds, however it might be prudent to raise the screens when

winds blow at 25mph. There is a 10 year warranty on the screens and a 5year warranty on the motor. The screens are self-adjusting. There is a 20% stretch of fabric over the lifetime of the screen. The power control for the screens can be wall mounted. Screens come with a wind sensor allowing the screens to lift automatically when wind speeds reach a certain velocity.

Screens can be maintained with mild soap and water and a dry silicon spray on the rollers once or twice a year. If the company does the maintenance it would cost approximately \$300.00 every other year.

There is no permit required to install the screens.

Presentation ended at 7:25 p.m.

Council Members Present: Craig Blois, Brian Edwards, Betty Ertel, Ivan Fernandez, Allison Johnson, Stan Patscheck, Susan Prosser, Tina Riley, Keith Selbrede, Denise Sobolik, Cecelia Travick-Jackson, Norm Williamson

Council Members Not Present: Joan Brundage (Brian read aloud Joan's e-mail stating illness as a reason for her missing council meeting)

Staff Members Not Present: Pastor Jim Bessey, Meredith Smith

Also Present: Robert Jackson, Robert Brickley, Kathleen Jones

The Christ candle was symbolically lit (no matches or lighter to light the candle) and Denise Sobolik took over chairing the meeting while President Brian Edwards, excused himself to escort the presenter out and to thank him for the presentation.

Devotion: Tina Riley had devotions, but she admitted it was challenging for her to fully engage in preparing devotions since John, her husband, returned that morning from a three month deployment. Tina's devotion was taken from Psalms 119: 89-95. "When we don't feel like it---God will sustain us"

Caring Conversation: The ASPCA was founded on this date in 1866. What is a favorite pet that you have had?

- Denise had a very sick rabbit that needed emergency medical care. Her mother was driving the rabbit to the doctor as fast as was legally permissible while consoling a crying frantic child (Denise). The love that her mother showed for both Denise and her pet rabbit was Christ like.
- Keith had a German short hair pointer who know how to ring the doorbell.
- Susan had a dog, Charlie the beagle who looked after her sons.
- Norman's dog received a special delivery letter asking him to stop barking so early in the morning.

Listening Post: Joan Brundage (April 8)

- 1) The sound system needs to be fixed!
- 2) Guy should play the new setting of “This is the Feast of Victory” at a faster tempo so it doesn’t sound like a funeral march.

Tabling Report: Cecelia Travick-Jackson

March 18, 2018

- The sound system is not always working. It is very inconsistent.

March 25, 2018 (Palm Sunday)

- There are too many typos in the worship bulletin. This is totally unacceptable.
- How long will the MET process take?
- Thanked me for being on the patio on Sundays. There is a “feeling of security” knowing that a council member is always available.

The sound system needs attention since there is more than one complaint about system. It was brought to council’s attention that the batteries in the microphones are often dead. Would it help to have rechargeable batteries? Brian will speak to Meredith about the sound system.

Approval of March Minutes: Denise moved to approve the March council minutes. The motion received a second from Norm Williamsen. Motion passed unanimously.

Committee Reports: Full committee and staff reports can be seen online at:

<http://www.mountcross.com/church-council.html>

It was brought to the council’s attention that committee minutes are not being posted online. Some minutes are 2 and 3 years old. Craig Blois asked if there was a template for committee minutes. Brian will check with Sheri.

There are no online reports for the month of March for Pastor Jim or for Meredith Smith.

Treasurer’s Report: Financials as of 3/31/2018:

Cash in the bank is at \$66,051 – On the lower edge of the required amount

Pledged giving is 87% of budget (\$9,013 below expectations)

Total income is 81% of budget (\$21,301 below expectations)

Expenses are 90.6% of budget (\$11,018 below expectations)

Net Income is a loss of \$15,008 which includes an expected loss of \$4,726 at this point in 2018. Cash reserves are at \$29,658, way below the 20% goal of \$120,000.

Discussion following treasurer's report.

Craig Blois states that it might be that the money is going to the capital campaign rather than to the pledges.

Norm Williamsen asked what else might be done to encourage people to give. Keith responded that temple talks might encourage people to pledge and to make their pledges. Brian noted that we do not have the money from Easter which could improve our budget situation. He also suggested that we have temple talks and use the newsletter to keep the congregation informed of budget situation. Betty added that we need to keep the congregation informed and the more current the information the better.

Susan noted that attendance declined in February and March. She suggested returning to Milestone Ministry as a way to bring people and families into church. Examples of Milestone Ministries include the blessing of backpacks. We could add a festival Sunday. Anything to add energy. Allison added we can have a recognition of graduates.

Motions on e-votes:

1. Denise Sobolik moved to accept the recommendation of the patio pavilion oversight committee (Craig Blois, Rick Mann and Brian Edwards) to purchase framing materials from Hagle Lumber Company and the hardware required to begin construction. The hardware and materials total \$15,500, and to accept the electronic vote from the church council. The motion received a second from Craig Blois.

Discussion- Susan felt there should be a format for presentation of electronic votes providing ample time for discussion. Brian encourages discussion on all electronic votes. 10 yes; 1 abstention; and 1 no response. Motion passes.

2. Denise Sobolik moved to accept the recommendation of the patio pavilion oversight committee (Craig Blois, Rick Mann and Brian Edwards) to approve the Framing Contract to KMS Construction in the amount of \$36,530, and to accept the electronic vote from the church council. The motion received a second from Craig Blois. 10 yes; and 2 no response. Motion passes.

3. Denise Sobolik moved to accept the recommendation of the patio pavilion oversight committee (Craig Blois, Rick Mann and Brian Edwards) to release the following funds to be used for painting (\$5000) and electrical work (\$6850) for a total of \$11,850. These funds will be released by the oversight committee to Stan for work on the project as it progresses in \$1000.00 increments to allow Stan the flexibility of hiring the labor as needed but still allowing the committee the ability to monitor the progress of the project and the budget and to accept the electronic vote from the church council. The motion received a second from Craig Blois. Discussion- Keith brought up the point that since the budget is so tight, is it possible for Stan to provide a date or time of when payments are due. Stan agreed saying it would be possible to provide Keith with that information. Susan would like to know since we are using casual laborers is there evidence of insurance for the people that are hired? The response was that the church assumes liability of workman's compensation for casual workers. 8 yes, 4 no response. Motion passes.
4. Denise Sobolik moved to appoint the following members to the Mission Exploration Team; Karen Cherry, Joe Swindle, Gordon Henry, Gayle Johnson, Mary Goodenough and Susan Prosser task with a thorough study and reflection on the congregation's community and mission opportunities, and to accept the electronic vote from the church council. The motion received a second from Norm Williamsen. 10 yes, 2 no response. Motion passes

Continuing Resolutions and the Constitution

Cecelia, along with any other council members who are interested will work to update our continuing resolutions and place them in the current constitution as described by synod protocol.

This is a general (non-specific) working definition of a continuing resolution. A continuing resolution is a narrowly focused temporary statement or declaration that is of importance to the church that needs to be remembered and observed. Continuing resolutions often refer to, but are not limited to, budgetary items. A continuing resolution might or might not become a bylaw.

The continuing resolutions that I (Cecelia) bring to you are from 1994.

Cecelia moved to delete Continuing Resolutions 94.1, 94.2. and 94.3. They no longer represent the procedures, functions and agenda of church council.

- 94.1 - Resolved that Church Council meetings continue to be held on the second Tuesday of each month with the following outline for an agenda:*
- + 7:00 PM - Convene all council members in one place for opening devotions, reports by pastor, treasurer (and other reports germane to whole group, and action/information items also germane to whole group.*
 - + When common concerns have been addressed, council subdivides into its three boards, meeting simultaneously in three locations around the church.*

- + *During these separate board meetings, pastor will circulate to report or consult as needed.*
- + *During these separate board meetings President will also circulate to report or consult as needed. President will also be available to vote only to break ties (see C12.01.c.).*

- 94.2 - *Resolved that each board elect a chair and a recorder. The chair to convene and direct the discussion and action of the board; the recorder to insure that minutes of the meeting are taken and given to the Recording Secretary for inclusion in the combined minutes of the church council.*
- 94.3 - *Resolved that the President, in consultation with the pastor, assign elected members of council to the board in which their gifts, skills, expertise will best serve their Lord and the interests of Mount Cross.*

The motion received a second from Susan Prosser. Motion passed unanimously

Cecelia moved to add Continuing Resolution C12.13. A18 to state that Church Council meetings be held at on the second Tuesday of each month with agenda to include opening devotions, reports by the pastor, treasurer and other reports relevant to the whole group along with action/information items germane to the whole group. This continuing resolution is to be added to the Mount Cross Constitution using the format suggested by the Southwest California Synod Office, as noted below. The motion received a second from Denise Sobolik. Motion passed unanimously.

Cecelia provided a copy of how continuing resolutions will appear in the constitution.

CHAPTER XII.

CONGREGATIONAL COUNCIL

C12.13. The Congregational Council shall normally meet once a month. Special meetings may be called by the pastor or the president, and shall be called at the request of at least one-half of its members. Notice of each special meeting shall be given to all who are entitled to be present.

C12.13. A18 Church Council meetings continue to be held at on the second Tuesday of each month with agenda to include opening devotions, reports by the pastor, treasurer and other reports relevant to the whole group along with action/information items germane to the whole group.

Denise moved to delete continuing Resolution 98.2 concerning the organization of committees for Mt Cross Lutheran Church for the year 1998 since they no longer represent the current organization of committees for Mount Cross Lutheran Church. The motion received a second from Tina Riley. Motion passed unanimously.

CONTINUING RESOLUTION 98.2

MOUNT CROSS LUTHERAN CHURCH - BOARDS AND COMMITTEES - 1998

Church Council Meeting Archived Minutes

[C18.01. The Congregational Council may enact continuing resolutions which describe the function of the various committees or organizations of this congregation. C18.02. Continuing resolutions shall be enacted or amended by a two-thirds vote of all voting members of the Congregational Council.]

The Mount Cross Constitution and By-Laws allows great flexibility in organizing the Council and necessary committees to fulfill the tasks given to us by Christ. This continuing resolution describes how we will organize for 1998. Items marked with an asterisk (*) are mandated by the Constitution or By-Laws and may not be altered from year to year.

I. COMMITTEES OF THE CONGREGATION

- A. NOMINATING COMMITTEE* (Handbook page 12)
- B. MEDIATION BOARD* (Handbook page 12)
- C. CALL COMMITTEE* (Handbook page 12)

II. COMMITTEES OF THE COUNCIL

- A1. EXECUTIVE COMMITTEE* (Handbook page 12)
- A2. LONG RANGE PLANNING COMMITTEE (Handbook page 12)
- A3. MUTUAL MINISTRY COMMITTEE (Handbook page 12)
- B. AUDIT COMMITTEE* (Handbook page 12)

III. BOARDS OF THE COUNCIL

A. BOARD FOR CONGREGATIONAL LIFE

- 1. Welcome & Orientation (See Handbook, page 9)

Liaison with Visitation Task Force

- 2. Conservation & Caring (Handbook, p. 9)

Liaison with Stephen Ministry

Liaison with Mount Cross In Action

- 3. Missions (Handbook, p.11)

- 4. Youth Ministry

- 5. Women of the E.L.C.A.

- 6. Learning (Handbook, p. 9-10)

Liaison with Learning Committee

- 7. Worship & Music (Handbook, p. 10)

- 8. Fellowship (Handbook, p.10)

Liaison with Mount Cross In Action

- 9. Service (Handbook, p. 10-11)

Liaison with Mount Cross In Action

- 10. Mount Cross Child Development Center (CDC)

B. BOARD OF TRUSTEES

- 1. Stewardship (Handbook, p. 8)

Church Council Meeting Archived Minutes

2. Budget and Finance (Handbook, p. 8)

3. Property (Handbook, p. 8)

Stained Glass Task Force
reports to
Property>Trustees>Council

4. Investments & Endowment

Denise moved to add Continuing Resolution C13.06 A18 that states The Committees for Mt Cross Lutheran Church for 2018 will be as follows:

Committee	Meeting Time	Chairperson	Council Liaison
Fellowship	3rd Thursday 7:00	Valerie Patscheck	Stan Patscheck
Service & Missions	1st Monday 6:30	Gordon Henry	Denise Sobolik
Property	Last Tuesday 7:00	Rick Mann	Joan Brundage
Budget & Finance	As needed	Keith Selbrede	Keith Selbrede
Learning	1st Monday 7:00	Tracy Blois	Ivan Fernandez
Worship & Music	? Tuesday 9:00 a.m. (every other month)	Randy Churchill	Tina Riley
Adult Education	3rd Wednesday 3:45	Cecelia Travick-Jackson	Cecelia Travick-Jackson
Personnel	As needed	Jim Prosser	Susan Prosser
Caring Taskforce	No fixed time	Beverly Rueckert Susan Prosser Gayle Johnson	Allison Johnson
Stewardship	No fixed time	Craig Blois	Craig Blois
Endowment	No fixed time	Rick Gardner	Keith Selbrede
Oversight	No fixed time	Stan Patscheck	Brian Edwards Craig Blois
Mission Exploration Team (MET)	To be determined		Susan Prosser
Make Bake Celebrate (MBC)	To be determined	Patti Stouch	Craig Blois

Continuing Resolution for Oversight Committee:

Denise Sobolik moved to create Continuing Resolution (C13.07 A18) detailing the scope of the oversight committee as previously approved by the council on February 20, 2018. The motion received a second from Craig Blois. The motion passed unanimously.

Susan Prosser asked when the oversight committee meets and if the meetings will be put into the grapevine and in the bulletin. Craig Blois said the oversight committee meets the 3rd Sunday of the month after the 2nd service. The first meeting is tentatively scheduled for April 15.

The question was asked if the minutes from the oversight committee would be posted on the church website. Denise Sobolik responded that the oversight committee should send their minutes to Sheri and she will post them online with the other committee minutes.

Change in Investment Advisor: Keith Selbrede moved that we liquidate all securities investments from Fidelity (approximately \$135,000.00) to cash and deposit them into our current money market account. The motion received a second from Stan Patscheck. Motion passed unanimously.

Mission Exploration Team (MET) Update: Susan Prosser reports that tentative dates for the first meeting of the MET with the Synod representative is April 20, or 24. The process should take approximately 2-3 months to complete after the initial meeting.

Pavilion Project Update:

The patio project is progressing. We had \$64,000.00 available for construction. We spent the allocated \$24,000.00 on framing. We have \$24,000.00 in reserves that we have not spent. We have \$10,000.00 in donated stocks (we have to sell the donated stocks). The cost of roofing is about \$7500.00 and stucco will be approximately \$12,000.00. This is all for phase one. We have not taken into consideration (at this time) the costs for phase two. The pledges we have received on the capital campaign are informal pledges. People have said they will give to the patio project, but they have not formally written out their pledges.

Susan Prosser brought up that while the wind screens are interesting, and that the cost for them is approximately \$16, 500 (see March 13, 2018 Church Council Minutes) far less than the bi-fold doors listed on the project, other options should be explored. To date there is no written estimate on the cost of bi-fold doors.

Robert Brickley, (member of the congregation) expressed his concern of vandalism with the use of windscreens, especially in phase 2 when sinks will be exposed.

Brian Edwards, encouraged others on the council to explore bids for pavilion doors.

Make Bake Celebrate (MBC): Make Bake Celebrate date is September 29, 2018. MBC will be scaled back this year. Money raised will be used for benevolence, and for things not allowed for in the budget.

Council Badge Ribbons: were passed out as an additional way for council members to be recognized.

Termite Control Contract: Three bids were received for the termite control contract. The council had pre-approved \$5425.00 for termite control. The middle bid of \$4400.00 was contracted to Summit Termite and Pest Control, Inc. of Thousand Oaks.

Parking Lot Sale: Brian Edwards and Denise Sobolik have been exploring having the church council sponsor a parking lot sale as a fundraiser for the pavilion. This sale would involve support from the entire community rather than only seeking funds from the congregation for the pavilion. They were trying to schedule the parking lot sale for May 19, but the church calendar is booked at that time. They are now tentatively considering August 11, the week after Vacation Bible School (VBS) for the church council parking lot sale.

Patio Pavilion Concerns: Craig Blois, Chair of the pavilion oversight committee was approached by Scott Fajnor (Architect) regarding the actual construction of the pavilion having significant deviations from his design (which is what was approved by the Congregation and the Council).

- (1) The orientation of the columns will not match the design proposed by Scott and approved by the Council and the Congregation (the columns are supposed to be angled at 45 degrees to blend with the interesting angles we have in the courtyard between the buildings). The original plans show the columns on an angle, and it has never come before Council to change that. We are now building the columns without that angle with no discussion.
- (2) The only plan deviation we have discussed in Council was one of the proposed 3 skylights. (See March 13, 2018 Church Council minutes) It

seems that there were 2 other skylights eliminated. It appears that the skylight changes were approved by the property committee (See Property Committee minutes for February 27, 2018 and July 10, 2017)

Scott has the following concerns;

- (1) The project has changed from what the congregation and church council approved without any discussion
- (2) He is concerned with the continuation of the construction without regard to the approved design and/or plans (by the City of Camarillo)
- (3) Scott remembers being told that there is no cost savings with the orientation of the columns because they are the same size regardless of the angle.
- (4) Scott states there were reasons the pavilion was designed the way that he did and that his design had approval from the original committee as well as the church council when he made his presentation to them.
- (5) His other concerns are where else will compromises be made to the integrity of the design.

Brian and Craig are meeting with Scott about the design, the additional cost to rotate the columns, and other questions and concerns he has about the patio project.

Other: Norm Williamsen wants to make sure that during the call process the call committee ask prospective pastors about their management style. He states that First Lutheran Church followed the synod's protocols for the call process and their church dissolved, however many of the First Lutheran members then became members of Mount Cross, significantly increasing the membership at Mount Cross.

Susan Prosser brought up that the 2018 nominating committee worksheet has 12 council members listed and not 13 council members. She would like for the council to seek an additional member to council. Brian Edwards responded that this was brought up during the executive meeting and that the executive council feels 12 church council members meets the constitutional requirement of not exceeding 13 members.

The question was asked who proofs the bulletins. There are too many errors. Brian will check with Sheri.

Sue Prosser stated that Allison Johnson is a valuable addition to the caring taskforce.

Action Items from this Meeting

Task	Outcome	Responsibility
Joan Brundage	Will the Stewardship Committee, at their convenience, please compose a letter to the congregation on the reverse of which I can print and then mail the first quarter statements?	Stewardship Committee
Brian Edwards	The sound system	Meredith Smith
Brian Edwards	Temple talks on budget	Brian Edwards and Keith Selbrede
Brian Edwards	Newsletter postings budget situation	Brian Edwards
Cecelia Travick-Jackson	Work on Continuing resolutions	Cecelia Travick-Jackson and anyone else interested in formatting the current constitution to meet synodical guidelines
Brian Edwards and Craig Blois	Meet with Scott Fajnor to discuss the pavilion design and unauthorized changes	Brian Edwards and Craig Blois
Brian Edwards	Who proofs the bulletins? To many errors	Sheri Groenveld
Brian Edwards	Is there a template for committee minutes	Sheri Groenveld

Adjourn with Lord’s Prayer at (10:02 p.m.)

Looking Ahead: Next Council Meeting, (May 8, 2018) 7:00 PM

March Devotions- Norm Williamsen

March Listening Post- Cecelia Travick-Jackson

Respectfully submitted
Cecelia TravickJackson-Recorder

DEVOTIONS			
February	March	April	May
Pastor Jim	Stan Patscheck	Tina Riley	Norman Williamsen
June	July	August	September
Allison Johnson	Cecelia TravickJackson	Craig Blois	???????
October	November	December	January (2019)
???????	Keith Selbrede	Susan Prosser	???????
Council Listening Post (1st Sunday of the Month, on the patio, between services)			
February	March	April	May
N/A	Stan Patscheck	Joan Brundage	Cecelia TravickJackson
June	July	August	September
???????	Tina Riley	Craig Blois	???????
October	November	December	January 2019
Allison Johnson	Keith Selbrede	Susan Prosser	???????

**MOUNT CROSS LUTHERAN CHURCH
CHURCH COUNCIL MINUTES
MARCH 13, 2018
PARISH LIFE CENTER
7:00 PM**

Call to order: The Christ candle was spiritually lit [could not find matches or lighter]. The meeting was called to order at 7:02pm by President Brian Edwards.

Council Members Present: Craig Blois, Joan Brundage, Brian Edwards, Ivan Fernandez, Allison Johnson, Susan Prosser, Tina Riley, Keith Selbrede, Denise Sobolik Sobolik, Cecelia Travick-Jackson, Norm Williamson

Council Members Not Present: Betty Ertel, Stan Patscheck,

Staff Members Present: Pastor Jim Bessey

Staff Member Not Present: Meredith Smith

Also Present: Robert Jackson

Devotion: Brian Edwards offered a tribute, to his close friend who died recently in a skiing accident.

Caring Conversation: What is your favorite memory from your childhood (or other) church?

- † Brian Edwards-Potluck Sunday-provided fellowship and family for those who had families near and for those who had families far away.
- † Susan Prosser-When she was growing up the pastor's wife would bake hot cross buns for every member of the church. The pastor would hand deliver the hot cross buns to each household.
- † Norm Williamsen would be in favor of a monthly pot luck.

Listening Post: No listening post, Stan was not present to give a report.

Tabling Report: Cecelia Travick-Jackson

February 18, 2018
CHURCH COUNCIL

- This member would like more information on the pastoral search process.
- Member feels the church attendance is stable as we are in a period of transition.
- This member is pleased with church council.
- Offer help to people who are homeless, like giving them blankets to keep warm when the weather is cold.
- This member would like to see the church council revitalize some of the church committees, for example the welcoming committee.

WORSHIP AND MUSIC

- This member would like for the congregation to be able to sing during communion. Have various song titles and page numbers printed in the bulletin so the congregation can sing.
- Have Guy play familiar hymns during communion so congregation can sing.
- Ask the pastor to sing more during the service (when appropriate).
- This member would like for the church to use the contemporary version of the Lord's Prayer (found on page 112 of ELW).

February 25, 2018

- A member of the congregation approached me with the question, does this church want to change? My response was the church will change with new leadership. The

member offered the following book. Below is information on the book as listed in Amazon

Choosing Change: How to Motivate Churches to Face the Future (Alban Institute Publications) Aug 5, 2013 by Peter Coutts. The member wondered if people in the congregation or those on the search committee would be interest in reading the book.

(Humans have been choice-makers since the days when hunter-gatherers had to decide when to hunt and what to gather. Making choices is what humans do. But individuals feel more personal autonomy and power to choose today than ever before in human history. In *Choosing Change*, author Peter Coutts acknowledges that clergy today recognize the impact our individualistic culture of choice is having on congregations. But Coutts also points out that many leaders do not think about motivation. For them, encouraging change is about selling their congregation on a new idea, governed by the assumption that a better idea should win the day. Wide experience in the church demonstrates that this approach often doesn't work and leaves many congregational leaders demoralized. Leaders see the need for change in their congregation, and they earnestly want to help their congregation to change. But the approach to leadership they learned, which perhaps worked better in days gone by, is no longer working. Leaders are in the motivation business, argues Coutts. *Choosing Change* provides an overview of current thinking from the field of motivation psychology. In the first half of the book, Coutts explores theories, ideas, and terms that are most pertinent for leaders who desire to encourage congregational change. The second half of the book offers detailed guidance for congregational leaders who want to be motivational leaders.)

[From Amazon] Kindle

\$19.93 Read with Our **Free App** - **Paperback**

\$20.98 8 Used from \$10.76 9 New from \$16.98

- A church member said “no complaints-things are going well.”
- Another member asked-Why are we having another patio pavilion congregational meeting? We already approved \$40,000 from reserves. This member will attend the congregational meeting.

Approval of February Minutes: Craig Blois moved to accept the February 20, Church council minutes. Motion received a second from Denise Sobolik. Motion passed unanimously.

Committee Reports: Full committee and staff reports can be seen online at: <http://www.mountcross.com/church-council.html> or the link found on the Mount Cross homepage.

Pastor Jim notified the council that he will be attending the 2018 Institute of Liturgical Studies at Valparaiso University in Valparaiso, Indiana. \$335.00 for registration will be deducted from his continuing education funds for 2018. Airfare, car rental, hotel and meals will be covered under the Professional Expenses on his income tax forms. He will be gone from Sunday April 8 through Saturday April 13. He will need coverage for

preaching for two worship services on Sunday, April 8 and possibly Adult Bible study on Sunday April 8. Pastor Jim will be gone for one Sunday and three continuing education days for 2018. He is working to secure a supply pastor(s) during his absence. He will leave pastoral emergency information with Sheri Groenveld and Brian Edwards.

Meredith Smith submitted a proposal to the Learning committee to attend a service project mission trip to Puerto Rico with six ELCA Lutheran church workers, pastors, and camp workers from the Southwest California and Pacifica Synods. The dates for the trip are from Monday April 2 to Tuesday April 9 (back in the office April 10). The cost is \$800.00 (air fare-\$580, \$20 each for van rental, \$200 for food). The service workers will stay at a church so no hotel expenses will be incurred. The \$800.00 for the trip will come from the Director of Ministry continuing education funds. **Ivan Fernandez moved to approve Meredith to attend the service mission project in Puerto Rico as recommended by the Learning committee. The \$800.00 for the trip is to come from the Director of Ministry's continuing education funds. The motion received a second from Craig Blois. Motion passed unanimously.**

Susan Prosser moved to appoint Keith Selbrede, treasurer for 2018 through the January 2019 Congregational meeting. The motion received a second from Norm Williamsen. The motion passed with 9 voting yes and one abstention.

Treasurer's Report:

1. Cash position on the balance sheet looks good at \$97,000 except that \$40-50,000 of that is dedicated to the patio. That leaves only \$50,000-\$60,000 for operations versus a minimum desired level of \$50,000 to be able to pay the church expenses in a timely manner.
2. Pledge income in 80% of budget (\$9,300 short).
3. Total "general" income (noted as "gross profit" on the P&L) is 76% of budget (\$18,300 short).
4. Expenses are 94% of budget (\$4,600 under). Pastor's salary is \$6,000 under because his W-9 was received late. Pastor will now receive his salary over 25 periods instead of 26.
5. After 2 months we have a net loss of \$16,800.

Keith moved to have the signatures on file with the bank reflect the 2018 signatories. They are Heather Edwards, Sheri Groenveld, Keith Selbrede and Denise Sobolik. President Brian Edwards' name is not included since his wife, Heather is a signer on the Mount Cross Lutheran Church bank account. Checks need to be signed by two of the signatories. The motion received a second from Craig Blois. Motion passed with one abstention.

Keith moved to have the signatures needed for investment changes reflect the 2018 church council officers, Keith Selbrede, Brian Edwards and Denise Sobolik. Two

signatures are needed for investment changes. The motion received a second from Craig Blois. Motion passed with one abstention.

Keith moved to approve Heather Edwards to have direct read-only access to Vanco giving information (in addition to Joan Brundage). The motion received a second from Denise Sobolik. The motion passed unanimously.

Mission Exploration Team (MET):

Pastor Jim gave an overview of the MET Process.

The purpose of the Mission Exploration Team is to explore connections for Mount Cross with its neighborhood, evaluate our sense of mission/purpose, and to add clarity to the type of pastoral leader we are seeking.

The process consist of four steps. First, there is the Congregational Vitality Survey – led by Synod staff. It takes two Sundays to complete the survey and then two weeks for processing the survey by the University of Colorado. The second step in the process consist of reviewing the Congregational Vitality Survey results, evaluating the demographic information for the community, identifying our engagement in ministry with the community, identifying assets of the community (institutions, agencies) that align with the passions of the congregation, and to identify assets of the congregation (people, finances, facilities) that can be utilized in evangelical outreach. The third step in the process is to prepare a written document identifying mission opportunities for increasing Mount Cross' health and growth and the characteristics/traits in pastoral leadership to support this. Finally, following Council approval, the MET document is shared with the Congregation. This process can take four to eight weeks (or longer) depending on schedules and participant availability.

The MET team is appointed by the Church Council. A group, 5 – 7 persons is recommended. This would allow work to be accomplished without burdening a few while still remaining flexible. A MET Chair and a Recorder would be needed, along with three to five other members.

Although much of the data the MET team uses will be provided by the Synod, it would be good to have some members who can do research and assemble reports. Members who enjoy interviewing neighbors and community leaders would be an asset, along with those who can record answers and responses. All MET team members can contribute to the report to the Church Council.

Members of the MET team are not to serve on the Call Committee, although the MET team chair may serve on the Call Committee, but not as Chair of the Call Committee. When the Council approves the MET report, the team's work is completed.

Denise Sobolik moved to adopt a Continuing Resolution to create a Mission Exploration Team (MET) committee, appointed by Church Council that will be comprised of 5-7

persons including a Chairperson, a recorder, and 3-5 other members; with the exception of the chairperson no other members of the MET committee will serve on the Pastoral Call Committee. The Chair of the MET Committee will not be able to serve as Chair of the Pastoral Call Committee. The motion received a second from Craig Blois. The motion passed unanimously.

Susan Prosser volunteered to serve as liaison of the MET committee. She will immediately begin to disseminate MET information to the congregation thereby letting the congregation know that the pastoral search process has begun. She will work through this process with the Synod staff and the MET committee. She will e-mail Brian the names of people who volunteer to serve on the MET committee. Since this committee is appointed by the Church Council, and this committee could become functional before the next council meeting, Denise Sobolik moved to approve the appointment of MET committee members by electronic vote. The motion received a second from Craig Blois. The motion passed unanimously.

There was a brief discussion on ways that this search process might be fast tracked. The question was raised, are we as a congregation bound by the ELCA/Synod Pastoral Search Process? Can we become a renegade congregation? Examples were given of Churches that have fast tracked the process and gone renegade and the outcomes were never good. The Synod process that we are using has been tested and proven reliable.

Results, using this process, are more often than not positive. It was generally agreed by the church council to follow the Synod Pastoral Search Process.

Brief Review of Council Handbook:

Denise Sobolik briefly described the standing church committees and their functions, as explained in the Handbook for Church Council Members. There are more committees than members on church council, so some members of church council volunteered to be council liaison on more than one committee.

Committee Meeting Times and Chairpersons

<i>Committee</i>	<i>Meeting Time</i>	<i>Chairperson</i>	<i>Council Liaison</i>
Fellowship	3rd Thursday 7:00	Valerie Patscheck	Stan Patscheck
Service & Missions	1st Monday 6:30	Gordon Henry	Denise Sobolik
Property	Last Tuesday 7:00	Rick Mann	Joan Brundage
Budget & Finance	As needed	Keith Selbrede	Keith Selbrede
Learning	1st Monday 7:00	Tracy Blois	Ivan Fernandez
Worship & Music	? Tuesday 9:00 a.m. (every other	Randy Churchill	Tina Riley

	month)		
Adult Education	3rd Wednesday 3:45	Cecelia Travick- Jackson	Cecelia Travick- Jackson
Personnel	As needed	Jim Prosser	Susan Prosser
Caring Taskforce	No fixed time	Beverly Rueckert Susan Prosser Gayle Johnson	Allison Johnson
Stewardship	No fixed time	Craig Blois	Craig Blois
Endowment	No fixed time	Rick Gardner	Keith Selbrede
Oversite	No fixed time	Stan Patscheck	Brian Edwards Craig Blois
Mission Exploration Team (MET)	To be determined		Susan Prosser

Make Bake Celebrate (MBC):

There was discussion on whether the church should have the MBC (fundraiser) this year. The congregation is generously giving for the Patio Pavilion and for the youth trip to Texas. Is another fundraiser just too much? Brian shared that MBC will be severely scaled back this year since we are having more than one fundraiser. He continues to work to get a committee together and to discuss ways to downsize MBC so as not to over burden participants. However a date had to be set so that the pit master would be available. The date for MBC is September 29 which is the last Saturday in September.

Pavilion Project Update:

We have \$20,343.00 (YTD) in the patio pavilion fund. The contracts for the framing and wood have not been finalized and are still in negotiation. We are anticipating about \$36,500 for the framing and roughly \$16,000 for the wood. Once started the process should take about four weeks.

In phase two we are exploring options such as windscreens which might not be as costly as the glass folding doors. One option is a retractable heavy duty windscreen. There is a projected cost of \$16,500. This cost would allow for six retractable screens to be placed, two on the office side of the patio, two on the parking lot side and two on the playground side of the patio. The screens receive maintenance about every two years. This option was discussed with Stan Patscheck and he agrees that the screens are a viable option to folding glass doors. The council wonders about vandalism to a screen as opposed to a folding door. Once we get closer to phase two Brian will have the manufacturer of the screens attend a council meeting with a presentation and the answer to various questions and concerns.

There was discussion about an item in the February 27, 2018 property committee minutes, which states, *"Discussion at length of the possible problems (leakage, upkeep/maintenance) with having a skylight in the patio cover. The Property Committee voted to take skylights specifications out of the job."* The question raised was does the property committee have the authority to add or remove items from the Patio pavilion project without oversight and council approval. Although the removal of the skylight is a good idea and will lower the cost of the project, it was felt that council approval was still needed. **Craig Blois moved to remove the third skylight from phase one of the patio pavilion project based on the recommendation by the property committee to save funds and fixture maintenance. The motion received a second from Denise Sobolik. The motion passed with nine voting yes and one voting no.**

Cathy Channels continues to explore fencing options. The temporary fencing for the school cost \$25.00 per month, to date we have spent \$75.00.

Council Meeting Time Change:

There was a discussion to change the time of the council meeting from 7:00 pm to 6:30pm. This was suggested so that council members would not be getting out so late. The 6:30 time change was not convenient for all members of the council, so council will continue to meet at 7:00pm. It was also suggested that perhaps fewer items could be placed on the agenda.

Updates:

Members of the congregation who have palm trees supply the palms for Palm Sunday.

Luther Hall will be evacuated of CDC furnishings nine days before the Easter breakfast and will be returned to CDC appropriateness after the Easter breakfast. The budgeted cost for this is \$500.00.

Brian Edwards and Pastor Jim continue to update the membership roster.

The audit committee should be convened to begin the auditing process. The synod office should send audit materials. Keith will follow up since audit materials are sent to him.

Begin the distribution of Endowments. Keith will follow up.

Wednesday March 21 is the day that council sets up for the Lenten soup supper and cleans up after the Lenten soup supper. A suggested arrival time to meet in the Parish Life center for the setup is 5:15pm.

Action Items from this Meeting

Task	Outcome	Responsibility
MET Committee	Update	Susan Prosser
MBC	Update	Brian Edwards
Patio Pavilion	Update	Brian Edwards, Craig Blois, Stan Patscheck
Audit	Update	Keith Selbrede
Endowment distributions	Update	Keith Selbrede
MET Continuing Resolution	Update	Denise Sobolik

DEVOTIONS			
February	March	April	May
Pastor Jim	Brian Edwards	Tina Riley	Norman Williamsen
June	July	August	September
Allison Johnson	Cecelia Travick Jackson	Craig Blois	Ivan Fernandez
October	November	December	January (2019)
(Open)	Keith Selbrede	Susan Prosser	(Open)
Council Listening Post (1st Sunday of the Month, on the patio, between services)			
February	March	April 8 (second Sunday)	May
N/A	Stan Patscheck	Joan Brundage	Cecelia Travick Jackson
June	July	August	September
(Open)	Tina Riley	Craig Blois	(Open)
October	November	December	January 2019
Allison Johnson	Keith Selbrede	Susan Prosser	Norm Williamsen

The meeting was adjourned at 9:28 pm with the Lord's Prayer

Next Meeting: April 10.

April Devotions – Tina Riley

No Listening Post – Easter Sunday

Respectfully submitted –Cecelia Travick-Jackson, Recorder

**MOUNT CROSS LUTHERAN CHURCH
SPECIAL CHURCH COUNCIL MINUTES
PATIO PAVILION
FEBRUARY 20, 2018
PARISH LIFE CENTER
7:00 PM**

Call to order: The Christ candle was lit and the meeting was called to order at 7:00 PM by President Brian Edwards

Council Members Present: Craig Blois, Joan Brundage, Brian Edwards, Betty Ertel, Ivan Fernandez, Allison Johnson, Stan Patscheck, Susan Prosser, Keith Selbrede, Denise Sobolik, Cecelia Travick-Jackson, Norm Williamson

Council Members Not Present: Tina Riley

Staff Members Present: Pastor Jim Bessey

Also Present: Robert Jackson,

Devotion: Pastor Bessy (Offered Prayer)

Introductions-Each member of the council introduced him or herself since not all council members were able to attend the February 3, council meeting.

Pest Control Contract-There are three places in the church sanctuary where termites are found. It has been 10 years since termites were eradicated from the church. Rick Mann (Property Committee) is in the process of contacting pest control companies to obtain a bid on having the church fumigated. To date Rick has received one bid from Ventura Pest Control for \$5425.00 to tent and fumigate the sanctuary from Monday March 26-Wednesday March 28. Rick is awaiting a second bid.

Susan moved to have the president (Brian Edwards) sign a tenting and fumigation contract up to \$5425.00 from Ventura Pest Control or another pest control service. Motion was seconded and passed unanimously.

MBC Update-Make Bake was originally set for May 5, 2018. This date needs to be changed for a couple of reasons. First, no one has stepped up to the plate to head this committee. Second, since this committee does not have a designated leader, there will not be enough time to prepare for Make Bake by May 5. A better time to consider Make

Bake is probably last week of September or first week of October. There was discussion of possibly moving the church picnic to late spring or early summer in order to balance the congregational opportunities for single service worship and fellowship. This will be pursued further with the Worship and Music Committee.

Past Expenses- “The church council takes very seriously their fiduciary duty to oversee the Church’s business and manage the resources represented by the gifts the Church has been given” (an excerpt from a memo written by Susan Prosser); that being said, how did we get where we are, financially, with the patio project? Questions were addressed to Stan Patscheck who has been volunteering as Mt Cross’ Project Manager.

(Question) Why did the church pay for an architect, but for someone different to do a rendering?

(Response) Most architects do not do renderings, they do elevations.

(Question) What happened with the waterline break? Was it in anyway the responsibility of the subcontractor?

(Response) There was a break in the waterline. When the original water pipes were installed substandard pipes were used. When construction started and there was the movement of heavy equipment, it fatigued an already stressed system. We (the church) own the lines, it is our system therefore it is our responsibility to maintain and repair them. (Cost \$6940.00)

(Question) Why was there extra expenses due to Americans with Disability Act regulations (ADA)?

(Response) When replacing the concrete under the pavilion we could not match the new concrete to the existing concrete. We installed more concrete than originally planned or specifically required by any outside agency or entity in order to upgrade our entire concrete patio and walkways to be fully compliant with ADA regulations. This was not anticipated and was not part of the original bid. The cost was about \$30,000.00 for the additional concrete work not included in the original bid comprised of 1200 square feet of concrete flatwork.

(Question) What about the miscellaneous expenses?

(Response) Those were items that I bought for the project, presented receipts, and was reimbursed for the purchases. For example I bought safety cones, they were stolen and I had to repurchase them.

It seemed to be the general consensus of the council that they are grateful to Stan for serving as our Project Manager for this project. He saved the church, as one council member stated, “a ton of money.”

Craig made a motion to accept the expenses to date and the explanation of the expenses. Denise seconded the motion. The motion was amended by Susan to read to

accept the expenses to date and the explanation of the expenses and associated documents and contracts will be on file in the church office. Norm Williamsen seconded the amendment to the motion. The motion passed unanimously.

Council Change Recommendations-There was extended conversation and discussions on change recommendations, from rethinking the original patio plans to utilizing more volunteers. Most of the questions and suggestions were addressed to Stan Patscheck, since he is the project manager/contractor.

- (Question) There is a projection of \$5,000.00 for painting. Is it possible for members of the congregation to do the painting, in order to save \$5,000.00?
- (Response) This would be difficult for volunteers. Back priming needs to be done twice, using either paint or stain. It might be possible to use volunteers to paint the stucco.

- (Question) There are members of the church who are familiar with framing, especially those who volunteer for Habitat for Humanity. Can they do the framing, since we are looking at a projected framing cost of \$37,000?
- (Response) The magnitude of the project makes volunteer help for framing practically impossible. First of all Stan would not be available to supervise the project. Next there is great liability for the framing contractor to use volunteers. The framing will be constructed on the ground and special heavy duty equipment is needed to lift and attach the framing. Stan is negotiating with Kraig Scott regarding the price for framing.

- (Question) What about leaving out the hospitality counter to be built across from the bathrooms? We still have our coffee cart and as for refreshments, the folding tables could continue to be used. This change would not alter the goal of providing new usable, flexible space. If sometime in the future, funds were available to construct a fixed hospitality station, it would seem that the extensive electrical and plumbing already present would make that enhancement possible?
- (Response) The hospitality counter is part of Phase 2. We are working through Phase 1. Using volunteer help for the hospitality counter is certainly viable and worth exploring when we get to Phase 2.

- (Question) Is there a less expensive alternative to the roof tiles?
- (Response) No, the roof has to match the existing roof.

- (Question) Are we able to save on fixtures and finishes?

- (Response) The fixtures are less than \$1,000.00. The lights will be similar to the exterior sanctuary lights. Nothing decorative, for example we will use rope lighting (indirect lighting and LED lights).
- (Question) It appears that we are looking at \$15,000 for CDC fencing. This item was not budgeted for and CDC does not have \$15,000 for fencing. Now what?
- (Response) CDC fencing is not part of Phase 1 or Phase 2. Stan will talk with Cathy Channels about replacement fencing.
- (Response) Betty Ertel will meet with Cathy Channels about fencing designs.
- (Question) Do all sides of the pavilion need to be open?
- (Response) If all sides of pavilion are not open, it will impede foot traffic, and it would get very hot in the pavilion if two sides were permanently closed. Using wind screens in different locations can be explored. Wind screens and infrared heating, however are part of Phase 2.

There was much discussion on ways to involve the congregation with this project. When the congregation is involved they not only feel they are making a contribution, but there is a feeling of pride, ownership, and recognition of their talents.

Solicit Bids Approval- Craig made a motion to allow Stan, as the project manager, to solicit bids on any remaining work for the patio project. The motion was seconded and passed unanimously.

Contract Approval Process- Susan Prosser, offered as a point of reference the Mount Cross policy on Contractual Obligations.

MT CROSS LUTHERAN CHURCH, CAMARILLO, CA
POLICY ON APPROVAL OF CONTRACTUAL OBLIGATIONS

Adopted August 9, 2011

All contracts which obligate Mt Cross Lutheran Church financially or otherwise must be appropriately signed and maintained on file in the Church Office.

Contractual obligations of \$1000 or less may be signed by the Chairperson of the Committee overseeing the associated responsibility if funding has been included in the adopted budget or otherwise authorized by the Church Council. The original contract signed by a Chairperson is to be filed with the Church Office within three days of execution and a report of the contractual commitment will be included in the financial report made at the next regular Church Council meeting.

Contracts of greater than \$1000 and those requiring funds not previously authorized must be approved by the Church Council and signed by the Council President or alternative designated officer in the absence of the President. Such action shall require a majority vote of approval of

the Church Council. Contracts are to be submitted to the Executive Committee of the Church Council in advance of being placed on the agenda for Council consideration.

In the case of an emergency, the Executive Committee of the Church Council is empowered to consider a contract on behalf of the full Council. The Executive Committee's consideration and approval can be conducted electronically to facilitate response to emergency circumstances. Contracts approved under emergency provisions will be signed by the Church Council President or alternative designated officer and reported at the next regular meeting of the Church Council.

This policy will govern contracts reviewed and negotiated by Church Committees, Church staff and Church Officers.

Oversight Committee Responsibilities- Craig Blois made the following motion, to have the Oversight Committee continue to oversee the construction of the Patio Project: The current committee consists of Rick Mann, Brian Edwards, and myself (Craig Blois) as Chair. I recommend keeping the committee with three voting members which is small enough to be nimble and reachable during ongoing construction issues, but wide enough to represent diverse experiences and perspectives. The committee can be made up of more than the voting members as more opinions and insights would be welcome, but having a limited number of voting members will help keep the project on track. The Committee will receive weekly electronic updates on the status of the project from the Project Manager, specifically regarding costs, schedules, issues, and changes. The Committee will meet once a month on the project site with the Project Manager to discuss financial and scheduling concerns. There will specifically be a discussion about cost to budget analysis, schedule analysis, upcoming construction tasks and issues, presentations of change order requests from subcontractors and approval of monthly billing requests from subcontractors. Other items will be on the monthly meeting agenda as required. The Oversight Committee will bring a report to Church Council each month on each of these topics.

- The Oversight Committee will have the responsibility to review all contracts and make recommendations of approval to the Church Council.
- They will have the authority and responsibility to approve monthly billing requests from subcontractors according to the pay schedule of the subcontracts.
- They will have the authority and responsibility to authorize change order work for an amount not greater than 10% of the subcontract value.
- They will have the responsibility to review all change order requests and make recommendations of approval to the Church Council.
- They will have the responsibility to faithfully meet and observe the status of the project and to report on that status to the Church Council

The motion received a second from Denise Sobolik. Motion passed unanimously.

The work of the oversight committee begins when bids for projects (jobs) are submitted. The council and the congregation will be kept updated on the patio pavilion progress.

The oversight committee meetings are open to all. The oversight committee encourages attendance at these meetings of those with special skills especially those peculiar to construction, and finances.

The question was asked regarding the goal and timeline for completing Phase 1. A rough timeline to finish Phase 1 is three or four months.

Financial Plan-How do we pay for this project? The choices we have are to use money from reserves, use endowment funds, capital campaign, borrow from the bank, or stop the project until we have the funds.

Craig made a motion to amend the budget line, 70300 in the amount \$9963.00 to give a new amount of \$40,951.00. Susan amended to motion to add that the \$9963.00 will come from designated account 35303. Denise Sobolik seconded the amendment to the motion. The motion passed unanimously.

Endowment-Susan introduced the possibility of borrowing from the Endowment Fund and returned with interest equivalent to earnings – repayment from capital giving, budgeted funds or even all or part of yearly Endowment interest award. It was felt by the council that to process endowment funds would take weeks and further delay construction.

Reserves and Capital Campaign-Denise made a motion to continue construction of the patio pavilion project with a Capital Campaign in the amount of \$135,000 with approval of the congregation to use up to \$40,000 from reserves as needed, to be repaid from the Capital Campaign Contributions. The motion received a second. The motion passed with 10 approvals and one opposed.

Craig made a motion to allow Stan, to proceed with the construction with the framing and lumber not to exceed \$40,951 until further congregational approval. The motion was seconded by Susan and it passed unanimously.

Congregation Recommendation-In order to complete both Phase 1 and 2, we need a capital campaign of \$90,000.00

We have approximately \$40,000 in the bank for this project which includes a \$2000.00 refund received from the insurance company regarding the water pipe damage. When we include \$40,000.00 from reserves we need only about \$6,000.00 to complete Phase1.

There was a request that all materials prepared for presentation at the March 4th Congregational Meeting be distributed to the Church Council in advance for review and comment. Council President agreed that was his intention.

Other- The feedback that Brian received after his February 18, patio pavilion update at the end of the church services was all positive. Congregational members expressed their gratitude of for the update.

It was felt that the financial amounts given are vague and another Congregational meeting might be needed when we enter Phase 2. We will however try to keep Phase 2 at \$30,000.00

Brian would like for council and congregation to consider a once a month congregational potluck as a way to fellowship with the entire congregation.

Action Items from this Meeting

Task	Outcome	Responsibility
Update on Pest Control Contract	Report at March 13 Council Meeting	Brian Edwards
Update on Make Bake	Report at March 13 Council Meeting	Brian Edwards
Stan to meet with Cathy Channels about replacement fencing	Report at March 13 Council Meeting	Stan Patscheck
Betty Ertel will meet with Cathy Channels about fencing designs.	Email results to Recorder (Cecelia). Betty will be in Egypt when council meets March 13	Betty Ertel
Update from Oversight Committee	Report at March 13 Council Meeting	Craig Blois
Congregational Update of Patio Pavilion progress	Reports monthly, through any or all of the following; <ul style="list-style-type: none"> • Oral Sunday Congregational reports, • Grapevine, • Listening Post, • Tabling, • General knowledge of all council members 	Craig Blois and members of Church Council

The meeting was adjourned at 9:45 PM with the Lord's Prayer

Next Meeting: March 4, Special Congregational Meeting

March 13, Regular Council Meeting

Listening Post, March 4 -- Stan Patscheck

Devotions, March 13-- Stan Patscheck

Respectfully submitted –Cecelia Travick-Jackson, Recorder

Cecelia TravickJackson-Recorder

DEVOTIONS			
February	March	April	May
Pastor Jim	Stan Patscheck	Tina Riley	Norman Williamsen
June	July	August	September
Allison Johnson	Cecelia TravickJackson	Craig Blois	
October	November	December	January (2019)
	Keith Selbrede	Susan Prosser	
Council Listening Post (1st Sunday of the Month, on the patio, between services)			
February	March	April	May
N/A	Stan Patscheck		Cecelia TravickJackson
June	July	August	September
	Tina Riley	Craig Blois	
October	November	December	January 2019
Allison Johnson	Keith Selbrede	Susan Prosser	

Mount Cross Lutheran Church

Church Council Minutes

Saturday February 3, 2018

(Notes from beginning of council meeting 2-3-18)

In attendance:

Tina Riley, Denise Sobolik, Joan Brundage, Stan Patscheck, Keith Selbrede, Cecelia Travick-Jackson, Craig Blois, Norman Williamson, Allison Johnson, Susan Prosser

Pastor Jim Bessey

Robert Jackson

Christ candle was lit and the meeting was called to order at 12:55.

Pastor Jim opened with a prayer.

There was no caring conversation this month since Meredith was not here to lead one. There was no Listening Post report since we have not had the 1st Sunday of the month yet.

Cecelia reviewed her notes from tabling in January.

January 2018 Tabling Report

January 14

- First Sunday Robert made coffee-New member of church came to table and said she wanted to help with hospitality. (Really think we should thank Valerie Patscheck for sending woman to table. People want to help and to be included). Robert gets the glory, I get the grunts
- Handed out 4 annual reports and financial addendums (would have handed out more, but was unaware that they were in the church narthex.)

January 21

No tabling report because there was only one card table, and that was being used. Request, when tables or other items are borrowed from church is it possible to have them returned in time for Sunday morning activities. The tables were returned Sunday evening.

January 28 (Very windy day)-Common theme; better communication

- Directions/instruction on how communion is being served, ex. Host, common cup, intinction,
- Better networking coordination-better and more communication from council and committee reports. Ex. At the end of service during announcements give 5 minutes to church council/committees for updates. This was done at one time but was discontinued perhaps due to time restraints, electronic notifications. This member still wants face-to-face time.
- (Came after Annual meeting, during the potluck dinner) Member wanted more information on who was transitioning off of church council, who was remaining on council and length of term for remaining council member. It would be helpful to have remaining council members stand so that they can be recognized and identified.

It was noted that the property committee should work on a policy for loaning out the church tables/card tables and then advertise that policy once it is in place. Do we need to look into purchasing 3 or 4 more card tables?

The comment regarding instructions for communion will need to be followed up with the Worship & Music committee.

Before continuing with action items on the agenda, there was a discussion on who the current voting members of the council were. Are the newly elected council members

able to vote prior to their installation in church tomorrow? It was noted that the installment is more ceremonial and there is significant precedent for allowing the new members to vote at this first council meeting prior to the installation. There was no disagreement and it was the consensus of the council that the newly elected members had full voting privileges today.

Approval of the minutes from the Jan. 9th meeting--- It was moved and seconded to approve the minutes as amended. The motion was approved. (The amendments were changing Meredith's name to Smith and some minor typos or grammatical errors.)

Reports--- Pastor Bessey had a handout with his report. He recently attended a meeting with other Southwest California Synod interim pastors and Bishop Erwin and was pleased to report that Mount Cross Lutheran Church was among the 10% of congregations who currently have an interim pastor and are fully functional. From his perspective, we are a very healthy congregation. There was a somewhat lengthy discussion on the new Mission Exploration Team (MET) documents that are currently being worked on by the synod/bishops office. We will be using those updated documents when we begin our work on the MET. It was noted during the discussion it would be good to have "live" updates on Sundays, especially at the beginning of the process, to keep the congregation informed of what is happening in the process.

There was a suggestion that we have a council person act as the communication "liaison" to the congregation as their committee liaison role.

There is no treasures report at this time since the budget was so recently passed and this meeting is coming earlier than our usual meeting. There was a lengthy discussion on whether or not the budget should be updated with the current pledge information. The information was given to the congregation at the annual meeting, but there was no formal motion to amend the budget, so the original numbers that were presented to the congregation are still on the budget.

It was moved and seconded to amend the approved 2018 budget with the updated pledge information of 91 pledges totaling \$275,998. During the discussion, there were questions whether this was really necessary to do since the monthly financial reports would show the increased giving and the budget performing over expectations. It was noted that for reporting and tracking and looking ahead to preparing the budget for next year, it would be good to start with the correct numbers from this year. There was concern voiced that the council was changing the budget the congregation approved, but per the church constitution, the council has the authority to amend the budget, up to 10% of the budget total. And this amendment was not changing the amount of expenses, only being changed to more accurately reflect the

increased pledge amounts that came in after the council approved the budget on January 9th. The motion passed with 1 nay vote.

During the discussion of the financial matters, there was a question regarding the financial reporting and whether or not the new budget format would allow us to see the monthly draw downs on each line item. Keith was not sure that option was available, or to what extent, in Quick Books. He will look into that and see if it can be done.

Election of officers----

Nominations were opened for the office of President. **Brian Edwards was nominated for President.** Denise explained that even though he was not able to be present at this meeting, he had sent an email to the council members expressing his willingness to serve in any capacity he was nominated for. She further explained that even though his work schedule might prevent him from attending meetings from time to time, he was more than able to continue conducting church business via phone calls, emails... while he was away. She also told the council she was willing to accept a nomination of VP and work with Brian and be the “face” of the presidency/council in his absence. The nomination was seconded. There were no further nominations. Brian was unanimously elected as president.

VP—nominations were opened for the office of VP. **Denise was nominated.** Craig Blois was also nominated but declined at this time due to time constraints. The motion for Denise was seconded. Denise was elected to VP with 1 abstention.

Secretary---nominations were opened for secretary. **Cecelia was nominated for secretary.** After a brief discussion regarding possible limitations she might have in that office due to personal reasons, Joan offered to be a backup for Cecelia. The motion to nominate Cecelia was seconded. Cecelia was elected with one abstention.

At this point, Stan handed the meeting over to Denise to continue leading.

Denise thanked Stan for all of his hard work this past year—especially with the surprise midyear learning of Pastor John’s retirement.

Respectfully submitted by Denise Sobolik

From this point forward, Minutes are taken by Cecelia Travick-Jackson

Action Items:

Appointment of Financial Secretary - Stan Patscheck nominated Joan Brundage as financial secretary. The nomination was seconded, Joan was appointed with one abstention.

Review of Council Handbook - Review of the Handbook for Church Council Members will be done at the March council meeting.

Committee Liaison Assignments - Liaison assignments to be discussed and made at March council meeting in coordination with the review of the Church Council Handbook.

A council member will be a MET member. Pastor Jim will draft a document to be distributed regarding MET responsibilities.

Updates:

Pavilion Project - Stan gave an update on the Pavilion project and Keith provided a Patio Pavilion transaction Report and a Patio Construction Cost Summary from January-December 2017. (See attached documentation).

The carpentry bid rose from \$21,600 to 36,000, this is because the contractor gave a ball park figure and when he had a chance to review the job it was more than anticipated. Stan is seeking other carpentry bids.

The last 7 items on the transaction report 8/22/17-10/3017 show checks made payable to Stan. This is because he purchased the items and was reimbursed for his purchases.

Change orders and field changes were made without notification to the council or to the oversight committee, thereby adding to the amount budgeted for this project. The changes in part were made to expedite the project and because prices had increased.

Brian and Stan are to meet the week of February 5 to discuss the financials. The oversight committee consisting of Stan Patscheck, Craig Blois, Rick Mann and Brian Edwards is to be immediately reinstated.

There was discussion on the best ways going forward to report financial information regarding the patio pavilion. A standard monthly financial format showing budget and variances will be developed by Keith to be presented at council meetings.

Brian will make regular presentations to the congregation regarding the cost and progress of patio pavilion. He will also formally begin a capital campaign to pay for the patio pavilion project.

Stewardship Giving - Craig Blois and the stewardship committee will begin working on presenting Stewardship earlier in the church year. They are

considering “kicking off” the stewardship campaign on Rally Day. Joan asked if they are also considering combining time and talent sheets with financial giving again as was done until the recent past. More information is forthcoming in the months ahead.

Employee Handbook - Jim Prosser is working on the employee handbook. Personnel committee should have it ready for the March Council meeting

Unfinished Business:

Membership Roster - Stan is working on the membership roster with Pastor Jim, Meredith and Sheri. Will provide an update at the March Council meeting.

Discussion Patio table and Listening Post:

Discussion to encourage Council members to be available to the congregation one additional Sunday per month to answer questions, and bring congregational concerns to the Council. This would give a council presence to the congregation during this time of transition. Council members would be asked to sit on the patio between services two times a year, once for listening post and once for tabling. If council members agree a sign-up sheet will be available during the March meeting.

Other:

Susan Prosser proposed a Special recognition for Jenny Christensen, Karen Gramacki, Gail Baird and outgoing council members. Pastor Jim will acknowledge and thank outgoing council members on Sunday February 4. Susan volunteered to acknowledge and thank Jenny, Karen, and Gail in the Grapevine and possibly other venues.

While it is working well having the youth in charge of the sound booth during church services, it is important that working in the sound booth should not be limited to only youth. If being a sound technician is open only to youth, then are we not guilty of age discrimination? The job should be made available to any qualified church member, regardless of age.

There is a Human Resources Webinar on Office Management February 13, at 10:00AM. This is a free webinar for Mount Cross offered through our insurance. For more information contact Keith Selbrede or Sheri Groenveld.

Cecelia passed out a Parliamentary Motions Guide (Based on Robert's Rules of Order). Extra copies are in the Church Council workbox.

Brian Edwards to follow up with Lisa Higgenbotham regarding her December 2017 presentation to council as an ELCA regional gift planner. She is working with churches in Southern California to review their ministry funding plans and help identify ways the legacy committees can increase donations to the Endowment Funds and effectively use that money for church ministries.

Link to Church Council and Link to Council President's email should be on first page of the Mount Cross (Web) homepage.

Adjourn with Lord's Prayer at 3:45PM

Looking Ahead: Next Council Meeting, March 13, 7:00 PM

March Devotions- Stan Patscheck

March Listening Post- Stan Patscheck

Respectfully submitted
Cecelia TravickJackson-Recorder

DEVOTIONS			
February	March	April	May
Pastor Jim	Stan Patscheck	Tina Riley	Norman Williamsen
June	July	August	September
Allison Johnson	Cecelia TravickJackson	Craig Blois	
October	November	December	January (2019)
	Keith Selbrede	Susan Prosser	
Council Listening Post (1st Sunday of the Month, on the patio, between services)			
February	March	April	May
N/A	Stan Patscheck		Cecelia TravickJackson
June	July	August	September
	Tina Riley	Craig Blois	
October	November	December	January 2019
Allison Johnson	Keith Selbrede	Susan Prosser	

**MT CROSS LUTHERAN CHURCH
Patio Pavilion Transaction Report
January - December 2017**

Date	Name	Memo/Description	Amount
07/26/2017	Alley's Welding Inc.	steel columns for patio project	-11,946.00
09/27/2017	Alley's Welding Inc.	Patio Project - custom fabricated buckets	-3,480.00
11/20/2017	Center Line Plumbing	Materials for sewer rough-in	-480.00
11/20/2017	Center Line Plumbing	Labor for sewer rough-in	-1,000.00
07/17/2017	Design Concepts Landscape Inc.	1 hose bibb; mainline; ball valve/misc. fittings/labor	-455.00
07/17/2017	Design Concepts Landscape Inc.	Courtyard drainage installation per estimate	-2,630.00
09/28/2017	Design Concepts Landscape Inc.	Drainage - materials and labor	-1,180.00
06/22/2017	Fence Factory Rentals	Portable toilet rental & servicing for 6/21/17-7/18/17	-132.78
06/27/2017	Fence Factory Rentals	Fence rental agreement (for 6/21/17-12/20/17)	-270.00
06/30/2017	Fence Factory Rentals	Temporary fence change order	-90.00
07/20/2017	Fence Factory Rentals	Toilet rental 7/19/17-8/15/17	-92.78
08/22/2017	Fence Factory Rentals	Toilet rental 8/16/17-9/12/17	-92.78
09/13/2017	Fence Factory Rentals	Toilet rental 9/13/17-10/10/17	-92.78
12/20/2017	Fence Factory Rentals	Temporary fence rental - 12/21/17-1/20/18	-25.00
07/18/2017	Geske's Hauling Service Inc.	Demo work for pavilion project	-7,500.00
08/15/2017	Geske's Hauling Service Inc.	8/7/17 Move on equipment, dig for sewer, move off equipment	-877.50
09/11/2017	Geske's Hauling Service Inc.	9/8/17 - Saw cut concrete; demo concrete; haul 4 loads of concrete; dig and locate water lines	-1,500.00
10/06/2017	Geske's Hauling Service Inc.	9/18/17-10/4/17 - Concrete demo	-7,540.00
07/16/2017	Jesse Patscheck	Pavilion rendering (5 hrs @ \$40/hr)	-200.00
09/15/2017	Major Event Trailers	Toilet Trailer Rental for 9/18-9/22/17	-1,945.00
07/31/2017	Modern Concrete Services, Inc.	Partial payment (29% or \$6,000 of \$20,790 contract amt)	-6,000.00
09/02/2017	Modern Concrete Services, Inc.	Time and material work as directed. Backfill and compact	-380.00
09/02/2017	Modern Concrete Services, Inc.	Time and material work due to flooring of Grade Beam footings at new Patio cover. Pump out water, clean mud/cave-ins out of footings, reinstall rebar. Includes additional concrete and pumping costs.	-4,310.00
09/28/2017	Modern Concrete Services, Inc.	Patio Project - progress billing for concrete (7/31/17-9/28/17)	-6,500.00
10/06/2017	Modern Concrete Services, Inc.	Patio Project - progress billing for concrete (9/28/17-10/6/17)	-8,290.00
10/17/2017	Modern Concrete Services, Inc.	Patio Project - progress billing for concrete	-31,337.00
09/18/2017	Newhard Concrete Sawing	Concrete sawing	-300.00
07/16/2017	Nunn Better, Inc.	6/30/17 - Dug up 3/4" copper water line, cut, soldered on male adapter and installed thread cap. Dug up 3" pvc line that was leaking. Cut off leaking elbow and repaired for future water line.	-880.00

Church Council Meeting Archived Minutes

07/16/2017	Nunn Better, Inc.	7/7/17 & 7/14/17 plumbing work for Patio project (Dug up and exposed 3/4" copper line, removed cap, installed elbow with plug. Dug up and exposed 3/4" PVC water line going to sacristy....	-1,750.00
0/16/2017	Randy's Rain Gutters	Downspouts	-675.00
08/22/2017	Stan Patscheck	Misc. expenses for pavilion (Home Depot, Famcon Utility Supply)	-393.48
08/27/2017	Stan Patscheck	Fulkerson Hardware store purchase	-23.45
08/27/2017	Stan Patscheck	Home Depot purchase (safety cones)	-235.63
09/14/2017	Stan Patscheck	Home Depot	-285.70
09/14/2017	Stan Patscheck	Misc.materials (Fulkerson, Home Depot, FedEx, Famcon Utility Supply)	-546.30
09/27/2017	Stan Patscheck	Misc.materials (Home Depot, Gold Coast Ironworks, Famcon Pipe & Supply, Coastal Pipco,)	-498.36
0/30/2017	Stan Patscheck	Misc.materials (Home Depot, Hectors Painting, Coastal Pipco, Pete Venegas)	-1,043.22
			Total -\$ 104,977.76

**Patio Pavilion Project
Construction Cost Summary
January - December 2017**

<u>Vendor Name</u>	<u>Amount</u>
Alley's Welding Inc.	-15,426.00
Center Line Plumbing	-1,480.00
Design Concepts Landscape Inc.	-4,265.00
Fence Factory Rentals	-796.12
Geske's Hauling Service Inc.	-17,417.50
Jesse Patscheck	-200.00
Major Event Trailers	-1,945.00
Modern Concrete Services, Inc.	-56,817.00
Newhard Concrete Sawing	-300.00

Nunn Better, Inc.	-2,630.00
Randy's Rain Gutters	-675.00
Stan Patscheck	<u>-3,026.14</u>
Total:	-104,977.76

Mount Cross Lutheran Church
Church Council minutes
January 9, 2018
Living! Daring! Confident!
CORRECTED

Call to order: The Christ candle was lit and the meeting was called to order at 7:00 by President Stan Patscheck.

Council Members Present: Craig Blois, Joan Brundage, Betty Ertel, Mike McClary, Stan Patscheck, Keith Selbrede, Denise Sobolik, Cecelia Travick-Jackson, Norman Williamsen

Council Members Not Present: Mike Laskey, Marsha Niedens, Bob Burrow, Brian Edwards

Staff Members Present: Pastor Jim Bessey, Meredith Smith

Also Present: Robert Jackson, Valerie Patscheck

Devotion: Pastor Jim led the devotion based on Acts 22 and the baptism of Paul.

Potluck for the Annual Meeting: Valerie talked to the council about the potluck after the annual meeting on January 28th. The Fellowship Committee is willing to help with the potluck. They will be on the patio to take sign-ups and will help with food intake prior to the meeting and setting out the food at the end of the meeting. Council members will still need to help with setting up the room and helping with clean-up after the potluck. A sign-up sheet for food was sent around to the council members during the meeting.

Valerie also mentioned that after 3 years of faithful service, Gail Baird has stepped down from hosting the Sunday morning hospitality time between services. Someone is needed to take sign ups and organize volunteers to host hospitality. If you are interested or know someone who might be, please let Valerie know.

Caring Conversation: Meredith led the caring conversation. She said that as the church year comes to an end, she is amazed to look back at this year and see all that has happened at Mt.

Cross. She commended the church council and congregation saying they should be proud of all that was accomplished. During the conversation, some of the accomplishments noted were: new choir robes, work on the patio and so many people and committees coming forward and stepping up to help/lead during the transition time both prior to and after Pastor John's retirement.

Listening Post: Joan was at the most recent Listening Post. Only a few people stopped by and the only comments were compliments about Pastor Jim.

Tabling Report: Cecelia reviewed her Tabling notes from October and November. There was no tabling in December. From October: What has happened to the Children's choir/bell choir? (This will be taken to W&M committee) Whatever we are paying Meredith is not enough—with all that she is doing we do not need another pastor. From November: Safety issue regarding the length of Pastor Julies stole (this was rectified), complaints about not being able to hear Pastor Julie (this should be rectified once the youth are hired and trained to work in the sound room), compliments regarding Pastor Julie and compliments to the council for their fine work. Also, James Purcer wanted the council to know that things are progressing with the repairs to his truck.

Approval of Minutes: It was moved and seconded to approve the minutes from the December 12th meeting as amended in writing to Denise by Cecelia and Joan. The motion passed unanimously.

Pastors Report: Pastor Jim thanked everyone for the warm welcome and all the assistance as he got settled in at Mt. Cross. He said that the first week went relatively smoothly. He noted that after his search for a rental property in Camarillo it made him realize what a difficult task it can be and wondered how those without sufficient means or connections are able to find suitable housing. He thought it might be a topic for Mt. Cross to explore further and what we might be able to do to help those in need.

This Sunday, the 14th, will be the Synods 38th annual celebration of the life of Dr. Martin Luther King Jr. at Westchester Lutheran Church. Pastor Jim will be attending. If anyone is interested in attending they can see him for more information.

Finally, Pastor Jim wanted the council to know that Monday will be his day off. If he is needed on a Monday, Sheri in the church office will be able to reach him.

Pastor Jim's full report can be seen online at: <http://www.mountcross.com/church-council.html>

Committee Reports: Full committee and staff reports can be seen online at: <http://www.mountcross.com/church-council.html>

2018 Budget Recommendation: Prior to reviewing the proposed budget, Keith gave the council members a handout with a budget performance analysis for 2017 and an analysis of the reserves. The 2018 budget proposal presented by Keith maintains all the current programming and staffing at their current levels. However, not as many pledges were received during the stewardship campaign this year as compared to last year and based on the pledges received to date the proposed budget has a deficit of almost \$28,000. The Budget & Finance Committee recommends that the deficit be made up with funds from the reserves (currently at \$109,935).

During discussion of the budget there was a question on what happens to any profits from

the coffee sales at the end of the year. Historically, any profits have been donated to LSS, which may leave no money to purchase new coffee/supplies at the beginning of the year. Keith will work with Service & Missions on this to help make sure that they have the funds they need at the beginning of each year.

There was a discussion about the decreased number of pledges this year. If those who have not yet pledged but who have historically given in the past were to continue their same level of giving, that would amount to an additional \$30,000 a year to the church. It is important to try and find out from these households if they still intend to give to Mt. Cross in the same level they have in the past.

After discussion, it was moved and seconded to approve the proposed 2018 budget as presented to the council with the understanding that any shortage of up to \$30,000 will be made up from the reserves. The motion passed with 2 abstentions.

After the vote, a council member asked the president for a discussion to learn the reasons behind the 2 abstentions. The request was denied.

Appointment of Joan Brundage as Financial Secretary: In July of 2017 Joan Brundage was appointed as the assistant Financial Secretary to work alongside Jenny Christensen through the end of 2017 and learn the job. She now needs to be appointed by the council as the Financial Secretary. This appointment will be for the month of January only as the Financial Secretary position follows the church year. She will need to be appointed again by the new council in February. It was moved and seconded to appoint Joan Brundage as the Financial Secretary for the month of January 2018 and that she be paid the current Financial Secretary stipend. The motion was amended so that the appointment starts retroactive to January 1, 2018 and lasts until the next council meeting in February. The motion with the amendment passed with 1 abstention.

Appointment of Jenny Christensen as Assistant Financial Secretary: Jenny still needs to work with Joan for 1-2 more weeks, so it is recommended that Jenny be appointed as the assistant FS for the month of January 2018. It was moved and seconded to appoint Jenny Christensen as the Assistant Financial Secretary for the month of January 2018 at the current Assistant FS stipend of \$100 a month. The motion passed unanimously.

Complaint: Per Roberts Rules of Order, a council member raised a complaint over the earlier request to have a discussion regarding the reasons for the 2 abstentions to the budget vote. While it was recognized that those 2 votes would not have changed the vote, it was felt that it was important to have the discussion for the sake of a full understanding of the budget by all the council members. Stan agreed to have the discussion at the end of the meeting after the action items on the agenda had been dealt with.

Transitional Items: Stan reported that he has spoken with Pastor Reg from the Bishops office and has received more information on the MET and Call committees. He proposes calling for volunteers to serve on the MET and then having the council make the appointments to the MET. The MET will consist of 5-6 members, one of whom will be from the church council and will lead the MET. The council member will then be able to be a link between the MET and the council and keep the council informed of the progress of the MET. It was agreed that the MET should include a wide spectrum of representation from the congregation. When it comes time to

form the Call Committee it will consist of 7-8 members elected by the congregation and the council member who led the MET will be a part of the Call Committee as well. Stan proposed that he would write up an announcement for the Grapevine and bulletins asking for volunteers for the MET. There will also be a presentation on it at the Annual Meeting. It was suggested that it would be a good idea to have links on the church website as well with information on the MET. Stan reported that he has a handbook on the MET and after a request to provide copies to all the council members, it was agreed he would leave the handbook at the church office so that copies could be made and distributed to the council members. Cecelia will also keep a copy of the handbook for her tabling times on the patio. Pastor Jim commented that while he sensed some urgency by the council to move this process forward, Mt. Cross is actually ahead of the curve in relation to the timeline of this process and doing quite well.

Patio Pavilion Update: Stan reported that after being on hiatus for a few months due to the holidays, he is ready to resume work on the patio pavilion. He informed the council that due to ADA compliance issues with curb side cut-outs that had to be installed, there was more concrete work involved than originally anticipated and it has caused the project to be \$30,000 over budget. He is projecting at this point that an additional \$44,000 over and above the money currently on hand for the project will be needed to finish phase 1 of the project. He expects that once work resumes phase 1 can be completed in about 2 months. He is working with the CDC to research possible new fencing that the CDC is required to have in place. Providing new fencing was not in the original plans and will involve more funds if it is decided to move ahead with this idea.

There was a comment on the lack of communication to the council on the budget overage caused by the ADA compliance issues and a question as to why the council or the Oversight Committee that was formed at the beginning of this project were not kept apprised of the situation. There was no response from Stan to the comment or the question.

Stewardship Campaign: Craig reported that the dollar amount of the pledging is about the same as last year, but that there are about 25 fewer pledges this year. A follow up letter was sent out in December to those households who have historically pledged and given to Mt. Cross but who have not turned in a pledge so far this year. They got a few more responses after that, but the overall response rate is still lower than last year and the pledged amount is not enough to fully cover our budget expenses. After discussion, it was decided that Craig would write one last appeal to the active members who have still not pledged and work with Sheri and Joan to have that letter confidentially emailed to the members.

Employee Handbook: Stan has discussed the progress of the employee handbook with Jim Prosser, chairman of the Personnel Committee. Jim is in the process of dictating a handbook to be typed and printed. He hopes to have it for the council to approve at the February council meeting. Once approved, the handbook will be retroactive back to January 2018.

Devin Milligan Contract: A new contract has been drawn up for Devin making her a subcontractor and not a direct employee of Mt. Cross and will be effective as of 1-1-18. As soon as Devin has signed the contract it will be sent to Heather Edwards and to the Personnel Committee.

Sound Room Technician Update: Meredith reported that 4 youth have been hired and trained to work in the sound room on Sunday mornings. They are working on a rotating schedule and are responsible to find their own subs if they cannot work on their scheduled day. During the contemporary service, the Praise Band will continue to run the sound board and the youth will work the Power Point and the microphones. Currently they are all too young to be paid, so Meredith has worked with Heather Edwards to “bank” the money they are earning to be used for the summer trip. Once they turn 15 ½ they will start being paid directly.

Membership Roster Update: Stan has not been able to do any work on this project. There is a sense of urgency to at least review the membership roster so that we can determine the number of members who will need to be present at the Annual Meeting to make a quorum. Stan will work with Meredith to determine that number.

Budget Vote Abstentions: Time was allowed at this point in the meeting for both people who abstained from the budget vote to let the other council members know their reasons behind their votes. One person said the abstention was because the budget presented to the congregation should be a balanced budget even if that means making cuts in other areas of the budget to achieve that balance. The other person felt that too much reliance was being made on the reserve funds to balance the budget.

Lisa Higgenbotham Presentation follow-up: Minutes from the last council meeting show that Stan was going to follow up with Lisa Higgenbotham to get more information after her presentation to the council. Stan has not had a chance to do that yet. It was suggested that Bob Burrow, the liaison to the Legacy Committee should follow up with Lisa and provide the council with information regarding how or if the committee would like to utilize the services that Lisa is offering to Mt. Cross. Denise will contact Bob Burrow and ask him to do this.

Clarification of item from last meeting: A question was asked by a member of the council who was not able to be at the last council meeting regarding an item in the minutes from that meeting. Regarding the memorial funds and the use of any money left over after purchasing the choir robes, the minutes show that the council agreed that any money designated for choir robes that is left in memorials after the new robes and stoles have been purchased can be used for any other choir related expense. The council member wanted clarification that was the intent of the council and that memorial money designated for choir robes can be used for other choir purchases once the new robes have been purchased. Stan agreed that was the intent of the council at the last meeting.

Nominating Committee Update: At the last meeting it was reported that there were enough names to fill the ballot at the annual meeting. Since that time, there have been some changes and a few people have withdrawn their names for consideration. There may be some blank spots on the ballot that will need to be filled in with nominations from the floor at the annual meeting. No more information was given to the council on the names of those who withdrew or the reasons for their withdrawing.

Annual Council/Leadership retreat in February: There was a brief discussion regarding the

agenda for the retreat in February. Stan will meet with Pastor Jim to work on the agenda and topics to be covered during the retreat. It was suggested that it would be a good idea to have an additional Executive Committee meeting as well to discuss possible items and topics for the retreat.

Worship Concerns: A member of the council voiced a concern that there was too much time spent standing at the 10:00 p.m. Christmas Eve service. There was also a suggestion of having someone assigned (possibly a head usher) to be the “leader” in standing up and sitting down, especially at services where there are likely to be a lot of visitors. Denise will take these comments to the W&M Committee.

The meeting was adjourned at 9:30 with the Lord’s Prayer.
Next meeting: **Saturday** February 3, 2018 (Leadership retreat)
February Devotions: Pastor Jim
February Listening Post: Craig Blois

Respectfully submitted, Denise Sobolik, Recorder

Mount Cross Lutheran Church
Church Council minutes
December 12, 2017
CORRECTED
Living! Daring! Confident!

Call to order: The Christ candle was lit and the meeting was called to order at 7:05 by President Stan Patscheck.

Council Members Present: Craig Blois, Joan Brundage, Brian Edwards, Betty Ertel, Mike McClary, Stan Patscheck, Keith Selbrede, Denise Sobolik

Council Members Not Present: Mike Laskey, Marsha Niedens, Norman Williamsen, Bob Burrow, Cecelia Travick-Jackson

Staff Members Present: Pastor Julie Morris, Meredith Gardner

Also Present: Lisa Higginbotham

Devotion: Keith Selbrede led the devotion based on the Celine Dion song “The Prayer” .

Caring Conversation: Meredith led the caring conversation using the book, Growing Young: Six Essential Strategies to Help Young People Discover and Love Your Church. The topic for tonight was how to be the best neighbors and not to condemn the world outside our walls. Meredith is trying to do more service oriented projects with our youth.

Listening Post: Keith reported the following from the LP on 12-3-17: More singing of hymns during communion distribution, hymns (with music) displayed on the wall during the first

service, readers read introductions to the lessons, improved communication especially for major changes (e.g. the new DOM position), words to the songs at the contemporary service need to be on the wall before the band starts playing, worship assistants/lectors not showing up on scheduled days, several positive comments about Pastor Julie. Denise will take the comments and concerns regarding the worship service to the W&M committee.

Tabling Report: Cecelia was not able to be at the meeting tonight. She did email comments from her tabling sessions to the council members. Her report was deferred to the next meeting so she can fully explain the comments to the council.

Committee Reports: Full committee and staff reports can be seen online at: <http://www.mountcross.com/church-council.html>

Presentation from Lisa Higginbotham: Mt. Cross member, Lisa Higginbotham was present at the council meeting to inform the council of services available to the church, at no cost, through her new job with the ELCA as a regional gift planner. She is working with churches in S. CA to review their ministry funding plans and help identify ways the legacy committees can increase donations to the Endowment Funds and effectively use that money for church ministries. She has already met with the Legacy Committee and discussed her services with them. She was making the presentation to the council so she could get their approval for her to continue working with the Legacy Committee to review their policies and procedures and make recommendations. Her services would not involve any sales to members of the congregation or asking members of the congregation to move their money to different investment opportunities. It is solely to facilitate gift planning to the church and help to get people thinking about giving money to the Endowment fund.

During discussion after her presentation, there was concern that this was not a good time to be starting something new or adding more to the congregation's already full plate of things happening. It was noted that all she was asking for was permission to meet with the Legacy Committee and do some reviews of their current policies and procedures. No actions would be taken without coming to the council for further approval. It was decided that Bob Burrow, the liaison for the Legacy Committee would bring more information to the council at the next meeting about the committee's desires for this service. Stan will also follow up with Lisa to get more information to bring to the next meeting.

Approval of Minutes: It was moved and seconded to approve the minutes from the November 14th meeting as written. The motion passed unanimously.

Approval of Pastor Jim Bessey as Interim Pastor: After the last council meeting and the questions regarding taxes, social security payments for Pastor Bessey, there were several emails sent back and forth between council members with information on this topic. Several council members consulted with CPAs or tax professionals and all came to the conclusion that the Letter of Agreement as presented at the November meeting was acceptable. Pastor Bessey will be hired as an independent contractor and as such, Mt. Cross will not be paying his payroll or social security taxes. Copies of the Letter of Agreement were emailed to the council members to review prior to the meeting tonight and copies were available at the meeting for review. It was

moved and seconded to accept the Letter of Agreement, revision dated 12-6-17, for Pastor Jim Bessey. The motion passed unanimously. Stan will sign the agreement and send it to Pastor Bessey for his signature.

Transitional Items: Stan gave a brief overview of the next step in the transition process, the MET (Mission Exploration Team) that will be formed. This team will be tasked with determining what the needs of Mt. Cross and the surrounding community are, what we are doing well, what we need to improve... and then forming a “resume” for Mt. Cross that will be used during the call process. Stan will work with Pastor Reg from the bishop’s office to get more information on the formation of the MET. There will be a presentation about MET at the annual meeting in January and the team will be assembled and start their work after that time. There were questions regarding whether members of MET would be elected or appointed and if the council would have approval over who was on the team. Stan will work with Pastor Reg to answer those questions.

Patio Pavilion Update: At the November meeting, it was agreed that due to the holidays, there would be no further work on the pavilion until January. Stan reported that he will be ready to resume work on finishing phase 1 of the project in January. Brian Edwards will be in charge of the Capital Campaign to raise the additional funds to complete the project. At this time, there is still \$31,000 left from donated funds to use for the project. It is estimated that an additional \$30,000 will need to be raised to complete phase 1 of the project. Brian plans to start the capital campaign in January and will have an update for the council at the January meeting.

Sound Room Technician: Denise reported that the Worship & Music committee is recommending that one or more high school youth be hired at minimum wage to work in the sound room on Sunday mornings. This is something that Pastor John used to take care of if/when nobody else was available. During the interim we have tried to have the acolytes working in the sound room, but when they have not been available, various volunteers have stepped in at the last minute to work in the sound room. It is hoped that by hiring youth to be trained and work in the sound room, we can have consistency and better results with the Power Point and sound levels. It was moved and seconded to hire up to 4 youth for sound room technicians at minimum wage under the supervision of the Director of Ministries to be effective on 1-1-18. The motion passed unanimously.

Memorial Funds Update: Keith provided the council members with a handout listing all the current Memorial Funds and the money available in each one. The funds have now been grouped to show where the money is preferred to be spent by the family members or that there is nothing specified or the money can be spent where needed. There was a brief discussion on the upcoming purchase of new choir robes. There is money specifically marked for the choir robes and after this purchase, there will be ~\$1200 left in that account. Can the remaining money be used for other choir related expenses such as new music even though it is marked for choir robes? It was the general consensus of the council members that the remaining money could be used for other choir expenses.

Proposed 2018 Budget: Keith presented the council with a draft budget proposal for 2018. The council will need to approve the budget at the January council meeting prior to it being

presented at the annual meeting. Keith is using a new budget format that makes it easier to see what each line item in the budget has spent and how much they have remaining in their budgets. There was a question regarding the CDC “rent” and when the last time that was increased. The church does not charge rent to the CDC. The CDC makes a monthly donation to the church for the use of the facilities. There was a question to the automatic 1% increase given to the mission support and why that amount is being increased. Keith had no other explanation other than that is the way it has always been done! There is concern because the stewardship committee is seeing fewer responses this year. Currently, there is a shortfall between pledged giving and budget needs of approximately \$36,000. The Stewardship Committee is recommending that a second round of letters and stewardship information be sent out to households that have historically given in the past but have not responded to the stewardship drive this year. If that does not generate enough responses, then a letter can be sent out to the entire congregation detailing the shortfall and asking for all to consider their tithing amount again. The council was in agreement with that plan.

Budget Report: Keith reported that the budgeted income is currently approximately \$10,000 behind budget needs. He shared that December is traditionally a time of increased giving, so there is no need to worry about this trend for now.

Budget Reporting Process: Several months ago, the council approved having the treasurer do budget reports offset by 1 month at the council meetings since at the time of the council meetings all of the budget numbers may not be fully available. At that time, it was agreed that the new practice would be reviewed at the end of the year. Keith reported that he has still been trying to do the budget reports for the current month of the council meeting. The council felt that the practice has been working out fine so far. It was also noted that all the budget information is put on the website as soon as it is available so it is always there for anyone who is interested. The council determined that the process could be left in place unless or until the treasurer needs it to change.

Annual Congregational Meeting: The date and time for the annual congregational meeting were discussed. Due to scheduling conflicts it was decided to have the meeting earlier in the day rather than the late afternoon meetings we have had the past few years. It was moved and seconded to hold the congregational annual meeting on January 28, 2018 at 1:00 p.m. to be followed by a potluck. The motion passed unanimously. The Fellowship Committee will be asked to help with food intake and preparation so that the council members can be present at the meeting. Council members will still be asked to help with set-up and clean-up.

Annual Leadership Retreat: The date and time for the leadership retreat were discussed. The retreat will be held on Saturday February 3, 2018 from 9:00 – 2:00 at Mt. Cross. The Executive Committee will work on details for the retreat with Pastor Bessey after his arrival. There will be more information on the retreat at the next council meeting.

Employee Handbook: The Personnel Committee met last Sunday and decided the handbook they have been working on will not work for the needs of Mt. Cross. They are undecided at this time what direction they will be taking with regards to the handbook.

Membership Roster Update: Stan will work with Meredith to review the list of names of non-

active members on our roster and then create a plan to move forward with possibly removing some of those names from our roster.

Nominating Committee Update: Stan has received an update on the progress of the Nominating Committee from the committee chairman John Colby. They have enough names at this time to fill all the slots for the ballot.

Prior to closing, Betty shared a short story about communion being shared by the first astronauts on the moon. It is humbling to know that the first food and beverage consumed on the moon were consecrated wine and wafers.

The meeting was adjourned at 9:15 with the Lord's Prayer.
Next meeting: Tuesday January 9, 2018
January Devotions: Brian Edwards
January Listening Post: Joan Brundage

Respectfully submitted, Denise Sobolik, Recorder

Mount Cross Lutheran Church
Church Council minutes
November 14, 2017
Living! Daring! Confident!

Call to order: The Christ candle was lit and the meeting was called to order at 7:05 by President Stan Patscheck.

Council Members Present: Craig Blois, Joan Brundage, Bob Burrow, Brian Edwards, Betty Ertel, Mike McClary, Stan Patscheck, Keith Selbrede, Denise Sobolik, Cecelia Travick-Jackson

Council Members Not Present: Mike Laskey, Marsha Niedens, Norman Williamsen

Staff Members Present: Pastor Julie Morris, Meredith Gardner

Also Present: Robert Jackson

Devotion: Bob Burrow led the devotion with a Thanksgiving theme.

Introductions: There were brief introductions around the table so our long-term supply pastor, Julie Morris could get acquainted with the council members.

Due to an agenda full of action items and items needing lengthy discussion, the Caring Conversation and reports were deferred to the end of the meeting if time allowed. Full reports can be viewed online at: <http://www.mountcross.com/church-council.html>

Approval of Minutes: It was moved and seconded to approve the minutes from the October

10th meeting as written. The motion passed unanimously. NOTE: The special council meeting scheduled for October 24th noted at the end of the minutes was cancelled.

Email vote to hire Pastor Julie Morris as a long-term supply pastor: Due to time constraints, a vote was held via email to approve the contract for Pastor Julie Morris. On November 1st, the Interim Pastor Committee made the following motion:

I, Denise Sobolik, move that Rev. Julie Morris be hired as a long-term supply pastor with employment to be from 11-6-17 through 12-31-17 and that Julie Morris be compensated with a housing allowance of \$8800.00 and that a donation in the amount of \$1000.00 be made to The Abundant Table (per Julie Morris's request), with the expenses for this position charged to account #62190 (interim supply pastor). The motion is seconded by Cecelia Travick-Jackson. The motion passed with 9 "yes" votes and 0 "no" votes or abstentions recorded.

Sick Leave Policy:

Brian Edwards presented the council with background information related to the current vacation and sick leave policies. Currently, full time employees are capped at 6 sick leave days per year and all other employees are capped at 3 sick leave days per year. Per our current employee handbook, no employees are allowed to carry over any unused sick leave days to the next year. The Personnel Committee is proposing that all employees, (both FT and PT) be allowed to carry over 1 year worth of sick leave days per year. This would mean that full time employees would have a maximum of 12 sick leave days per year and part time employees would have a maximum of 6 sick leave days per year. Once the cap of days is reached, the employee would no longer continue to accrue sick leave days, until they fall back under the cap. This policy would allow employees to accrue sick leave days in the event they are needed for a major illness or surgery. If this new policy is approved, it will be written into the new employee handbook that will be presented for approval at the December council meeting. Currently, there is no way to track how much sick leave an employee has used. At the end of this year, we will take a good faith accounting from the employees as to how much sick leave they have used and how much is available to be carried over at the start of 2018. Starting in January of 2018 sick leave will be tracked on employee pay stubs.

It was moved and seconded to allow all employees to carry over up to 1 years' worth of sick leave to the following year. The motion was unanimously approved.

Vacation Policy:

Brian presented information on the current vacation policy for our full time employees. The personnel committee is recommending that employees be allowed to carry over up to 2 weeks of unused vacation leave to the next year. Employees will stop accruing vacation leave when they hit the cap and will resume accrual when they fall back below the cap.

It was moved and seconded that every employee eligible for vacation leave be allowed to carry over a maximum of 2 weeks of vacation leave from year to year. During discussion, it was noted that this policy will not apply to called pastors because their compensation and benefits are outlined in their letter of call. The motion was unanimously approved.

Musicians as independent contractors:

Brian presented information regarding the contracts of our musicians (organist, choir & bell director and Praise Band leader). They are all currently hired by Mt. Cross and considered staff

members of Mt. Cross. As employees, MTC is required to pay Social Security and payroll taxes for each of them. If they were to be converted to independent contractors, they would each be responsible for paying their own taxes, thus saving the church money. Brian talked to Guy Erwin (organist) and he is not interested in having his status changed. Brian has not had a chance to talk to Jayne Pompey (choir & bells) yet. He has talked with Devin Milligan and she is interested in making the change. He explained the pros and cons of what the change would mean for her and that she would then be responsible for paying her own taxes. As an independent contractor, she would not be able to have her check direct deposited, but would receive a check once a month. She is an independent contractor for another job and understands the pros and cons and was agreeable to making the change at MTC. Changing her to an independent contractor would save MTC \$944.00 a year. The Personnel Committee is recommending that Devin be changed to an independent contractor and that in the future, any new musicians hired at MTC either for new positions or to replace current employees be paid as independent contractors.

It was moved and seconded to implement a phase in process for musicians to be independent contractors starting with Devin Milligan and implemented as other musicians leave, with new musicians to be hired as independent contractors. During discussion, there was a question regarding paying a sub when Devin is not here. Currently, MTC pays the sub a stipend. The Personnel Committee will work a provision for this into a new contract to be created for Devin. Devin will not start being paid as an independent contractor until the new contract is signed and in place. The Personnel Committee has a goal of having the new contract completed by 1-1-18. It was also noted that as an independent contractor, Devin would not be eligible for any benefits. The motion was unanimously approved.

Church secretary job title: Brian presented information regarding this motion. At her annual review, Sheri and Pastor John discussed changing her job title from office secretary to office administrator. They felt that the title “secretary” was an old word and that Sheri is performing more duties and has more responsibilities than a secretary. The Personnel Committee reviewed the request and they do not feel that her current level of responsibilities and duties rise to the level of an administrator. Their recommendation is to change her job title to Office Manager. It was moved and seconded to replace the job title of the church secretary with Office Manager. During discussion it was noted that this change in job title will have no effect on the current job description and there will be no salary change associated with the title change. The motion passed unanimously.

Office Manager Salary: Brian presented information related to this motion. In the past, when the budget has been determined, it was typical for other church expenses to be accounted for first and then church employee salaries were determined based on the money that was left over. If there was enough money in the budget, the employees may receive a pay increase. Sheri, our current office manager, has not received a raise in 4 years. Brian has done research on the average salary for a church secretary in the LA area and found that the salary Sheri currently receives is approximately 11.5% below that average. The Personnel Committee has looked at different options to remedy the pay disparity. The council was presented with 2 options to

review and discuss. The first option, favored and unanimously recommended by the Personnel Committee, was to give Sheri a 3.3% pay increase (~\$1300/year) to start moving her toward the average salary. The second option was to reduce Sheri's work hours by 10% by having her only work 4 hours on Fridays (9:00-1:00). The Personnel Committee was unanimously opposed to not having anyone in the office on Friday afternoons. Sheri has stated that Friday afternoons are very quiet, she has usually finished her work for the week by then, and very few phone calls come in during that time. There was lengthy discussion on this matter. Some felt it was not being good stewards of the church's resources to pay someone to sit in the office doing virtually nothing for 4 hours a week. There was discussion on the possibility of having volunteers cover the office during that time. The Personnel Committee explored having the office phone forwarded to Sheri's cell phone, but there were legal implications to that and it is not a possibility. There was concern noted about not following the recommendation put forward by a committee that was tasked with researching the idea and presenting what it felt was in the best interest of the church. After all the discussion, the recommendation from the Personnel Committee was put to a vote.

It was moved to follow the Personnel Committee recommendation and raise the Office Manager salary to \$40,000 annually to be effective 1-1-18. The motion did not receive a second and died.

It was moved and seconded that effective immediately the work hours for the Office Manager would be reduced to 36 hours a week with the salary to remain the same and the work hours to be 8 hours on Monday through Thursday and 4 hours on Friday mornings. During discussion it was noted that if this is approved the information needs to be communicated to the congregation immediately. This reduction in work hours is the equivalent of an 11.11% pay increase. There was a question regarding possible COLA increases to church employees for 2018 and if Sheri would also receive a COLA increase on top of this salary increase.

The motion was amended to include that this pay increase would be in lieu of any COLA increase for 2018. The amended motion passed with 2 abstentions.

Approval of Pastor Jim Bessey as Interim Pastor: Denise presented information regarding hiring Pastor Jim Bessey as our interim pastor. She gave the council members a copy of the proposed letter of agreement for interim pastors that outlines the job duties and compensation for the interim pastor. Per the letter of agreement (revision date 11/10/17) Pastor Bessey will start at MTC on 1-2-18 and serve until a called pastor is installed at MTC. The agreement calls for the synod standard vacation leave of 1 week of vacation for every 13 weeks of service, not to exceed 4 weeks per year and to include 4 Sundays a year and for 2 days off a week. An additional 2 weeks per year of leave can be taken for continuing education. The Interim Pastor Committee is recommending an annual salary of \$138,392 to be made in 26 equal installments. In addition, there can be up to \$650 in reimbursed expenses allowed per year for continuing education. There will be no contributions from MTC for Social Security, pension or medical benefits. Denise explained how the committee arrived at this number for the salary. Per the 2018 synod guidelines for rostered leaders a pastor with the number of years of experience that Pastor Bessey

will bring to MTC, the base recommended salary is \$130,700. The Interim Committee rounded that number down to an even \$130,000 for the base salary. In addition, Pastor Bessey has requested an allowance of \$344 a month (\$4392/year) for the premiums he pays for his medical insurance. The Interim Committee recommends a \$4000/year mileage allowance.

	\$130,000 (base salary)
	\$4392 (insurance)
+	\$4000 (mileage)
	<hr/>
	\$138,392
+	\$650 (continuing ed.)
	<hr/>
	Total salary package--\$139,042

A portion of the base salary will be allocated as housing allowance at a later date. That amount will be determined by Pastor Bessey and will have no impact on the total amount paid to Pastor Bessey.

It was moved and seconded that the council approve hiring Pastor Jim Bessey as a full time interim pastor starting on 1-2-18, following the terms laid out in the Letter of Agreement revision dated 11/10/17 and that Pastor Bessey be compensated with a total annual salary package of \$139,042.

During discussion, it was noted that the continuing education amount should be a separate part of the package since it is a reimbursed expense. The motion was amended to read that the salary would be \$138,392 with an additional \$650 a year for reimbursed expenses related to continuing education.

There was lengthy discussion on the various components of the salary package. It was noted that if Pastor Bessey takes less than 50% of the base salary as a housing allowance the church could incur significantly more cost in the form of payroll taxes on the remaining salary. It was felt that the amount of housing allowance should be known before the letter of agreement can be approved by the council so that the full costs to the church will be known. The motion was further amended to read that the housing allowance must be greater than 50% of the base salary amount.

During continued discussion, there was concern as to whether Pastor Bessey would be able to justify that amount of housing expenses for his tax purposes and that he might not agree to the 50% housing allowance language in the motion. There was also discussion regarding how much, if any social security taxes the church would be paying on top of the salary amounts outlined above. It was noted that the Budget & Finance committee agreed to any salary proposal as long as the total was at or below the current level paid to Pastor John. The total amount of \$139,042 is slightly below the total amount that was paid to Pastor John, however, payroll taxes were included in that amount. Payroll taxes are not included in the salary amount for Pastor Bessey, so adding those costs in will bring his total cost to MTC above the cost of Pastor John. Denise expressed frustration, that while these were valid questions, they should have been asked and answered when the Interim Pastor committee sent all this information to the Budget & Finance committee and Personnel Committee for review.

After all the discussion and the amending of the motion, it was finally decided that there was not enough information at this time to vote on approval of the letter of agreement as presented. **It was moved and seconded to nullify the previous motion and amendments regarding hiring Pastor Jim Bessey and delay this decision until the December council meeting. The motion passed unanimously.**

Denise will follow up with Pastor Bessey and find out what amount of the base salary he is willing to have declared a housing allowance and report back to the B&F and Personnel committees.

Nominating Committee Update: Denise informed the council that the nominating committee members have been contacted and will start meeting soon. John Colby has agreed to be the chairman for the committee. The following council members are eligible for re-election at the annual meeting: Marsha Neidens, Joan Brundage, Mike McClary, Bob Burrow, Craig Blois, Keith Selbrede. Please let the nominating committee know if you are willing to serve another term or not.

Budget process: Keith reminded the council members that the budget process will be different this year. He is willing to host an informative meeting on Saturday December 9th if anyone is interested in learning more about the new process.

The meeting was adjourned at 9:30 with the Lord's Prayer.

Next meeting: Tuesday December 12, 2017

December Devotions: Keith Selbrede

December Listening Post: Keith Selbrede

Respectfully submitted, Denise Sobolik, Recorder

Mount Cross Lutheran Church

Church Council minutes

October 10, 2017

Living! Daring! Confident!

Call to order: The Christ candle was lit and the meeting was called to order at 7:10 by President Stan Patscheck.

Council Members Present: Craig Blois, Joan Brundage, Bob Burrow, Brian Edwards, Betty Ertel, Mike McClary, Stan Patscheck, Keith Selbrede, Denise Sobolik, Cecelia Travick-Jackson, Norman Williamsen

Council Members Not Present: Mike Laskey, Marsha Niedens

Staff Members Present: Meredith Gardner

Also Present: Robert Jackson, Jim Prosser

Devotion: Denise Sobolik led a devotion based on words from Martin Luther.

Caring Conversation: Meredith led the caring conversation based on a strategy from the book Growing Young. The strategy highlighted tonight was how to focus on prioritizing young people in the church. Mt. Cross is doing a good job and shows that the youth of the church are a priority through the giving from the congregation and the budgeting of resources for these ministries. It was noted that the youth could be more involved in the worship service. Meredith will look into that doing that.

Listening Post: There was no Listening Post report for this month.

Council Patio Table: Keith Selbrede sat at the table on September 24th. He heard 2 comments regarding music at the contemporary service. The music needs to be projected on the wall earlier and a request for at least 1 familiar song from the hymnal at each service. He also had a comment regarding the proposed interim pastor salary—that it was too high and should be cut.

Approval of Minutes: It was moved and seconded to approve the minutes from the September 12th meeting as written. The motion passed unanimously.

Reports:

Pastor's Report: Pastor John is taking one last vacation (and participating in the golf fellowship weekend in Oakhurst) and was not at the meeting. His final report to the council can be seen on the website. <http://www.mountcross.com/church-council.html>

Meredith's Report: Meredith reported that she has 2 youth who are interested in joining the church council. After a discussion on what their role would be on the council, it was decided they would sit in on the council meetings for the remainder of this year and then have their names appear on the ballot at the annual meeting in January to officially be elected to the council. No matter how many youths are elected or are present at the council meetings, they have 1 vote on the council.

Meredith was excited to report that the Sunday evening high school group has grown significantly over the last 2 years. When she started the group, there were only about 2 youth attending each time. The group now has an average of 13 youth every Sunday evening.

Next Sunday, Meredith has arranged for a MFT who has previously spoken at Mt. Cross to come and do a workshop with the high school girls on boundary issues and social media. She hopes to continue these events in the future on a variety of topics for youth and families.

Meredith's full report can be seen online at: <http://www.mountcross.com/church-council.html>

President's Report: Stan reported that he is feeling slightly overwhelmed with all the changes going on at Mt. Cross. He assured the council members and committee chairs that he is reading all the emails that he gets even if he has not responded to them.

Treasurer's Report: Keith reported that the pledged giving is at 94% of what was budgeted. The operating income is at 95.5% of what was budgeted and the expenses (without the patio project costs) are at 99.5% of what was budgeted. All in all, the budget performance is looking good.

Keith also reported that before Pastor John retires, he is working to "clean-up" some of the memorial funds. This will involve memorial funds that only have a small amount of money left in them and funds that were established many years ago that still have money in them.

Bob Burrow informed the council that there is \$1400 that was allocated from Endowment funds for the 50th anniversary celebrations that was not spent. It was suggested that money be reallocated to be used for Pastor John's retirement weekend events. **It was moved and seconded to increase budget line #69100 (Endowment Awards) by \$1400.00 to use as needed to pay for expenses for Pastor John's retirement party. The motion passed.**

CDC Report: Betty Ertel reported that the CDC board is changing their meeting date to the 1st Tuesday of the month at 6:00 here at Mt. Cross. The board also needs another member who is a member of Mt. Cross. If you are interested or know of anyone who might be contact Betty.

Service & Missions Report: Mike McClary reported that in the past, the council has designated the Thanksgiving Eve offerings be donated to different organizations. Service and Missions is recommending that this year, the Thanksgiving Eve offerings be donated to Lutheran Disaster Relief. **It was moved and seconded to donate the offerings from the 2017 Thanksgiving Eve service to Lutheran Disaster Relief. The motion passed with 1 abstention.**

Stewardship Committee: Craig Blois reported the committee has met and will be doing the same type of stewardship campaign as they did last year. The stewardship theme for this year is Bridge to the Future. Information will be mailed out to households on October 15th and they are requesting the information be turned back into the church by November 12th. In addition, there will be Temple Talks as well as announcements in the bulletins and Grapevine. Craig also mentioned that the committee is looking at the possibility of using a new process in the future that would discontinue the use of the numbered giving envelopes. There are several logistical concerns with this change and it was felt that with a new financial secretary just starting in the job, now is not the time for the change. It is something the committee with keep looking into for the future.

Patio Pavilion Project: The final concrete has been poured for the patio area, the construction fencing is down and the patio area is usable again! Stan reported that there is work currently being done on the west side of the church to make the area ADA compliant. Once that work is completed, the project will take a hiatus until after the first of the year. The flooding caused a delay and with events planned in the next few months and with the holidays, it was decided it would be best to pause the work and resume it again in the first week of January. Once work resumes, Stan estimates it will take 6-8 weeks to finish the electrical, plumbing, encasing the columns, painting, adding the roof and other details to complete the first phase of the pavilion project.

REMINDER: To all committee liaisons and chairpersons—please be sure to get your committee minutes to the office for posting to the church website as quickly as possible. As we look at hiring an interim pastor this becomes even more important as this is the best way for a possible

candidate to learn about what is happening at Mt. Cross. It is also a crucial communication tool for the entire congregation.

Full reports can be viewed online at: <http://www.mountcross.com/church-council.html>

Pastoral Transition:

Pastor John gave the council a link to the Thanksgiving at the Conclusion of a Call for the worship service on the 5th. There was discussion as to who would lead that service. It was suggested that Arlene Proctor, as a charter member, and/or members of Pastor John's call committee might be appropriate. Denise will take the information to the next Worship & Music meeting.

Pastor John also gave the council a link to the Covenant of Closure. That document is to be signed by the council President and Vice President as well as the outgoing pastor. Since there is currently no council Vice President, there was discussion as to who should sign in lieu of the Vice President. It was moved and seconded to have the council secretary sign the Covenant of Closure in lieu of the Vice President. The motion passed with 1 abstention. There was also a discussion on when the document should be signed and how to share the document with the congregation. It was decided that the document should be signed when Pastor John returns from his vacation and that copies of the signed document will be mailed to all the congregation households with a cover letter written by Stan explaining the purpose of the covenant. There will also be copies available at the council patio table and information in the bulletins. It was also suggested that it would be a good idea to have someone speak during a Sunday worship service to explain the covenant. Denise will do that prior to the covenant being mailed out to the congregation.

Denise gave an update from the Interim Pastor Committee. First—she urged all the council members, as leaders of the church, to start wearing their nametags to church on Sundays. With the interim pastor coming in November, it is important that we all get in the habit of wearing nametags.

Regarding the interim pastor, the committee has received a recommendation from the Bishop's office and will be meeting with that Pastor tomorrow morning (10/11). The recommendation is for Pastor Jim Bessey. He is a retired pastor and has connections with Mt. Cross through his parents and was the interim pastor in Thousand Oaks prior to Pastor Erik being called to that church. Unfortunately, due to a current interim position and a planned vacation, he will not be able to start the interim position at Mt. Cross until 1/1/18. The interim committee is working with Pastor Reg on a long-term supply pastor for November and December. Pastor Reg has assured the committee that this situation is not unusual and he will help and support us in finding someone for that time period. The next steps in the process after the committee meets with Pastor Bessey, are for the committee to create a salary package and then make their recommendation to the church council for final approval. The interim committee will have the Personnel and B&F committees review the salary package prior to bringing the recommendation to the council. In order to keep the process moving, the Executive Committee has agreed to call a special council meeting for Tuesday October 24th at 7:00 for the sole purpose of voting on the recommendation of the Interim Pastor Committee.

Budget Building Process: Keith reported that the budget request information has been sent out

to all the committee chairs. The Budget & Finance Committee is requesting the information be returned no later than 10/31. If you have any questions or need help, you can contact Keith.

Appointment of a new council Vice President: With the resignation last month of Norm Presecan, the council does not have a vice president. There was a brief discussion on the need to appoint a new VP for the remainder of the year and volunteers from the council were sought for the position. Brian Edwards expressed interest in the position. **It was moved and seconded to appoint Brian Edwards to council Vice President for the remainder of the church council year. The motion passed with 1 abstention.**

Director of Ministries Salary Proposal:

Meredith left the meeting for this discussion and vote.

Brian Edwards gave a brief history of this proposal. When the reclassified position was approved at the last council meeting, the salary portion was intentionally left blank to give the Budget & Finance and Personnel Committees time to review it and make their salary recommendations.

On September 15, 2017 Brian Edwards sent out an email to the council members with information regarding how he and Keith Selbrede came up with a salary recommendation. They used the 2017 Southwest Synod guidelines fair compensation and benefits worksheet for rostered leaders as their guide and included Meredith's 8 years of previous applicable work experience, a cost of living adjustment, Meredith having a Bachelor's Degree, recently completed positive evaluations by Pastor John and the Learning Committee, average church attendance and average church receipts to arrive at their recommendation. Their recommendation also included cell phone and mileage reimbursements. Their salary recommendation of \$57,000, to be effective as of October 1, 2017 is an increase of 16.4% over her current salary. They felt that this increase was justified based on their calculations and the recently completed job reviews.

In the email, Brian moved and Keith seconded that the church council approve the salary of \$57,000 annually for Meredith Gardner as the Director of Ministries for Mt. Cross to be effective on October 1, 2017. It was noted that this would be an electronic vote and council members were asked to "reply all" in their voting.

After the email was sent out, there were emails expressing concern that this vote was being done electronically and not in person. There was also disagreement as to how the salary amount was arrived at. After several days of back and forth emails, the official email vote stood at 3 votes in favor and 0 votes against. It was then suggested via email, that the matter be taken up in person. A tentative date for a special council meeting was suggested, but there were not enough responses to that suggestion, so the voting was tabled until the regular October council meeting.

Jim Prosser started the discussion at the meeting by giving details of what the Personnel Committee did and the salary recommendation they came up with. The full Personnel Committee met and even though they agreed the Synod guidelines for rostered positions were not applicable to this position, they used them as a guideline to start their process. Their committee came to a unanimous recommendation of \$52,000 for an annual salary for the DOM position. They noted that a salary of \$57,000 would not allow the congregation to hire a part time associate minister in the future if needed. They also questioned the phone reimbursement and why the church was not purchasing a phone for the DOM to use. They also had questions regarding the mileage reimbursements mentioned in the original proposal.

Brian Edwards then spoke regarding the original salary proposal from the Learning Committee. He noted that at the last council meeting, they had been asked to create a salary that had a foundational basis and was not just an arbitrary number. That was why they looked to the synod guidelines for rostered positions as a starting point. He explained that they took into account the 8 years of applicable work experience that Meredith already has. In addition, per the synod guidelines for rostered leaders, they took into account the average church attendance and average church receipts. At that point, the salary recommendation was \$53,000. They then added in the cell phone and mileage reimbursements. The cell phone reimbursement was seen as necessary since Meredith is expected to be on call for emergencies. They used an average of \$75 a month for the cell phone reimbursement. For the mileage, they decided to use a fixed monthly reimbursement amount instead of having Meredith track her actual miles driven. They noted that this would provide the church with a consistent, known monthly expense versus a variable monthly expense. They fixed the mileage reimbursement at \$225 a month. This is half of the mileage reimbursement that Pastor John currently receives. It was noted that for any lengthy trips, such as El Camino Pines, she would be expected to use the church van and not her own vehicle. The combined annual expense for the mileage and cell phone reimbursement would be \$3600 in addition to her base salary.

After Brian's explanation, there was lengthy discussion covering all the issues related to the pay increase for the DOM position.

It was noted that adding the cell phone and mileage reimbursements to the base salary would also increase the costs for payroll taxes and pension payments. It was suggested those 2 items should be separate allowances rather than a part of the salary.

There was a question as to whether this position would now also be eligible for a COLA increase in January of 2018. There was overwhelming support from the B&F committee and the Personnel Committee that they would NOT support a COLA increase in 2018 if this salary increase were implemented now.

The Personnel Committee recommended that the salary increase be effective as of January 2018 instead of retroactive back to October 1, 2017.

There was lengthy discussion on the pros and cons of a cell phone reimbursement versus having the church own a cell phone to be used by the DOM.

There was lengthy discussion on the pros and cons of having a set monthly mileage reimbursement versus reimbursing for the actual miles driven.

It was noted that during the interim process there is a high likelihood of attendance and giving decreasing and that this may not be a good time to implement such a large salary increase.

After much discussion and debate the question was called and a vote was taken on the motion that had been presented via email on September 15th. The vote was 3 in favor of the motion and 7 against the motion. The motion failed.

It was then moved and seconded to provide a base salary of \$52,400 for the DOM with a \$900 annual allowance for a cell phone and a \$2700 annual allowance for mileage for a total salary of \$56,000 a year, to be effective October 1, 2017. The vote was 6 in favor of the motion and 4 against the motion. The motion passed.

The meeting was adjourned at 10:00 with the Lord's Prayer.

SPECIAL MEETING on October 24, 2017

Next regular meeting: Tuesday November 14, 2017

November Devotions: Bob Burrow

November Listening Post: Bob Burrow

Respectfully submitted, Denise Sobolik, Recorder

Mount Cross Lutheran Church
Church Council minutes
September 12, 2017
Living! Daring! Confident!

Call to order: The Christ candle was lit and the meeting was called to order at 7:05 by President Stan Patscheck.

Council Members Present: Craig Blois, Joan Brundage, Bob Burrow, Brian Edwards, Betty Ertel, Mike McClary, Marsha Niedens, Stan Patscheck, Norm Presecan, Keith Selbrede, Denise Sobolik, Cecelia Travick-Jackson

Council Members Not Present: Mike Laskey, Norman Williamsen (The council was informed that Norm may be going into the hospital. Our prayers are with Norm and his wife Ann.)

Staff Members Present: Pastor John Soyster, Meredith Gardner

Also Present: Robert Jackson, Bob Brickley, Valerie Patscheck, Patti Stouch

Devotion: Mike McClary led a devotion based on “I’ve Been Blessed”.

Farwell & Thank-you to Norm Presecan: Norm informed the council that he and his family will be moving to Florida next month, so he is stepping down as council Vice President and resigning from the church council. The council thanked him for his service and wished him good luck in his new endeavors. Norm left and was not present for the remainder of the meeting.

Caring Conversation: Meredith led the caring conversation based on a strategy from the book Growing Young. The strategy highlighted tonight was how to focus on creating warm peer and intergenerational relationships. There are already a lot of activities at MTC that focus on this. Meredith hopes to add more in the future.

Listening Post: There was no Listening Post report for this month.

Council Patio Table: There was no table report for this month.

Pastor John’s Retirement Dinner: Valerie Patscheck spoke to the council and informed them that she and the Fellowship Committee are working to organize a congregational dinner for Pastor John’s retirement. They are looking at possibly having the dinner on Saturday, November

4th. She would like anyone who is interested in helping or who has suggestions to please contact her.

Approval of Minutes: It was moved and seconded to approve the minutes from the August 8th meeting with the following correction: those also present should read Kathleen Jones not Kathleen Stevens. The motion passed unanimously.

Reports:

Property Committee: Joan reported that the Property Committee has approved a new policy regarding RV's on the church property. The new policy states that all RV's that use a water hookup on the church property must have a backflow preventer to avoid cross contamination.

Pastor's Report: Pastor John reported that there will be worship assistants training on Sunday October 1st at 11:10 a.m. This is for all current and prospective worship assistants. It is especially important for all to come to this training now, since after he retires, we will have someone new to Mt. Cross who will not know how we do things. Pastor John also informed the council that he has drafted a letter to inactive members to help in making the membership roster more accurately reflect the actual attending membership of the church.

Meredith's Report: Meredith will be holding a meeting for parents who are interested in having their high school age children attend the National Youth Gathering next summer in Houston, TX. At this point, she is estimating that up to 12 youth from Mt. Cross may be attending the event. It is exciting that we have so many youths interested in attending but it will mean a lot of fundraising to help pay expenses for the trip. She also reported that due to Back To School Nights at local schools, the Wednesday evening programming start was pushed back another week. The programming will restart on September 20th.

Treasurer's Report: Keith reported that we have a good cash amount in the checking account now since the special funds for the patio project have been transferred from the money market account to the checking account. There is still \$5000.00 in the money market account to keep that account open. Pledged giving is at 94% of budget. Operating income is at 97% of budget. Expenses (excluding the patio project) are at 92% of budget. Keith also reminded the council that an email would be coming out soon asking for budget requests from the various committees so the B&F committee can start work on the budget for 2018.

Full reports can be viewed online at: <http://www.mountcross.com/church-council.html>

Patio Pavilion Update:

Stan reported that due to the plumbing issues the schedule for the completion of the patio project is way behind now. He did not have a new estimated date for completion. Work on removing the remaining concrete and pouring new concrete will begin next week. In order to lessen the impact on the CDC and their ability to use the restrooms, he has broken the concrete work into 3 sections to be done one at a time. This will make it a 3-week long process instead of a 1-week process. During the time work is being done near the bathrooms, he has made provisions for a port-a-potty trailer to be brought in for that week for the CDC children to use. He anticipates that by the first week of October, we will have a usable patio area again. He did not have an estimate on when the work to finish the columns or add the roof would begin.

Keith provided a financial update on the patio project. So far, there has been \$38,758 in giving toward the project. Combined with the money in the special funds account we have a total of \$137,008 for this project. Expenses paid to date have been \$39,334.

Capital Campaign Update:

The official campaign to raise funds for the patio project has not started yet. Stan will be following up with the campaign coordinators to see what their plans are.

Pastoral Transition:

An interim pastoral committee has been formed. Denise Sobolik is the chairman. Cecelia Travick-Jackson, Herb Holler and Tina Riley are also on the committee. They will hold their first meeting tomorrow to start gathering information on the needs of Mt. Cross. Once they have that information, they will present it to the Bishop and he will assign an interim pastor for Mt. Cross. The committee will review the recommendation from the bishop and make a recommendation to the council prior to the interim pastor being hired by the church.

Listening Post & Council Patio Table: There was a discussion on the whether or not there was a need to have the Council Patio Table twice a month and the Listening Post once a month. It seems that there is some overlap and that these two items could be combined. After discussion, it was decided that we would discontinue the Listening Post and only do the Council Patio Table. Council members will take turns manning the table (instead of doing Listening Post) on the first Sunday of the month, and Cecelia will continue to have the table out on the third or fourth Sunday of each month.

Rally Day: Rally Day will be Sunday September 17th. Emails have been sent out to all groups and committees with information. Since the patio is still under construction, this year, Rally Day will be held in the PLC and Luther Hall. The carpets have just been cleaned in Luther Hall, so no food in there please.

Director of Ministries Job Proposal:

Brian Edwards gave a brief history of this job proposal and the many updates that have been done since the original proposal was presented to the council. He explained that this new job is an expansion of the current CYFMD job. It includes all the elements of the CYFMD job but expands that job to include things Meredith is already doing in her job but that are not currently part of the CYFMD job description. The new job also provides an expansion of duties that Meredith and Pastor John see as beneficial to fulfill the vision they have for the future of Mt. Cross and its ministries.

The Personnel Committee worked via emails and phone calls on revisions to the job proposal. They held a committee meeting on September 10th to create a finalized version of the job proposal that is being presented to the council to vote on tonight.

Meredith spoke briefly on what her vision for this job is. She sees this job as allowing her to be a connector of people in the various ministries at Mt. Cross. She does not see the job position as being in charge of all the ministries. She feels that under this new job, she will not be spending as much time in administrative duties such as creating lesson plans, but will be delegating more

of those responsibilities to her assistant.

Pastor John commented that this position has the “flavor” of a volunteer coordinator position. He also added that the council should not be concerned about doing this now in light of a new pastor coming on board. He felt that a new pastor would be excited to see such a position in place when starting at a new church. He stressed that Meredith possess a lot of pastoral gifts that will be especially valuable to Mt. Cross during the transition process.

Meredith excused herself from the remainder of the meeting while the council asked questions and had a discussion prior to voting on the job proposal.

Brian started the conversation by reminding the council that the proposal before them was the product of several revisions after talking to people and hearing concerns since the proposal was first brought to the council. He then said there were 2 questions before the council tonight. #1— Is this a job position that is needed for Mt. Cross. #2—if it is decided this job position is needed, is Meredith the right person to fill the job. The Learning Committee is recommending the approval of both the job position and that Meredith fill the new job position. The Personnel Committee recommends approval of the position but did so noting they have concerns about the amount of time required for all the newly listed job duties and if it is realistic to expect one person to do all of that.

A concern was brought up by a council member that there is a lack of history or documentation in the form of committee minutes to provide the background on how this proposal came about and what has been discussed in the Learning and Personnel Committees regarding this proposal.

There was discussion on the semantics in the Introduction paragraph of the proposal up for vote tonight. It states that this new job description “does not delete the CYFMD position, it only expands its reach into further areas of ministry.” That could be interpreted to mean that both positions are still active and either Meredith will be doing the job of 2 people or that we will be hiring someone to do the CYFMD job. Brian explained that while the DOM is technically a new position, all of the elements of the CYFMD position are contained within the DOM position. It was decided to reword the statement in the introduction paragraph to read: “This new offer and job description reclassifies the CYFMD position and expands its reach into further areas of ministry” to alleviate the misunderstanding.

The question was then raised that if this was a new position, would the position be open to new applicants. Both the Learning and Personnel Committees are recommending that Meredith assume the position if the new position is approved by the council. It was noted that there is no current formal church policy on advertising new jobs within the church.

It was commented that this is more of a reclassification of what the employee is doing based on the job that they are currently doing and a salary compensation adjustment to reflect the work that is being done.

A question was asked if this job position should contain language to require some sort of degree. The Personnel Committee did not feel that requirement needed to be added to the job description.

As presented to the council, the job description does not have a salary amount attached to it. The vote tonight is solely to vote on creating the position and to have Meredith assume the position. Once those votes are completed, the Personnel and B&F Committees will meet to work out a salary recommendation for the council to approve.

A question was asked regarding whether the congregation needed to vote on the creation of a new job position. This does not need congregation approval. The council was elected by the congregation to represent the congregation in hiring and firing of staff positions. This is not a called position and does not need congregation approval.

After the lengthy discussion, it was moved and seconded that the council approve the reclassification of the CYFMD position to the DOM position presented to the council, with the amended introduction to read "This new offer and job description reclassifies the CYFMD position and expands its reach into further areas of ministry", with the salary to be determined and with the various typos in the current proposal corrected. The vote was held by a show of hands. The vote was 7 in favor and 3 against the motion. The motion passed.

It was moved and seconded to fill the DOM position with the current CYFMD, Meredith Gardner, with the salary to be determined. The vote was held by a show of hands. The vote was 7 in favor and 3 against the motion. The motion passed.

The text of the DOM position can be read at:

http://www.mountcross.com/uploads/1/5/9/5/15953620/2017_employment_offer_-_director_of_ministries.pdf

The meeting was adjourned at 9:15 with the Lord's Prayer.

Next meeting: Tuesday October 10, 2017

October Devotions: Denise Sobolik

October Listening Post: Marsha Niedens

Respectfully submitted, Denise Sobolik, Recorder

Mount Cross Lutheran Church
Church Council minutes
August 8, 2017---CORRECTED
Living! Daring! Confident

Call to order: The Christ candle was lit and the meeting was called to order at 7:00 by President Stan Patscheck.

Council Members Present: Craig Blois, Joan Brundage, Betty Ertel, Mike McClary, Stan Patscheck, Norm Presecan, Keith Selbrede, Denise Sobolik, Cecelia Travick-Jackson, Norman Willamsen

Staff Members Present: Pastor John Soyster, Meredith Gardner

Also Present: Robert Jackson, Kathleen Jones, Bob Brickley, Pastor Reg Schultz-Akerson

Devotion: Craig Blois led a devotion on the topic of change based on Ecclesiastes 3.

Caring Conversation: Meredith led the caring conversation based on a strategy from the book Growing Young. The strategy highlighted tonight was how to take the message of Jesus more seriously without relying on a formulaic Gospel and how to show the youth of the church that we are a Christ centered church.

Pastoral Transition:

Pastor Reg is the assistant to the Bishop for rostered leadership and was present at the meeting to review the process for receiving an interim pastor and calling a new pastor. He spent approximately one hour reviewing the process and answering questions. The entire process will be lengthy (lasting from 12-18 months on average) and will involve multiple steps. He stressed that there is no need to rush this process. It is intended to be a time of discernment for the congregation to fully assess our needs before moving forward with calling a new pastor. Pastor Reg gave Stan lots of information on the process detailing how to get started and what will need to be done. Stan will review that information and inform the council on what the next steps are.

Listening Post: Stan was at the Listening Post this month and reported there were no complaints but a lot of questions about the Patio Pavilion Project!

Council Patio Table: Due to VBS, Cecelia only had the table and binder out for 1 Sunday in July. She continued to give out Time & Talent sheets. She also had someone volunteer to be on the call committee when that committee is formed.

Approval of Minutes: It was moved and seconded to approve the minutes from the July 11th meeting. The motion passed unanimously.

Reports: Due to an agenda that was heavy on topics needing lengthy discussions there was no in person staff or committee reporting done at this meeting. All reports are online at the church website for review. <http://www.mountcross.com/church-council.html>

Patio Pavilion Update:

Stan reported that the sewer and water pipes have been installed and the steel columns are up. Concrete for the trenched areas will be coming in this week. It was also noted that although the capital campaign has not officially begun, \$28,000 has already been received for this project.

Director of Ministries Job Proposal:

In July, Meredith presented Pastor John with an expanded proposal of her current job duties and corresponding pay increase for the new duties. The Executive Committee discussed the matter at

their meeting last week and brought the proposal to the council for further review, discussion and possible voting. The full proposal was emailed to all members of the council prior to this meeting for review. Before the discussion started however, Stan noted that he had received some emails regarding this topic and suggested that instead of the council taking up the matter at this time, it should be referred to the Learning Committee and Personnel Committee for them to review and offer their input to the council. It was noted that the proposal was crafted with direct input from the Learning Committee so it can be seen as their recommendation. More input from the Personnel Committee is needed however, before the council can take up this matter for a vote. The proposal will be brought back to the September council meeting.

Treasurer's Report: The treasurer's report was received by the council. Keith reported that the checkbook balance is down to about \$55,000 due to costs from the Patio Pavilion Project. He will be moving the remaining balance of the Holk/Special funds (~\$91,000) from the money market account to the checking account to cover any upcoming costs for the project. He is also going to be contacting Robert Harrell regarding the divesture of part of our Fidelity account if needed to cover additional costs for the patio project. There has already been \$28,000 donated to the patio project capital fund even though the campaign has not officially begun. That money is already in the checking account.

The pledged income YTD through July is at 95.8% of budget and the operating income YTD through July is at 94.8% of budget. Non-patio expenses YTD through July are at 95.6% of budget.

Keith also mentioned that he has received questions regarding the financial reporting that is presented in the monthly newsletter and in the Sunday bulletin. Some people feel that not enough information is being presented or that the information does not present a full and complete picture of the financial situation of the church. After discussion, it was decided to leave the information as it is currently being presented. Providing more information may lead to more misunderstandings of the complex financial issues. As always, all the financial information is available on the church website and Keith is available to answer questions in person.

Budget Amendments:

It was moved and seconded to increase the budget on account #63610 (Financial Secretary) by \$600.00 to \$3,600.00 and to decrease the budget on account #62710 (Pastor Asst.) by that same amount to cover the compensation voted on at the July council meeting for the newly appointed Financial Secretary Trainee for the remaining 6 months of 2017. The motion passed with 1 abstention.

It was moved and seconded to increase the budget on account #64100 (Adult Education) by \$390.00 to \$590.00 to be paid for by transferring funds from account #35475 (Adult Education income account #55426). The motion passed with 1 abstention.

The meeting was adjourned at 8:50 with the Lord's Prayer.

Next meeting: Tuesday September 12, 2017
September Devotions: Mike McClary
September Listening Post: Mike McClary

Respectfully submitted, Denise Sobolik, Recorder

Mount Cross Lutheran Church
Church Council minutes
July 11, 2017
Living! Daring! Confident!

Call to order: The Christ candle was lit and the meeting was called to order at 7:00 by President Stan Patscheck.

Council Members Present: Craig Blois, Betty Ertel, Mike McClary, Stan Patscheck, Norm Presecan, Keith Selbrede, Denise Sobolik, Cecelia Travick-Jackson, Norman Williamsen

Staff Members Present: Pastor John Soyster, Meredith Gardner

Also Present: Robert Jackson

Devotion: Stan Patscheck led a devotion based on Ezekiel 25.

Caring Conversation: Meredith led the caring conversation based on a strategy from the book Growing Young. The strategy highlighted tonight was how to empathize with youth and not be judgmental or critical of them. Several good ideas were shared back and forth.

Listening Post: Due to the patio construction, there was no listening post held this month. Despite not having a set time/place, members of the congregation continue to find Stan and ask him questions. Cecelia reported that she was out on the patio twice during June and continued to give out printed instructions on accessing the church website and time and talent forms. She offered a few suggestions to the stewardship committee on possible changes to the form for next year, including spelling out acronyms on the form and doing more to let people know why it is important to do this form.

Approval of Minutes: It was moved and seconded to approve the minutes from the June 13th meeting. The motion passed.

Pastor's Report: Pastor John's report was received by the council. He reported that the new summer series highlighting different German cities of the Reformation was going well and he was enjoying presenting it to the congregation each week. Tuesday the 18th he will have another class on Luther and the Reformation, this time focusing on Luther and the Jews. Rabbi Mike Lotker will be in attendance to share in the discussion as well. He also expressed his thanks for all the MTC members who have come out to enjoy and support the Camarillo Community Band. Pastor John's full report can be seen online at the church website:

<http://www.mountcross.com/church-council.html>

Director of Ministry with Children, Youth & Families Report: Meredith's report was received by the council. She reported that she has been busy with high school youth. She took 8 high school youth to the Western States Youth Gathering at CLU. The topic for the gathering was Dream Big and she told the council to watch for an upcoming movie from the youth on that topic! The Wednesday night programming is continuing through the summer and is going well. She is appreciative for all who have signed up to help with the Wednesday night dinners. Her full report can be viewed online at the church website: <http://www.mountcross.com/church-council.html>

Youth Report: There are currently no youth representatives to the council. Meredith is working with the youth leadership team to provide representatives to the council.

Treasurer's Report: The treasurer's report was received by the council. The financial information through June of 2017 is posted on the website. Cash reserves on hand are slightly lower than they have been, but are still in a good position. The operating income YTD is at 90% of the budget and the YTD expenses are at 93% of budget.

Committee Reports:

Adult Education: Cecelia reported that the Wonderful Life movie and first class had good turnouts. The class will be continuing for the next 3 Mondays. Also, starting this Wednesday, there will be a second adult education opportunity at 6:30 p.m., after dinner, for those who cannot attend the 5:00 lesson.

Make, Bake, Celebrate fund distributions:

Council members were given a handout with the recommended distributions for the 2017 MBC funds. A total of \$13,623 was raised at the event. **It was moved and seconded to approve the following distributions from the MBC funds:**

Photo Directory	\$2,723
Praise Band	\$4,000
CDC Maintenance	\$1,000
Tips for Teens	\$2,500
Habitat For Humanity (VC)	\$450
Rain Project	\$450
LSS Thousand Oaks	\$450
New City Parish	\$450
School on Wheels	\$450
Luth. Immig. & Ref. serv.	\$450
LWR Kit shipping	\$200
LRCC	\$500

The motion passed unanimously.

Electronic Votes by council for Patio Pavilion Project:

In order to keep the patio pavilion project moving without delays, it was necessary for the

council to vote via email to approve allowing Stan Patscheck to sign several contracts for the project. **The following contracts were approved via email vote:**

- Geske's Hauling Service, Inc.—Demo work on the patio for \$7500. Approved with a majority vote on 6-20-17.
- Modern Concrete Services, Inc.—Concrete work on the patio for \$30,540. Approved with a majority vote on 6-29-17.
- Alley's Welding, Inc.—Steel columns for \$11,946. Approved with a majority vote on 6-29-17.
- Design Concepts Landscaping, Inc.—Drainage for the patio area for \$2500. Approved with a majority vote on 6-29-17.

All of the appropriate insurance documents for each of the companies have been filed with the church office.

Patio Pavilion Budget Performance:

Stan reported that the costs so far for the patio project are within the estimated ranges. A water line was discovered during excavation that will need to be replaced and rerouted and that will add approximately \$1500 to the project. The project is a few days behind the projected schedule but is still estimated to be completed in mid-October.

Financial Secretary:

Keith Selbrede reported that 2 applications and resumes were received for the financial secretary position. One of the applicants, Kathleen Jones, will be joining the Budget & Finance committee, so it was Keith's recommendation that the council approve the appointment of the other applicant, Joan Brundage, to the position of financial secretary. **It was moved and seconded to appoint Joan Brundage to begin working immediately in the capacity of co-financial secretary alongside Jenny Christensen through the end of 2017 and for Joan Brundage to receive a monthly stipend in the amount of \$100 (including the month of July) through the end of 2017. The motion passed unanimously.**

Policy & Procedures for future large projects:

Cecelia initiated a discussion on the possibility of having a committee create new policies and procedures for future large projects the church may undertake. The patio pavilion project has shown us what the needs may be for future projects and it would be a good idea to have those procedures in place before starting another project. The council members were in agreement that this would be a good idea. It was mentioned that there are capital project resources available from the ELCA.

Human Resources Handbook:

A question was raised on the progress of the personnel handbook. Those working on this project were not at the meeting, but it was reported that the handbook is still being worked on.

Confidential Agenda Matter:

Stan Patscheck brought a confidential matter to the attention of the council. The matter was

discussed. No action was required or taken.

Letter from Pastor John:

Pastor John read a letter to the council that was being mailed out to all the members of the congregation. In the letter, he noted that he had just turned 65 years young, had been an ordained pastor for 38 years and had served the congregation of Mt. Cross for the last 26 years and with a paraphrase from Ecclesiastes 3:1, there is a time to conclude and a time to commence, he informed the council that he would be retiring as the pastor of Mt. Cross effective November 5, 2017. A copy of the full letter from Pastor John is available on the church website: <http://www.mountcross.com/church-council.html>.

The meeting was adjourned at 8:30 with the Lord's Prayer.

Next meeting: Tuesday August 8, 2017

July Devotions: Craig Blois

July Listening Post: Stan Patscheck

Respectfully submitted, Denise Sobolik, Recorder

Mount Cross Lutheran Church
Church Council minutes

June 13, 2017

Living! Daring! Confident!

Call to order: The Christ candle was lit and the meeting was called to order at 7:00 by President Stan Patscheck.

Council Members Present: Joan Brundage, Bob Burrow, Betty Ertel, Mike Laskey, Mike McClary, Stan Patscheck, Norm Presecan, Keith Selbrede, Denise Sobolik, Cecelia Travick-Jackson, Norman Williamsen

Staff Members Present: Pastor John Soyster, Meredith Gardner

Also Present: Robert Jackson

Devotion: Norm Presecan led the devotion based on the Navy Hymn.

Caring Conversation: Meredith led the caring conversation based on a strategy from the book Growing Young. The strategy highlighted tonight was how to unlock keychain leaders and how to go out of our way to identify young people around the church and empower them to be in leadership roles. We then had a discussion on the ways that young adults and youth are currently involved in the church and other ways that we can possibly have them be involved.

Listening Post: Stan was at the listening post for June and only had 1 person stop by and talk to him. The topic of that conversation was that the traditional service is too early and they would like an option for a later traditional service. It was noted that a survey was done on this topic last

year and our current schedule is in line with the survey results. Cecelia also reported that she had several people stop by to talk to her on the 2 Sundays she had the communications binder out on the patio in May. She spoke at length with one person who wanted more support from the church council for the House Mission groups. She has also been handing out pieces of information on the patio pavilion project and directions for finding minutes online. In addition, 5 people stopped by to thank the council for being on the patio and accessible to the congregation.

Approval of Minutes: It was moved and seconded to approve the minutes from the May 9th and May 30th meetings. The motion passed.

Pastor's Report: Pastor John's report was received by the council. Pastor John asked the council for the same permission he had in hiring Pastor Elizabeth—that he be allowed to find someone and interview them for the position on his own. The council agreed to this and noted that the money is already in the budget for the remainder of 2017 for this position. Bob Kildee Park has been reserved for the service in the park on 8-27. The July and August sessions Pastor John is presenting on Martin Luther and the Reformation will have guest speakers. In July Rabbi Mike Lotker will be present to discuss Luther & The Jews and in August an Imam from the Islamic Center of the Conejo Valley will be present to discuss Luther's writings on "The Turk". As a reminder, the Community Band concerts will again be happening on Thursday evenings in July at 7:00. Finally, Pastor John thanked everyone for finding homes for so many of the giraffes from his large collection this past "Stick your neck out" Sunday. Pastor John's full report can be seen online at the church website: <http://www.mountcross.com/church-council.html>

Director of Ministry with Children, Youth & Families Report: Meredith's report was received by the council. She reported that 7 youth were confirmed recently. This past Sunday continued the tradition of "kidnapping" the new high school youth students and taking them out to breakfast. The topic for discussion from the book Growing Young for next month will be how to emphasize with youth and young adults and not be critical or judgmental. Her full report can be viewed online at the church website: <http://www.mountcross.com/church-council.html>

Youth Report: There are currently no youth representatives to the council. Meredith is working with the youth leadership team to provide representatives to the council.

Treasurer's Report: The treasurer's report was received by the council. Since the council decided at the last council meeting to delay the monthly treasurer reports by a month, there is not a report for this month. Keith will have a full report for the council at the next meeting. He did mention to the council that Susan Prosser is stepping down from the Budget & Finance Committee. Her expertise and knowledge will be greatly missed by the committee.

Committee Reports:

Adult Education: Cecelia reported that Meditation Mondays and prayerful walks on Tuesdays have begun and had good attendance for the first 2 sessions of each.

Stewardship: The new Time and Talent reports are out in the church narthex and can be

completed online through the church website. They are not being mailed out or delivered this year and there is no deadline for turning them in. Announcements will continue to be made encouraging people to fill them out and turn them in.

Budget Amendments

Patio Pavilion Project 2107 Budget Amendment

Keith informed the council that money needs to be moved around in several places in the budget to account for the motion that was passed at the congregational meeting to move forward with building Phase I of the patio pavilion.

It was moved and seconded to:

- Increase budget line #70100 by \$1562.00 to \$6642.00 to reflect the actual expenses
- Increase budget line #70300 (Patio Pavilion construction I) by \$48,565 to \$120,000 as approved by the congregational meeting
- Increase budget line # TBD (Contingency) by \$11,608 to reflect new funding

In order to offset the proposed expense increases listed above the following income accounts also need to be modified:

- Increase budget line #59100 by \$21,735 from \$4235 transfer from budget line #35362 (Building Fund) and \$17,500 from budget line 35020 (Restricted Memorials "Special Funds") to amend budget income total of \$98,250
- Increase budget line #TBD (Capital Projects Giving) by \$40,000 for budgeted income amount of \$40,000

The net impact of the amendment is a budget increase of \$61,735 that is offset by income of \$61,735

There was discussion trying to clarify this motion for several members of the council. **The motion passed with a vote of 7 in favor, 2 opposed and 1 abstention.**

Choir Music

It was moved and seconded to increase budget expense #65200 (Choir music) by \$420 to \$720 and increase budget income account #55530 (Choir transfer) by \$420 to \$720 by moving \$420 from the following Memorial Funds:

- #37768 Edd Hendricks \$240
- 37770 Geri Bradley \$155
- 37774 Marjorie Browne \$25

The motion passed unanimously.

Employee Handbook

It was moved and seconded to reduce budget expenses on account #62700 (Pastor Asst.) by \$750 to \$17,250 and increase budget expenses on account #63840 (council sponsored events) by \$750 to \$1250 to pay for an update to the Mount Cross Employee Handbook. The motion passed unanimously.

Action Items:

Create a patio pavilion project oversight task force:

It has been suggested that it would be a good idea to create a small group to work with Stan to oversee the patio pavilion project. This oversight committee would review bids and contracts with Stan and make their recommendation to the council on contracts to sign.

It was moved and seconded to compose a task force to provide oversight for the patio pavilion construction project to be composed of 3-4 people selected by Stan Patscheck, project manager. The motion passed unanimously.

Authorize council to approve patio pavilion contracts by majority email vote:

It is council policy that any contract over \$1000 needs to be approved by the council prior to being signed. Since there will be several contracts needing to be signed for the patio pavilion project and time will be critical it has been suggested that Stan email the council members a copy of the contracts when they are ready to be signed and the council vote to approve them via email rather than wait for the next regular council meeting or try to convene special council meetings.

It was moved and seconded to authorize the council to approve the patio pavilion construction contracts by a majority email vote. During discussion, it was noted that discussion of the contracts would be easier face to face at a meeting, however, that can be overcome by using the “reply all” on emails and having a discussion via email. As project manager, Stan will be finding the contractors and soliciting the bids. The bids and contracts will then be reviewed by the patio pavilion oversight task force. They will choose the contract to recommend to the council for approval. The motion passed with 2 abstentions.

Approve Legacy Giving Recommendations:

Bob Burrow presented the council with a handout on the proposed distributions from the Endowment Fund for this year. It was moved and seconded to approve distributions from the Endowment Fund to the following recipients:

• College Scholarship (1)	\$1500
• ELCA Missionary support	\$1000
• Lutheran Retreats (LRCC)	\$700
• Lutheran Social Services (LSS)	\$750
• Pastor’s Discretionary Fund	\$2000
• Youth Discretionary Fund	\$1000
• Mt. Cross Youth	\$2500
• CDC playground refurbishment	\$1500
• Patio Pavilion Project	\$3000
• Quilters (shipping costs)	\$300
• Lutheran Border Concerns	\$250
TOTAL	<hr/> \$14,500

The motion passed unanimously.

Information:

Capital Campaign Task Force:

Melissa Henry has generously “stuck her neck out” and agreed to be the chairperson for the capital campaign task force to raise money for the patio pavilion construction project. The council thanks her enthusiastically!

Make, Bake and Celebrate:

The final expenses from MBC have not been calculated yet so the council is not able to vote on the disbursements of the funds at this time.

Financial Secretary:

Resumes have been received from 2 candidates for the financial secretary position and interviews will be scheduled in the near future. The council will be asked to vote on a recommendation at the next meeting.

Congregation U:

Keith reminded the council members that there are some very informative free courses available through the church insurance company. Contact Sheri in the church office if you are interested in taking any of the courses.

The meeting was adjourned at 8:45 with the Lord’s Prayer.

Next meeting: Tuesday July 11, 2017

July Devotions: Stan Patscheck

July Listening Post: Stan Patscheck

Respectfully submitted, Denise Sobolik, Recorder

Mount Cross Lutheran Church
Church Council minutes
May 30, 2017 Special Meeting
Living! Daring! Confident!

Call to order: The Christ candle was lit and the meeting was called to order at 7:00 by President Stan Patscheck.

Council Members Present: Craig Blois, Joan Brundage, Bob Burrow, Brian Edwards, Mike McClary, Stan Patscheck, Norm Presecan, Keith Selbrede, Denise Sobolik, Cecelia Travick-Jackson, Norman Williamsen

Staff Members Present: Pastor John Soyster

Also Present: Robert Jackson, Rick Mann, Marilyn Gardner, Barbara D’Addario, Susan Prosser

This was a special meeting called by President Stan Patscheck to discuss and vote on a recommendation to present to the congregation at the congregational meeting on June 4th regarding the funding for the patio pavilion project.

Stan shared a power point presentation based on information from the Executive Committee meeting held last week. The presentation went over the pros and cons of 4 different funding plans developed by the Executive Committee.

During the presentation, there were many new questions raised and lots of discussion. Some questions and comments from the discussion included:

If the principal payment from the mortgage is used to pay off debt incurred by this project, will it extend the length of the mortgage? The answer to that question was “yes” it would extend the length of the mortgage thus costing the church more money in the long term. It was noted that the interest rate on the mortgage is somewhere between 5% and 6%.

Under the plan that called for taking out a loan from a bank or the mortgage company, Keith was able to provide some basic information. He had talked with Mission Investment Fund about a loan and we could get a \$30,000 loan there at 5.5% interest. He will still be looking into other options for a loan.

It was noted that all the pros and cons of the plans dealt with financial matters only and that there were other concerns that should be considered as well such as scheduling around events/activities at the church (VBS...) and the very real likelihood that the cost for this project will only increase over time (the longer we put it off, the more it will cost).

Stan was questioned about the final cost of the project and if all the bids were in and if he was confident with the estimate of \$120,000 he has provided. There are still a few outstanding costs to be determined, but he is confident with his estimate. This estimate does include a 10%-20% contingency as well.

The original goal of this project was to provide a flexible space to be used day or night and in any weather, that would enhance the ministries of the church and be a resource for the community to use as well. The project as shown, does not seem to meet that goal, but seems to be more of a patio improvement project. Without the wind screen and serving area added to the project, it is an unfinished project.

There was lengthy discussion about adding “Phase II” plans to the current plans and presenting it as a complete package to the congregation and having a capital campaign to raise funds for the entire project at this time.

There was discussion on the actual amount of our reserve fund (\$86,000 vs. \$119,000) and what percentage that fund should be maintained at. Guidelines given to the church suggest a reserve fund of 20%-25%. We have never maintained that level of reserve, but have been getting closer to that goal. If the reserve is valued at \$86,000 and we remove \$40,000 from it for this project, that will leave the reserve fund at 8%. It was also noted that the Endowment Fund can be considered to be a reserve fund since the fund bylaws state that with a congregational vote, money from the fund can be used under dire circumstances.

When discussing completing the entire project, the question was asked if that meant taking more money from the reserve fund. It was agreed that taking \$40,000 was the maximum amount that would be taken from the reserve fund.

“Plan C” that was presented (only completing as much of the project as the money will allow, thus leaving an unfinished project) was thought to not be good stewardship of the money and that presenting that option to the congregation was not good leadership on the part of the council.

There was discussion on how to conduct the actual vote at the congregational meeting. The plan suggested by the Executive Committee was to present each “plan” one at a time to the

congregation, starting with Plan A (“borrow money from the reserve fund...”) and only vote on one option at a time. If Plan A is approved, then we are done. If not, then we move onto the next plans... During this discussion, it was felt it would be better to only present one option for voting to the congregation but that the 4 plans developed by the Executive Committee could be shared to show the congregation the work and thought that went into arriving at the recommended proposal. During this discussion, it was also noted that it was vital that there be good clear communication to the congregation with a strong mission statement regarding this project and its use to the church.

After lengthy discussion, it was moved and seconded to “borrow” up to a maximum amount of \$40,000 from the reserve fund for the Patio Pavilion Project with the money to be paid back to the reserve fund through a capital improvement campaign, annual disbursements from the Endowment Fund and possible use of Memorial Fund monies. The motion passed with 1 vote in opposition.

It was moved and seconded that the council will recommend to the congregation a multi-year phased plan for the Patio Pavilion. Phase I to be completed during the summer of 2017 and costing \$120,000 of which \$80,000 is currently available and up to \$40,000 will be “borrowed” from the reserve fund to be paid back through a capital improvement campaign, annual disbursements from the Endowment Fund and possible use of Memorial Fund monies. Phase II (wind screen and serving area) is estimated to cost an additional \$30,000 to complete and will be completed in 2018. A separate vote and more information on Phase II will be held at the annual congregational meeting in January of 2018. The motion passed unanimously.

Stan informed the council that to entice first service attendees to stay for the congregational meeting on June 4th, the council is providing sandwiches. This will be paid for from the council budget line. The Fellowship committee will help with the serving...

The meeting was adjourned at 8:30 with the Lord’s Prayer.

Next **regular** meeting: Tuesday June 13, 2017

June Devotions: Norm Presecan

June Listening Post: Stan Patscheck

Respectfully submitted, Denise Sobolik, Recorder

Mount Cross Lutheran Church

Church Council minutes

May 9, 2017

Living! Daring! Confident!

Call to order: The Christ candle was lit and the meeting was called to order at 7:00 by President Stan Patscheck.

Council Members Present: Craig Blois, Bob Burrow, Brian Edwards, Mike McClary, Stan Patscheck, Norm Presecan, Keith Selbrede, Denise Sobolik, Cecelia Travick-Jackson, Norman Williamsen

Staff Members Present: Pastor John Soyster, Meredith Gardner

Also Present: Robert Jackson

Devotion: Cecelia led a devotion based on Matthew 6:25 reminding us not to worry that God will provide for His people.

Caring Conversation: In honor of Mother's Day next Sunday, several favorite stories about moms were shared.

Listening Post: Mike Laskey did the Listening Post for April. He was not able to be at the meeting tonight, but provided his comments to Stan who shared them with the council. Mike "listened" at several places centered around MBC so he heard a lot of comments regarding who will be taking the leadership of MBC next year and whether this event will be continued. He heard comments that the service times were too early especially for older members of the congregation. He also heard a comment regarding the lack of attendance of the youth at the Lent dinners and services. Cecelia added that on the 1st Sunday she had the new "Communications" binder on the patio she had 10 people stop by to see it and talk with her.

Approval of Minutes: It was moved and seconded to approve the minutes from the April meeting. The motion passed.

Pastor's Report: Pastor John's report was received by the council. Pastor John reminded the council members to be sure that their committees are working on some of the comments/goals that were done during the past several months. Each committee should identify at least 1 goal to work on and report back to the council on their progress. Pastor John's full report can be seen online at the church website: <http://www.mountcross.com/church-council.html>

Pastor Elizabeth's Report: Pastor Elizabeth was not able to attend the council meeting. Pastor John made one comment on her behalf from her report on the website. She is currently in the call process for a full-time position in Ventura County. The congregation interested in calling her will have their congregational meeting on May 21st to vote on her call. Pastor Elizabeth's report can be viewed online at the church website: <http://www.mountcross.com/church-council.html>

Director of Ministry with Children, Youth & Families Report: Meredith's report was received by the council. The youth raised \$710 from the Easter Breakfast and \$2500 from Tips for Teens at the MBC. They have raised enough money for their summer trip this year with extra to go toward the youth gathering next summer. In conjunction with the Learning Committee, she is reading the book "Growing Young". Over the next 6 months she will be using topics from the book for caring conversations at the council meetings. The book looks at how to engage and minister to youth. Her full report can be viewed online at the church website: <http://www.mountcross.com/church-council.html>

Youth Report: There are currently no youth representatives to the council. Meredith is

working with the youth leadership team to provide representatives to the council.

President's Report: Stan's report was received by the council. He reported that he continues to listen to people, both directly and through emails and explain council procedures and policy to those who ask about them.

Treasurer's Report: The treasurer's report was received by the council. Keith reported that cash on hand is in a good position. Pledged income is at 96% of the budget and expenses are at 91% of budget (although that number is expected to rise as more of the MBC expenses come in). During the report, it was mentioned that with the council meetings happening so early in the month, it is difficult to get all the financial information gathered and analyzed to present to the council. The possibility of moving council meetings to the 3rd Tuesday of the month was discussed. Instead of changing the date of the council meetings, it was decided that for the rest of this year, the treasurer will do the financial reports one month in arrears. The council will evaluate this practice at the end of the year and decide then whether or not to change the day of the council meetings for 2018.

Audit Committee Report:

On behalf of the Budget & Finance committee, Keith made a motion to accept the report of the audit committee and forward it to the Synod. During discussion, it was noted that one suggestion in the audit relates to credit card charges and how they are allocated to the budget. It was noted that this suggestion is already being implemented. It was also noted that for transparency purposes, it would be good to do a quarterly review of itemized credit card receipts. This suggestion will be looked into further. The motion was seconded and passed unanimously.

Committee Reports:

Service & Missions: Mike McClary had a letter from the ELCA Global Church regarding sponsorship of a new missionary. The letter will be forwarded to the Endowment committee for them to review and decide if they want to support the missionary with endowment funds.

Endowment Committee: Bob Burrow reported that the committee will be disbursing approximately \$14,500 this year. They will have recommended disbursements at the next council meeting.

Adult Education: Cecelia reported that several new adult education opportunities are being explored and they will begin to be implemented as soon as they are ready. Some will start in the summer and others will be started in the fall. She encouraged everyone to look to their strengths and talents and consider what type of an adult education class they might be able to lead.

Stewardship: Craig reported that the Time and Talent form is being updated. They have received comments from several committees. They hope to send out the new form to the congregation by the end of this week.

Learning Committee: Craig reported on behalf of Mike Laskey that the Learning Committee

plans to work with the Worship & Music Committee to have Devon and the Praise Band be more involved in leading the congregation during the worship service. He also reported that the Learning Committee is working on a review of Meredith's job performance. They will pass that information along to Pastor John to be included in his formal job performance review.

Patio Project Update: Pastor John led the update by telling the council he has spoken with members of the ad hoc special projects committee and that they do not object to the patio being *the* project. They just want to be sure that the other possible projects and ideas for the sanctuary are not forgotten about. Stan reported that the city has issued a permit for the patio project and he has now started to move forward with getting bids from subcontractors. Until he gets those bids back, he will not have a firm cost for the entire project. He anticipates having all the numbers in the next week. There was a lengthy council discussion about possible options to move forward with the project. The project could be started and completed up to a certain point, as the current money on hand allows, and then completed when the rest of the funding is in place. Fundraising to make up the difference in money on hand and money needed could be done simultaneously with the construction. Money could be taken from the reserve fund to make up the difference in the balance and then the congregation could pay itself back with fundraising. There is also a possibility that some of the needed money can come from the Endowment fund. The Budget & Finance committee will move their meeting up so that they can have final numbers and distribution recommendations by the congregational meeting on June 4th. It was finally decided that no decision could be made until the final cost is known. The council will meet again on Tuesday May 30th at 7:00 p.m. to get the final cost of the project and continue the discussion on how to proceed with the project. In addition, a congregational meeting is needed to approve the project before any work can begin. It was decided to plan a congregational meeting for Sunday June 4, 2017 at 11:00 a.m.

Geri Bradley Estate donation to MTC: Geri Bradley's will directed that 20% of her estate be given to MTC and put into the Endowment fund. The church has been notified that the amount will be \$82,000 and should be available for payment by October of this year. It was moved and seconded to allow the council president, Stan Patscheck to sign the release to the estate attorney accepting this donation. The motion passed unanimously.

Memorial Gift in honor of Binney Nast: A gift in the amount of \$10,000 was received from Binney Nast's first husband as a thank you to Mt. Cross for the care they took of Binney through her life and through her final illness. It was moved and seconded that the \$10,000 donation be moved from budget line #35071 to budget line #70300 for the patio project. The motion passed unanimously.

Personnel Committee Recommendations: Brian Edwards reported that several areas of Mt. Cross HR operations are not compliant with state and federal laws. As each employee is up for a job review, the job descriptions and employee contracts will be verified to be sure they are in agreement with each other and are current. Brian is taking our current employee handbook to an employment attorney to have it reviewed for compliance and suggestions. There is no charge for this review. The attorney will provide a cost estimate to bring the handbook up to date and make it compliant. Once we have a new handbook, it will be given to each employee so they know

their rights. He also informed the council that there is a subscription service available through Quicken to provide all the compliance posters that should be posted around the work site. A one year subscription would cost \$70.39. **It was moved and seconded to direct Sheri to use the Mt. Cross credit card to purchase a one year subscription of compliance posters from Quicken for \$70.39 and to list the purchase as an office expense for budget purposes. The motion passed unanimously.**

MBC Requests: A handout was given to the council members listing the requests for MBC funds. Since the final total from the event is not available yet, the council cannot vote on the requests.

The meeting was adjourned at 9:05 with the Lord's Prayer.

Next meeting: **Tuesday, May 30, 2017**

Next **regular** meeting: Tuesday June 13, 2017

June Devotions: Norm Presecan

June Listening Post: Stan Patscheck

Respectfully submitted, Denise Sobolik, Recorder

Mount Cross Lutheran Church

Church Council minutes

April 11, 2017

Living! Daring! Confident!

Call to order: The Christ candle was lit and the meeting was called to order at 7:00 by President Stan Patscheck.

Council Members Present: Craig Blois, Joan Brundage, Betty Ertel, Mike Laskey, Mike McClary, Stan Patscheck, Keith Selbrede, Denise Sobolik, Cecelia Travick-Jackson, Norman Williamsen

Staff Members Present: Pastor John Soyster, Meredith Gardner

Also Present: Robert Jackson

Devotion: Pastor John led the devotion based on the account in the gospel of John of Mary going to the tomb to find Jesus. He reminded us that no matter what Jesus we are looking for, nobody ever finds Jesus. It is Jesus who finds us and calls to us!

Listening Post: Brian Edwards was at the April Listening Post. He was not able to be at the meeting tonight but left his comments regarding the listening post with Pastor John. He reported that he had nothing to report! There was discussion during the council meeting that we should "advertise" the Sundays with Listening Posts so people are aware they are happening and what they are. They will be noted in the bulletins, newsletter and with a slide on the wall during the service.

Approval of Minutes: It was moved and seconded to approve the minutes from the March meeting. The motion passed.

Pastor's Report: Pastor John's report was received by the council. He reported that the 2nd annual Family of Abraham Picnic was a success. There have also been several other interfaith activities around the county to highlight the unity between Christians and Muslims. He also reported that after Easter he will be starting a new sermon series based on the quote from Martin Luther that has been displayed, but not explored, since the beginning of the year. The series will be approximately 9 weeks long and will focus on the words living, daring and confident. Pastor John's full report can be seen online at the church website: <http://www.mountcross.com/church-council.html>

Pastor Elizabeth's Report: Pastor Elizabeth's report can be viewed online at the church website: <http://www.mountcross.com/church-council.html>

Director of Ministry with Children, Youth & Families Report: Meredith's report was received by the council. She reported it has been a relatively quiet month—ahead of a very busy month to come! She led the middle school youth on a hike and they will be starting a monthly hiking group. For the upcoming Easter weekend, there will be an egg hunt and the Easter breakfast hosted by the youth as a fundraiser. She will have an intern from CLU working with her over the summer. The intern has asked to write the curriculum for VBS and will be helping with the Wednesday night programs.

Her full report can be viewed online at the church website: <http://www.mountcross.com/church-council.html>

Youth Report: There are currently no youth representatives to the council. Meredith is working with the youth leadership team to provide representatives to the council.

President's Report: Stan's report was received by the council. He reported that he has been listening to people, both directly and through emails and has been explaining council procedures and policy to those who ask about them.

Treasurer's Report: The treasurer's report was received by the council. Keith started his report by giving the council members a handout regarding free online training courses called CongregationU offered to all the members of the church by our insurance company. A central person from the church needs to be designated to administer the registration for the courses and it was suggested Sheri would be a good person to do this. Information will be given to the congregation regarding the availability of these courses.

Keith provided the council members with a handout outlining the financial information for the end of the 1st quarter. Pledged income is at 97% of budgeted. However, envelope non-pledged is only at 74% of budget. That is of some concern and needs to be watched. Expenses are below budget at 91%. Keith noted several expenses that were "red flag" items since they will be at or over the budget allowance for their line items. He asked the council members to be sure to communicate with their committees to keep track of their budgets. If an expenditure goes over the budgeted line item amount, the council needs to do a budget amendment to approve

increasing the budget line item to pay for the expense. In many cases, the money is available or coming from fees... but will still need a budget amendment if it goes over the budgeted amount. During discussion, it was noted that sometimes money is spent from a line item without knowledge of the committee chairperson. This can lead to confusion when the chairperson tries to spend money they think they have. Stan and Keith will work on a draft policy to have at the next meeting to require committee chairpersons to sign off on budget requests to make sure that money is being taken from the correct line items.

Keith reminded the council that the financial secretary will be resigning at the end of this year. She would like to have someone work with her for a few months to learn how to do the job before she retires. A job description is being worked on. In addition to the financial secretary, a second person needs to work with the secretary to verify the money. In the past, this has been a volunteer. It was suggested that this person could also receive a stipend for the work that they do.

Committee Reports:

Adult Education: Cecelia gave the council an update on new ideas the Adult Educ. committee has been working on for classes. She hopes to have more variety of classes available that would run 6-8 weeks and be led by a member of the congregation. Look for more information on Rally Day.

She also mentioned that while talking to members about ideas for Adult Educ. classes, she heard several requests for other topics such as support groups for widows/widowers, parents of children with special needs... These topics do not really fall under the domain of the Adult Educ. committee but she was not sure who would be in charge of doing something on those topics. The council members all seemed to be in agreement that these were important topics and addressing them would be of value to the congregation and the community but there was still no answer regarding who or what committee would be responsible for them. The best fit would seem to be the Caring Committee but that committee does not currently have a chairperson or a council liaison. Pastor John will look into getting a chairman for that committee to get it reinvigorated and functioning again.

Learning Committee: Mike Laskey reported that there are a lot of upcoming events for the learning committee/youth and families. The committee is concerned with the high cost of using Luther Hall for the events and having to pay an outside company to do the take down and set up of the hall before and after events. Volunteers have already taken down the room in preparation for the Easter morning breakfast. Meathead movers has been contracted to put the room back together Easter Sunday afternoon. There was a question about whose responsibility it is to take the room down in preparation for an event. Is it the property committee or the group hosting the event? During this discussion, it was noted that a new Time & Talent stewardship form will be going out soon and the Stewardship committee is looking at a "needs assessment" for the form. If there are any areas of need from your committees to add to the T&T please get that information to the Stewardship Committee. They will add volunteers to take down/set up Luther Hall to the T&T form.

Service & Missions Committee: Mike McClary informed the council that the S&M Committee has several able talented and willing members who are looking for any projects that may need to

be done around the church. If your committee knows of any projects, pass them along to the S&M Committee.

Patio Project Update: Stan informed the council that the plans have been approved by the city pending an electrical report. The report will be given to the city tomorrow and they will have 10 days to respond. Once the plans are approved, Stan can start sending them out to subcontractors for bids so he can get a better idea of the total cost involved in the project. He should have those bids/estimates back in time for the next council meeting. During discussion, it was noted that the Special Projects Task Force seems to have been disbanded and is no longer involved in this process. Pastor John will reach out to those committee members about moving forward with the patio as the project for the special funds.

Personnel Handbook Update: Brian Edwards is reviewing the proposed handbook for compliance.

Vision Gathering Reminder: Committee liaisons were reminded to be sure their committees were still working on the suggestions and ideas from the vision gathering in February.

Communications: Cecelia reported to the council that during the Visioning Gathering in February there were several comments regarding lack of communication to the congregation. Even though council and committee minutes are all posted on the website, Cecelia thought it might be a good idea to have current hard copies of the minutes in a binder and available on the patio on Sundays. She volunteered to make the binder and be on the patio twice a month with it. The binder will also be out and available at the Listening Post.

Tent Service: The Tent Service will be on April 30th. The council will be responsible for hosting the luncheon after the service. Norm will be sending out an email with a list of jobs for the lunch. Please sign up and help where you are able.

MBC Request Forms: Pastor John reported that only a few requests have been received so far. The council added a request for \$5000 to be used toward the special project.

The meeting was adjourned at 8:20 with the Lord's Prayer.

Next meeting: **Tuesday, May 9, 2017**

May Devotions: Mike Laskey

May Listening Post: Mike Laskey

Respectfully submitted, Denise Sobolik, Recorder

**Mount Cross Lutheran Church
Church Council Minutes
March 14, 2017**

Call to order: The Christ candle was lit and the meeting was called to order at 7:00 by President Stan Patscheck.

Council Members Present: Craig Blois, Joan Brundage, Bob Burrow, Brian Edwards, Betty Ertel, Mike Laskey, Mike McClary, Marsha Neidens, Stan Patscheck, Norm Presecan, Keith Selbrede, Denise Sobolik, Cecelia Travick-Jackson, Norman Williamsen

Staff Members Present: Pastor John Soyster, Meredith Gardner

Also Present: Robert Jackson, Kevin Churchill

Devotion: Norman Williamsen led a devotion on the Parable of the coffee cup.

Caring Conversation: “Lent is like _____.” In addition to Lent being like a Spiritual Colonoscopy (a time to go deeper), several other meaningful answers were shared.

Listening Post: Cecelia gave the report from the Listening Post from February. She only heard one comment that cold and wet Sunday morning and it was regarding moving the first service to 9:00. Craig Blois gave the report from the Listening Post for March. His observations after manning the listening post were that a sign is needed for the Listening Post, and council members need to know where the sign is kept. He also commented that while the patio is a good location to be seen and let people know we are available, it may not be the best place to invite discrete conversations. Perhaps we should let people know we can go into the office if they would like to talk more privately.

Make Bake Celebrate: Kevin Churchill was in attendance from the MBC committee to bring the council up to date on the plans for this year’s event. The event will be held on Saturday April 29th. Once again, the tent will be used on Friday evening for a youth/family event and on Sunday morning for the worship service. Tickets will go on sale on 3-26. The theme will be Hawaiian. Beer and wine will again be served during the evening. Request forms are currently available for committees to request funds from the event. Donations are needed to help make the event a success. The number of big ticket items donated have dwindled over the last few years and that has been reflected in lower profits from the event. Please spread the word and encourage people to donate items to auction off. Support is needed from the council and several committees to help things run smoothly. The Property Committee will make sure the parking lot is ready for the tent. Fellowship will take care of serving the cake if it is donated to the church again. Someone from the Budget and Finance committee will help count money after the event. The Worship and Music committee will help with the set up for the worship service. Finally, Kevin informed the council that this is the last year that the current members of the MBC committee will be organizing the event. Some of the members will stay on to help new committee members learn how to do things, but the council needs to work to find new members for the committee so the event can continue. A hearty “Thank You” was given to the MBC committee from the council members.

Approval of Minutes: Keith noted one correction for the minutes from the February 4, 2017 meeting. Under Budget & Finance the correct amount of back pay for the Director of Children, Youth and Families should have been \$5538.43. It was moved and seconded to approve the minutes as corrected. The motion passed.

Pastor's Report: Pastor John's report was received by the council. He has been very busy with the various adult classes, confirmation classes and Lent services. Pastor John's full report can be seen online at the church website: <http://www.mountcross.com/church-council.html>

Pastor Elizabeth's Report: Pastor Elizabeth's report can be viewed online at the church website: <http://www.mountcross.com/church-council.html>

Director of Ministry with Children, Youth & Families Report: Meredith's report was received by the council. She reported that 32 people from Mt. Cross attended winter retreats at El Camino Pines. Mt. Cross recently hosted a speaker on Parenting a Resilient Teenager. She is planning to have the speaker come back for 2 more lectures—one on general parenting topics and one geared for the youth themselves. She told the council that she is now officially a seminary student. She is currently taking one online class at Pacific Lutheran Seminary and hopes to become a Deaconess of Word and Service in the church. Finally, she made a suggestion that hosting the annual dinner should not be a job for council members since they need to be present at the annual meeting. Perhaps Fellowship or another committee could take over hosting this event. Her full report can be viewed online at the church website: <http://www.mountcross.com/church-council.html>

Youth Report: There are currently no youth representatives to the council. Meredith is working with the youth leadership team to provide representatives to the council.

President's Report: Stan's report was received by the council. He commented that after being off council for a few years he is still trying to relearn the ropes and acquaint himself with the various committees.

Treasurer's Report: The treasurer's report was received by the council. Keith Selbrede reported that giving is at 92% of budget—slightly lower than we would like to see but not yet a problem. The bulk of that deficit is from envelope non-pledged giving. The amount of cash on hand for the church to use is at a good level. Keith had 3 motions for the council to consider;

Account Signatures: It was moved and seconded to make the following changes to approvals for our bank checking and money market accounts: Remove Robert Brundage and Beverly Rueckert; add Stan Patscheck; retain Sheri Groenveld, Keith Selbrede, Norman Presecan and Heather Edwards. The motion passed unanimously.

Brokerage account signatures: It was moved and seconded to make the following changes to approvals for our brokerage account: Remove Robert Brundage and Beverly Rueckert; add Stan Patscheck; retain Susan Prosser, Keith Selbrede and Norman Presecan. The motion passed unanimously.

Bookkeeper contract: It was moved and seconded to continue the contract with Heather Edwards as the Mount Cross Bookkeeper until the contract is cancelled by either her or Mt. Cross. The motion passed with 1 abstention.

As a final note, Keith informed the council members that he would be available on the patio between services on the 19th to take photos of the new council members.

Committee Reports:

Personnel Committee: Bob Burrow brought a motion from the personnel committee regarding Pastor Elizabeth's contract. It was moved and seconded that the contract for Pastor Elizabeth Nees be renewed for the 2017 budget year. During discussion, it was noted that her position is in the budget and funded. The motion passed unanimously.

Learning Committee: Mike Laskey reported that the Learning Committee is concerned with who is doing the set up/tear down of Luther Hall for various events. The Easter Breakfast is the next event to use that space and there appears to be no plan in place for the set up/tear down. It was noted that there is a line item in the budget to pay for this. It was suggested that a CDC member be paid to at least supervise where the preschool items are placed when the room is reassembled after the event. Pastor John will contact Meathead Movers to find out the prices for them doing the work. Stan will see about assembling volunteers to help with taking down the preschool before the event.

The committee also expressed concern that Meredith is becoming a "fall back" person to step in and do things when no one has signed up. She often does things that are not in her job description and we need to watch out for that and not assume she will be doing things so she does not suffer job burn out.

Sign-ups for Devotions and Listening Post: Council members signed up to do a devotion at a council meeting and to sit on the patio on the first Sunday of the month for listening post.

Assignment of Committee Liaisons: Each committee was listed and council members chose the committee they would like to act as a liaison for.

Adult Education----Cecelia Travick-Jackson
Budget & Finance Committee--- Keith Selbrede
Caring Committee---
CDC Representative---Betty Ertel
Fellowship Committee---Stan Patscheck
Learning Committee---Mike Laskey
Legacy Team---Bob Burrow
Mutual Ministry---Stan Patscheck (Council President)
Personnel Committee ---Brian Edwards
Property Committee--- Joan Brundage
Service and Missions Committee--- Mike McClary
Stewardship Committee—Craig Blois
Welcome Team---
Worship & Music Committee—Denise Sobolik

Report of Results & Recommendations from the Visioning Gathering on 2-4-17: Cecilia gave a summary to the council of the comments and suggestions received during the Visioning Gathering. Pastor Elizabeth and Stan worked with her to compile the information into a cohesive list. She noted that within the church there is no central place to get information on all the various committees doing work around the church. In many instances, there is no known contact person for some committees or groups making it difficult to refer new members to these committees. A handout with general comments regarding volunteers was given to each council member. In addition, comments specific to each committee were given to the new liaisons to those committees. The full report with all the comments can be viewed online at the church website: <http://www.mountcross.com/church-council.html>. Pastor John followed up by asking each committee liaison to work with their committees on these comments. During the discussion, it was noted that it might be a good idea to have a staff person as a sort of volunteer coordinator to help build up some of the committees and be a contact point to gather all the information regarding our committees. It was also noted that we have not done a Time and Talent sheet since the spring of 2015 and we should do a new one.

Removal From Membership: Pastor John gave the council members a list of 40 names he proposed be removed from the church membership roster. Four of these names are people who have passed away however their names still appear on the membership roster (marked with *). Of the remaining people, Pastor John has contacted or attempted to contact them regarding their memberships or the people themselves have requested to be removed from the membership. **It was moved and seconded to remove the following names from the membership roster of Mt. Cross Lutheran Church:**

1. Beat, Scott *
2. Brundage, Bob *
3. Del Marto, Andrew
4. Del Marto, Daniel
5. Del Marto, David
6. Del Marto, Kerry
7. Fleitz, George
8. Fleitz, Helen
9. Fleitz, Pamela
10. Fleitz, Stephanie
11. Fleitz, Suzanne
12. Huerta, Gabriel
13. Huerta, Gabriela
14. Huerta, Lucas
15. Huerta, Pamela
16. Johnson, Allan
17. Johnson, Nancy
18. Lindros, Byron

19. Lindros, Judy
20. Lindros, Lilly
21. Mastrovito, Alexander
22. Mastrovito, Cheryl
23. Mastrovito, Ray
24. Miley, James *
25. Miller, Candy
26. Narasaki, Austin
27. Narasaki, Heidi
28. Narasaki, John
29. Narasaki, Julie
30. Narasaki, Tanya
31. Ostrem, James *
32. Parsons, Janet
33. Parsons, Mac
34. Pinuelas, Carla
35. Pinuelas, Christy
36. Pinuelas, Erik
37. Schuyler, Cameren,
38. Schuyler, Gabriel
39. Schuyler, Nicole
40. Schuyler, Renee

The motion passed unanimously.

Patio Project Update: Stan reported that the plans went to the city for approval a few weeks ago, and were returned for minor corrections. The plans are currently with the engineer and architect for the corrections. Stan hopes to resubmit them to the city this week. Once the plans are approved by the city, permits can be issued and work can begin. It is possible Stan will have a cost estimate to present to the council at the April council meeting.

Personnel Handbook and Policies Update: Bob Burrow reported that the personnel committee continues to work on the handbook and policies for overtime and sick leave. He explained that due to all the California state laws, it is very complicated and in the end may require some sort of outside assistance to create the handbook so that we can be sure we have accurate information available to all the employees of the church so they can be fully aware of their rights.

Report to the congregation explaining mortgage payments: A question was raised at the annual meeting regarding the reporting of the principal portion of the mortgage payments on the financial statements and if that money was accounted for in the budget. Keith reported that he is now manually inputting that information into QuickBooks for the Profit & Loss report. Brian will see if Heather Edwards can provide some more information and explanation of this topic.

Tent Service: The Tent Service will be on April 30th. The council will be responsible for hosting the luncheon after the service. Craig Blois volunteered to do another Thrivent Action Grant to pay for the food. Norm Presecan volunteered to help BBQ. Other volunteers will be

needed to help with the set up and clean up that day.

Lenten Soup Suppers: Stan asked the council to volunteer to host a Wednesday night Soup Supper. It was agreed the council would provide soups on April 5th. An email will be sent out for sign-ups.

Altar Platform set-up: Stan informed the council that he and the property committee will be setting up the platform behind the altar on March 20th and they would like as many council members present as possible. This is a big job that is made more difficult by not having easily accessible storage for the platforms. Stan hopes that if the council members see firsthand the difficulties involved they will be supportive of funding for a new storage shed.

The meeting was adjourned with the Lord's Prayer.

Next meeting: **Tuesday, April 11, 2017**

April Devotions: Brian Edwards

April Listening Post: Brian Edwards

Respectfully submitted,
Denise Sobolik, Recorder

Mount Cross Lutheran Church

Church Council minutes

February 4, 2017

CORRECTED

Call to order: The Christ candle was lit and the meeting was called to order at 11:55 am by President Norm Presecan.

Council Members Present: Craig Blois, Brian Edwards, Betty Ertel, Mike McClary, Stan Patscheck, Norm Presecan, Keith Selbrede, Cecelia Travick-Jackson, Norman Williamsen

Staff Members Present: Pastor John Soyster, Pastor Elizabeth Nees

Not Present: Joan Brundage, Bob Burrow, Mike, Laskey, Marsha Neidens, Denise Sobolik

Introductions: As this was the first meeting of the 2017 Church Council, everyone went around the table doing introductions for the old and new members alike.

Discernment Prayer: Pastor John led us in a prayer of discernment as we prepared to elect

officers for the coming year.

Action Items:

Election of Officers: Stan Patscheck was nominated, and accepted the nomination for the office of President. He was elected to that post unanimously.

Norm Presecan was nominated, and accepted the nomination for the office of Vice-President. He was elected to that post unanimously.

Keith Selbrede was nominated, and accepted the nomination for the office of Treasurer. He was elected to that post unanimously.

Denise Sobolik was nominated, and accepted the nomination via prior written notification for the office of Secretary. She was elected to that post unanimously.

Jenny Christensen was nominated, and accepted the nomination via prior written notification for the office of Financial Secretary. She was elected to that post unanimously.

New Council Members Orientation & Responsibilities: Pastor John made note of the Church Council handbook which is available online at the Mt. Cross website which details the role of the council and the responsibilities of its members.

Assignment of Committee Liaisons: A discussion was held regarding the assignment of church council members to serve as liaisons to the various committees of the church. While this assignment is traditionally done at the first Council meeting of the year, it was moved and seconded to delay the assignment of the liaison responsibilities until the March Council meeting to better allow Church Council members some time to discern which committees they would like to serve on. The motion to postpone assignment of committee liaisons passed unanimously.

During the discussion, the following Council Members volunteered for specific committees, which would be confirmed barring any further input or discussion at the March Council Meeting:

- Brian Edwards – Personnel Committee
- Joan Brundage – Property Committee
- Mike McClary – Service and Missions Committee
- Keith Selbrede – Budget & Finance Committee
- Denise Sobolik – Adult Education

Worship & Music: Worship & Music would like to purchase new paraments for the church and a gift has been given to cover the costs of this purchase. The gift was designated specifically for this purpose, but the money must be moved via a motion of the council into the budget line item 65130 for the money to be available for use. A motion was made and seconded. The motion passed unanimously.

Budget & Finance: During the Annual Meeting, it was announced that there is a discrepancy in the written amount of the contract for the Director of Ministry with Children, Youth, & Families versus the amount actually being paid. The position has been paid at the rate of \$45,000/yr,

whereas the contract stipulates \$4,000/month (or \$48,000/yr). This discrepancy once identified at the Annual Meeting was determined to be unacceptable and the Council was directed to rectify the situation. A motion was made and seconded to pay the Director of Ministry with Children, Youth & Families the complete back salary to completely rectify the discrepancy. This amounts to ~~\$5,769~~ \$5538.43 of back pay. The motion passed unanimously. The Treasurer is to report back to Council at the next Council meeting as to the status of payment of the back pay.

The Treasurer also reported that Pastor John would like to repay the \$5,328 overpayment amount from the previous year. It was determined that the issue had already been acted on and a motion passed forgiving that debt to the church. Any repayment by Pastor John would be welcome, but could only be considered a gift to the church as there is no debt to repay.

Personnel Committee: A discussion was had regarding the reviews of church staff. The entire Council would like to see the required reviews happen this year (and in the future). The Council discussed formalizing the protocol for reviews of staff positions so that the reviews will be easier to conduct in the future. Brian Edwards volunteered to follow up on the issue with the Personnel Committee as he is very passionate about this issue.

Next meeting: **Tuesday, March 14, 2017**

Respectfully submitted, Craig Blois, acting recorder

Mount Cross Lutheran Church
Church Council minutes
January 10, 2017

In Memoriam to Bob Brundage 1946-2016

Call to order: The Christ candle was lit and the meeting was called to order at 7:00 p.m. by President Norm Presecan.

Council Members Present: Craig Blois, Bob Burrow, Marion Cole, Rick Gardner, Mike Laskey, Mike McClary, Norm Presecan, Bev Rueckert, Keith Selbrede, Denise Sobolik

Staff Members Present: Pastor John Soyster, Meredith Gardner

Not Present: Cathy Channels, Pastor Elizabeth Nees, Julia Fickenscher, Shannon Storer, Bob Brundage, Betty Ertel, Linda Frantz, Marsha Neidens

Devotions: Norm Presecan led a devotion on the empowerment of diversity to create value in humans.

Caring Conversation: In honor of the new year and resolutions, what one word would you pick to guide you for the year? Several meaningful words and stories were shared.

Listening Post Report: There was no Listening Post report for this month.

Patio Project Update: Stan Patscheck was present to give the council an update on the progress of the patio project. Scott Fajnor plans to have the plans delivered to the city by the 17th of this month. There should be a quick turnaround from the city—either an issuance of permits or returned asking for more information or changes to the plans. There are no cost estimates for the project at this time. It was agreed that there would be a copy of the plans on display at the annual meeting and Stan agreed to be present as well to answer questions about the project.

Action Items:

Approval of minutes: It was moved and seconded to approve the minutes from the December 13, 2016 meeting. The motion passed unanimously.

Reporting:

Pastor's Report: Pastor John's report was received by the council. The first of his monthly studies on Luther and the Reformation will begin this month on the 19th. So far, at least 3 people have been recruited for a columbarium task force. There is a new temporary designated fund for donations to the project. He also mentioned that the 2016 budget did not include the renewal of the subscription to the Lutheran Magazine so households will no longer be receiving that. It was mentioned that people may not be aware of this, so a notice will be put in the newsletter letting people know and giving information on how to subscribe if they wish to do so on their own. Pastor John's full report can be seen online at the church website: <http://www.mountcross.com/church-council.html>

Pastor Elizabeth's Report: Pastor Elizabeth's report can be viewed online at the church website: <http://www.mountcross.com/church-council.html>

Director of Ministry with Children, Youth & Families Report: Meredith's report was received by the council. Meredith highlighted all of the Thrivent Action Team grants that have been used by church members over the past year. She had a handout available for the council members showing what the different grants were used for. She plans to publish that information so the rest of the congregation can see it as well. At least 23 Action Teams were used in 2016 with a potential of \$5,750 from Thrivent being given to these activities. Her full report can be viewed online at the church website: <http://www.mountcross.com/church-council.html>

Youth Report: The youth representatives were not able to attend the meeting tonight so there was no report from them.

President's Report: Norm thanked the council for a great year and all the hard work everyone put in on behalf of Mt. Cross.

Treasurer's Report: The treasurer's report was received by the council. Keith reported that at the end of 2016 there was \$90,000 cash in the bank. Total pledges received for 2016 was 94% of what had been pledged. Expenses were at 95% of what had been budgeted. The full reports from the treasurer can be seen online at <http://www.mountcross.com/church-council.html>

Recommendation of 2017 budget to the congregation:

Susan Prosser attended the council meeting to review the recommended budget from the Budget & Finance Committee to the council members. The budget total of \$651,845 is an increase of 15% over the 2016 adopted budget. The recommended budget maintains all staff and contracted positions with a 2% cost of living increase included for all regular employees. This budget includes \$76,500 from the Special Funds designated fund for the patio improvement project. The proposed budget is balanced with the projected 2017 income and designated funds and has no reliance on reserve funding. It was moved and seconded to recommend the budget proposed by the Budget & Finance Committee to the congregation at the annual meeting on 1-29-17 for adoption. The motion passed unanimously. The council thanked the members of the Budget & Finance Committee for all of their hard work compiling this budget for the congregation.

Committee Reports:

Personnel Committee: Bob Burrow had no more specific information regarding the new procedures for keeping time cards to report at this meeting. Our bookkeeper, Heather Edwards, is already using a timecard for another church, so Keith will follow up with her to see if we can use the same timecard. There was a discussion on the need for having continuing resolutions to better document what policies are already in place for Mt. Cross. The following continuing resolution was proposed for adoption:

**CONTINUING RESOLUTION 2017.1 MT. CROSS LUTHERAN CHURCH
PERSONNEL HANDBOOK**

It is resolved that a personnel handbook for Mt. Cross Lutheran Church will be developed by the applicable committee and will follow all current state and federal laws.

It was moved and seconded to adopt Continuing Resolution 2017.1. The motion passed unanimously.

Full reports from all of the committees can be found online at the church website:
<http://www.mountcross.com/church-council.html>

Information & Looking Ahead:

Reminder that there will be a constitutional amendment being voted on at the annual meeting. Please review the changes that are being proposed.

There will be a potluck dinner after the annual meeting on the 29th. The Service & Missions Committee is looking into doing a service project of writing letters to deployed service members as part of the dinner.

The council offers their sympathy and prayers to Joan Brundage on the loss of her husband, and our fellow council member, Bob Brundage on December 22, 2016. It was moved and seconded to appoint Joan Brundage to finish Bob's council term. The motion passed unanimously.

Keith informed the council that during the recent rains, there was a leak in Kathy Channels' office and there are possible mold issues involved in that area. The property committee is aware of the situation and is working on repairs.

There being no more business, it was moved and seconded to adjourn the meeting. The motion passed unanimously and the meeting was adjourned at 8:30 p.m.

ADDENDUM TO MINUTES: Keith Selbrede notified the council members via email after the January meeting that he should have brought one more item to the council for consideration. That item was the SECA payment for Pastor John. According to the 2016 budget, Pastor John was to receive \$7,228 or \$278 per pay period. He did receive that amount for the first 2 pay periods, however for an unknown reason, for the next 24 pay periods he received \$500 each pay period. That brought the total paid for the year to \$12,556 an overpayment of \$5,328. Keith met with Norm Presecan and Susan Prosser to discuss this issue. The felt that since Pastor John had no knowledge of the mistake, the year-end finances were in excellent shape and since Pastor John had no salary increase for over 3 years the \$5,328 should be forgiven and Pastor John should not be expected to repay the church that money. In addition, it was noted that when Pastor John's daughter was removed from his health insurance plan, that saved the church over \$5,000. For 2017, the SECA payment has been changed back to \$280 per pay period effective the first pay period of 2017 in keeping with the recommended 2017 budget.

Keith made the following motion via email for the council members to vote on electronically: I move that the overpayment made to Pastor John in 2016 in the amount of \$5,328 be forgiven by the church and that no repayment of this amount be required from Pastor John. The motion was electronically seconded and passed with 10 electronic "yes" votes.

Next meeting: **Saturday February 4, 2017** following the morning session of the annual leadership retreat

February Devotions: OPEN

February Listening Post: OPEN

Respectfully submitted, Denise Sobolik, recorder

Mount Cross Lutheran Church
Church Council minutes
December 13, 2016

Mission Statement:

Rooted in God's grace to joyfully witness and serve.

Call to order: The Christ candle was lit and the meeting was called to order at 7:05 p.m. by President Norm Presecan.

Council Members Present: Craig Blois, Bob Burrow, Rick Gardner, Mike Laskey, Norm Presecan, Keith Selbrede, Denise Sobolik

Staff Members Present: Pastor John Soyster, Meredith Gardner

Not Present: Cathy Channels, Pastor Elizabeth Nees, Julia Fickenscher, Shannon Storer, Bob Brundage, Marion Cole, Betty Ertel, Linda Frantz, Mike McClary, Marsha Neidens, Bev Rueckert

Devotions: Mike Laskey led a devotion on the nativity story with a message to focus on what is important.

Caring Conversation: In honor of St. Lucy and Santa Lucia day the question was asked "Where in this dark world does The Light most need to shine?" There was a discussion on an inner personal light and light shining in the world in dark places such as Aleppo.

Listening Post Report: Mike Laskey was at the Listening Post on December 4th and heard several comments. There are still comments voicing concern over the time of the traditional service. There were positive comments on the overall feeling of being at Mt. Cross, the people here and the youth activities. There was concern raised about Meredith's position and money being budgeted to maintain her position. There were questions on when the patio project would be finished.

Action Items:

Approval of minutes: It was moved and seconded to approve the minutes from the November 15, 2016 meeting. The motion passed unanimously.

Reporting:

2017 Budget: Susan Prosser was in attendance to present the council with the proposed budget from the Budget & Finance Committee. Handouts were given to the council members to summarize the numbers and illustrate the different categories of funding. Approximately the same number of pledges have been received to date as were received in total last year and the average pledge amount has increased by 10% this year. The proposed budget does not include any COLA increase for any of the staff members or funding for the Children's Choir Director Position. The proposed budget *does* include funds for a second, 1 year contract, for a Pastoral Assistant position and funds for the CYFM Director position at the current salary approved by the council.

Pastor's Report: Pastor John's report was received by the council. He gave the council members results of the informal poll done at the last council meeting on "reforming" Mt. Cross. The items were ranked according to the poll responses. He recommended that each one be a topic of the month in 2017 and that they be further reviewed at the council retreat in February.

Pastor John's full report can be seen online at the church website:

<http://www.mountcross.com/church-council.html>

Pastor Elizabeth's Report: Pastor Elizabeth's report can be viewed online at the church website: <http://www.mountcross.com/church-council.html>

Director of Ministry with Children, Youth & Families Report: Meredith's report was received by the council. All the events that Meredith has done over the past month can be viewed online. She also reported that the Learning Committee has started reading a book together on creating a sustainable youth ministry. Her full report can be viewed online at the church website: <http://www.mountcross.com/church-council.html>

Youth Report: The youth representatives were not able to attend the meeting tonight so there was no report from them.

Treasurer's Report: The treasurer's report was covered during the beginning of the meeting during Susan Prosser's discussion of the proposed 2017 budget. Keith did give a brief update on the annuity policy from the estate of Geri Bradley. The paperwork for that has been received and he clarified that the money from the annuity is earmarked to go to the Endowment Fund per the terms of Geri Bradley's will. The full reports from the treasurer can be seen online at <http://www.mountcross.com/church-council.html>

Committee Reports:

Personnel Committee: Bob Burrow had a lot of new information for the council regarding an overtime policy, time card procedure and hiring procedures for Mt. Cross.

- Hiring Procedure for non-called staff—Bob gave the council a handout outlining the proposed new procedures for filling a vacancy in an existing position as well as creating a new position and filling that position. He asked the council to review the handout for further discussion at the next council meeting.
- Time Card Procedure—Bob gave the council a handout outlining the need and process for keeping time cards. This procedure is now a requirement due to new state and/or federal laws and the personnel committee is recommending the process be approved by the council. During discussion, there were several questions. One question dealt with the mandatory lunch time if an employee works over 4 hours. Bob will review that matter further. Bob will also look into how other churches are handling this new requirement—are they using paper time cards, Quick Books, apps...? After the discussion, it was decided that Bob would look into the matter more and report back to the council at the next meeting. No action was taken at this time.
- Overtime Policy for non-exempt employees—Bob gave the council a handout outlining the definition of OT and a proposed policy for OT at Mt. Cross. The policy does not need to be enacted immediately since the state/federal rule on the matter has been suspended for the time being. With or without the law, it would still be a good idea for Mt. Cross to have this in place. Bob also noted that the personnel committee needs to review the job descriptions in a few of the contracts to clarify the OT for those positions before the council adopts the policy.

Full reports from all of the committees can be found online at the church website:
<http://www.mountcross.com/church-council.html>

Action Items:

Based on feedback from a member of the congregation, the Legacy Giving Team has looked at the church by-laws regarding the Endowment Fund distribution of income and recommends that new procedures be adopted allowing members of the congregation to request funds from the Endowment Fund. The Legacy Giving Team submitted the following proposal to the council for consideration:

CONTINUING RESOLUTION 2016.1 ANNUAL SOLICITATION OF ENDOWMENT FUND DISTRIBUTION REQUESTS FROM THE CONGREGATION

Section VIII of the Congregation By-Laws addresses the Endowment Fund. Under Chapter B of this Section, in a paragraph entitled **Distribution of Income**, the following statement is made: “The congregation may submit requests to the COMMITTEE each year for the distribution of the endowment fund income.” The following provides a procedure for soliciting requests from the congregation:

1. The Legacy Giving Team shall place an annual announcement soliciting requests for distributions from the Endowment Fund in the March and April editions of the Grapevine as well as in the Sunday bulletins.
2. Distribution requests from the congregation will be submitted to the Church Office no later than April 30th of the year.
3. The Legacy Giving Team will consider these requests and provide distribution recommendations for review and approval by the Church Council at its June meeting.

It was moved and seconded to adopt the procedures suggested by the Legacy Giving Team. The motion passed unanimously.

Closed Session: There being no more new or unfinished business to discuss, the council moved into a closed session to discuss personnel issues. Pastor John, Meredith Gardner and Rick Gardner left the meeting for the closed session.

There being no quorum present during the closed session, no decisions were made and no actions were taken by the council. The meeting was adjourned from the closed session at 9:30 p.m. with the Lord’s Prayer.

Looking Ahead:

Next meeting: January 10, 2017 7:00 p.m.

January Devotions: OPEN

January Listening Post: OPEN

Respectfully submitted, Denise Sobolik, recorder

Church Council minutes

November 15, 2016

(The date was changed from the traditional 2nd Tuesday of the month due to Election Day)

Mission Statement:

Rooted in God's grace to joyfully witness and serve.

Call to order: The Christ candle was lit and the meeting was called to order at 7:00 p.m. by Vice President Bev Rueckert.

Council Members Present: Craig Blois, Bob Burrow, Marion Cole, Betty Ertel, Linda Frantz, Rick Gardner, Mike Laskey, Mike McClary, Marsha Neidens, Bev Rueckert, Keith Selbrede, Denise Sobolik

Staff Members Present: Pastor John Soyster, Meredith Gardner

Not Present: Cathy Channels, Pastor Elizabeth Nees, Julia Fickenscher, Shannon Storer, Bob Brundage, Norm Presecan

Devotions: Keith Selbrede shared a devotion on stewardship and the importance of being open to change.

Caring Conversation: Now that the 50th anniversary celebration has concluded, what was your favorite memory from the anniversary Sunday? Several memories were shared.

Listening Post Report: Keith Selbrede was at the Listening Post for November and heard several comments. There are still comments that the traditional service is too early and the music at the traditional service is too slow. There was a comment about the contemporary service needing to be more uplifting. Two people commented that all was great and nothing needed to be changed. There was also a question about the new choir robes that were budgeted for this year but have not been purchased yet. The Worship & Music committee will follow up on that.

Action Items:

Approval of minutes: It was moved and seconded to approve the minutes from the October 11, 2016 meeting. The motion passed unanimously.

Reporting:

Patio Update: Stan Patscheck was present to give an update on the progress of the patio project. The project continues to move along. The plans have been drawn and are with the engineer for structural calculations to be completed. Those calculations are required before Stan can give any sort of cost estimate for the project. The report should be back from the engineer soon and Stan hopes to have a rough cost estimate to present to the council at the December meeting.

Pastor's Report: Pastor John's report was received by the council. He started by thanking the council for welcoming the Feast of Faiths to Mt. Cross. Approximately 120 people attended the dinner and packed the room. He also reported that the Mt. Cross polling place for students on Election Day was a big success and had a great positive energy. At the last council meeting there was a consensus to move forward with the idea of having a columbarium on the church property. Pastor John now proposes having a notice about the project in the Grapevine and forming a task force to look into the idea more and present options to the council. Finally, at the end of his report, Pastor John gave each council member a brief form to fill out on "re-forming" Mt. Cross. The forms will be used to prioritize actions needed at Mt. Cross. Pastor John's full report can be seen online at the church website:

<http://www.mountcross.com/church-council.html>

Pastor Elizabeth's Report: Pastor Elizabeth's report can be viewed online at the church website:

<http://www.mountcross.com/church-council.html>

Director of Ministry with Children, Youth & Families Report: Meredith's report was received by the council. Meredith and several youth attended a new event for the Channel Islands Conference called She Rises which is for girls from 6th grade and up. About 60 women attended the first meeting at CLU with about 15 coming from Mt. Cross. Cole, the intern who has been working with Meredith is nearing the end of his semester and will no longer be helping out at Mt. Cross when the semester is over. However, Meredith has been informed by CLU that they would like to place another intern with her for the next semester. Finally, Meredith reported that with new families attending the traditional service who have expressed a desire for their children to be able to attend Children's Church during that worship time, she will now be conducting Children's Church during both services. This may also mean some families who stopped coming to Sunday morning services may return as well. Her full report can be viewed online at the church website: <http://www.mountcross.com/church-council.html>

Youth Report: The youth representatives were not able to attend the meeting tonight so there was no report from them.

Treasurer's Report: The treasurer's report was received by the council. Keith Selbrede informed the council that the church has a good cash supply on hand. Actual pledges continue to lag behind projected pledges however envelope non-pledged is about \$17,000 over the projected amount. Expenses YTD are about \$14,000 less than budgeted however there are still several MBC requests that need to be paid. Overall, things are looking good for now.

Keith also informed the council that Mt. Cross has been named a beneficiary on an insurance policy from Geraldine Bradley. The insurance company needs the council to approve a corporate resolution appointing someone as the signature on behalf of the church. **It was moved and seconded to approve the following corporate resolution:**

Whereas Mount Cross has been named a beneficiary of Geraldine Bradley's policy with Bankers Life and Casualty Company, and whereas it is necessary to file a beneficiary claim form with Bankers Life and Casualty company on behalf of the church in order to receive a distribution from said policy and whereas the church council must by Resolution name an official to serve as the signature to the claim and the designated person for communication with Bankers Life and Casualty Company. Be it therefore resolved that the elected church Council of Mount Cross Lutheran Church of Camarillo California designates Keith Selbrede, elected member of the Church Council and appointed Church Treasurer to sign and submit the claim form for beneficiary of Bankers Life and Casualty Company Policy number 8886687.

The motion passed unanimously.

For the next order of business from the treasurer, Meredith Gardner and Rick Gardner were excused from the room. As of 12-1-16 there are new overtime policies that will be in effect. The only staff member at Mt. Cross who will potentially be affected by the new policy is Meredith Gardner. However if 2 exemptions to the OT policy are in place, Meredith would be exempt from receiving OT payments. The duties outlined in her contract provide one of the exemptions. The 2nd exemption deals with the annual salary. Currently, Meredith's salary is slightly below the cutoff for being exempt from OT payments. The budget and finance committee has recommended increasing Meredith's salary for the remainder of the year to allow the OT exemption to be implemented. The increase would amount to about \$250.00 a month. **It was moved and seconded to modify the 2016 budget amount for Meredith Gardner's salary from \$45,000 to \$48,000 on the next pay period and prorated on an annual basis. There was no further discussion and the motion passed unanimously.** Pastor John will talk with Meredith and explain the action taken by the council. After the vote, Meredith and Rick returned to the meeting. The full reports from the treasurer can be seen online at <http://www.mountcross.com/church-council.html>

Committee Reports:

Church Council Meeting Archived Minutes

50th Anniversary: Pastor John asked the council for feedback on how the 50th Anniversary Sunday went. He reported that volunteers did the take down and set up of the rooms for the luncheon. He is not sure that will continue to be an option in the future, but hiring Meathead Movers is expensive, so more work needs to be done to find a solution. The Worship & Music Committee met after the anniversary Sunday and reported an overwhelming positive response to the anniversary events. Other comments from the council concurred that it was a great day and that the food served at lunch was very good.

Stewardship Committee: Craig Blois reported that the stewardship campaign has concluded. All the pledges were collected last Sunday. An initial count shows approximately a 50% return rate. The committee is planning to send a follow-up email to those who did not respond. They will continue to evaluate the need for further follow ups as they see how many responses are coming in.

Personnel Committee: Bob Burrow recently attended an HR workshop hosted by the synod. Among other things, he learned that most churches are also dealing with the issues of OT and sick leave policies. He plans to have an update on the new OT policy to present to the council at the December meeting. In addition to an OT policy, a time card policy and hiring policy will also need to be implemented. In conjunction with all of these new policies, the committee will also need to look at all the job descriptions in the contracts and update them to incorporate the changes.

Service & Missions Committee: Mike McClary reported that the S&M committee has requested that the Thanksgiving Eve offering be designated to Lutheran Social Services. **It was moved and seconded that the Thanksgiving Eve offering be designated to Lutheran Social Services. The motion passed unanimously.**

Nominating Committee: Denise Sobolik reported that the nominating committee has had their first meeting. They are currently seeking names of anyone interested in being on the church council in 2017.

CDC: Betty Ertel reported that the CDC has 3 new students who have recently enrolled.

Full reports from all of the committees can be found online at the church website:

<http://www.mountcross.com/church-council.html>

Looking Ahead: No one has signed up for the December listening post. Mike Laskey volunteered to do the listening post for December.

The meeting was adjourned at 8:15 p.m. with the Lord's Prayer.

Next meeting: December 13, 2016 7:00 p.m.

December Devotions: Bob Brundage

December Listening Post: Mike Laskey

Respectfully submitted, Denise Sobolik, recorder

Mount Cross Lutheran Church

Church Council minutes

October 11, 2016

Mission Statement:

Rooted in God's grace to joyfully witness and serve.

Call to order: The Christ candle was lit and the meeting was called to order at 7:00 p.m. by President Norm Presecan.

Council Members Present: Craig Blois, Bob Brundage, Bob Burrow, Marion Cole, Betty Ertel, Marsha Neidens, Norm Presecan, Bev Rueckert, Keith Selbrede, Denise Sobolik

Staff Members Present: Pastor John Soyster

Not Present: Cathy Channels, Pastor Elizabeth Nees, Linda Frantz, Julia Fickenscher, Mike Laskey, Shannon Storer, Rick Gardner, Mike McClary, Meredith Gardner

Devotions: Bob Burrow shared the immortal words of Vin Scully from his Hall of Fame induction speech as the devotion.

Caring Conversation: As we draw near to the conclusion of the celebration of our 50th year, what have been some of the favorite parts from this past year? Before sharing several stories, there was a general consensus that the year flew by too quickly!

Listening Post Report: Bob Burrow was at the Listening Post on 10-2 and heard several comments. The Praise Band should do more to encourage singing by the congregation; the organist could pick up the tempo on some of the songs; the traditional service is still too early for some, but they are trying to make it work-maybe a mix of contemporary songs at the traditional service would be helpful; a visitor remarked that they liked the scale and size of the church and the location; the confession of sins portions should be in the liturgy every week; and several comments that they had no comments and were happy with everything.

Action Items:

Approval of minutes: It was moved and seconded to approve the minutes from the September 13, 2016 meeting. The motion passed unanimously.

Reporting:

Pastor's Report: Pastor John's report was received by the council. He started with a big thank you to Rick Mann and Stan Patscheck for their work replacing light bulbs in the sanctuary and power washing the exterior of the building.

He also provided an update on the motion the council made a few months ago to hire Meathead movers to do furniture moving for events at the church. The Worship & Music committee has decided to work on getting volunteers to do the furniture moving and save the church the cost of hiring an outside contractor to do the work. A photo journal has been created to show how the furniture should be replaced in the CDC rooms.

A member has come to Pastor John and asked the church to look into the possibility of having a columbarium on the church property. There was general consensus during the meeting that this would be a good idea and worth investigating further. It will be referred to a proper committee for research and information at a future date.

Finally, Pastor John informed the council that the Executive Committee received correspondence from Norman Williamson regarding his concerns about a decline in membership over the past several years and his belief that the decline is related to the 2009 ELCA statement on Human Sexuality. The Executive Committee discussed his concerns at their meeting on 10-4-16 and agreed that no action needed to be taken regarding his correspondence or the suggestions he made in the correspondence. Pastor John sent Norman a detailed email regarding the decision of the Executive Committee and has also met with Norman personally to discuss this issue.

After a brief discussion by the council members on the history of this topic, it was moved and seconded that the council fully concurred with the decision and response made by the Executive Committee regarding the correspondence from Norman Williamson. The motion passed unanimously.

Pastor John's full report can be seen online at the church website:
<http://www.mountcross.com/church-council.html>

Pastor Elizabeth's Report: Pastor Elizabeth's report can be viewed online at the church website: <http://www.mountcross.com/church-council.html>

Director of Ministry with Children, Youth & Families Report: Meredith was not able to attend the meeting this month due to a death in the family. Her report can be viewed online at the church website: <http://www.mountcross.com/church-council.html>

Youth Report: The youth representatives were not able to attend the meeting tonight so there was no report from them.

Treasurer's Report: The treasurer's report was received by the council. Keith Selbrede reminded the council that budget request information has been emailed to all committee chairs and needs to be turned in by the end of October. Also, please remember that if you need any information regarding the budget, please contact either Susan Prosser or Keith Selbrede directly and do not go to the bookkeeper. If Susan or Keith cannot find the answer to a question, they can contact the bookkeeper, but if they can provide the answer, it will save money in bookkeeping costs. Regarding current finances, current pledges are down; however Jenny Christensen has been on vacation, so not all of the online contributions have been added to the total figure. However, it is expected, that even with those numbers added in, the overall pledge amount will still be below what is projected in the budget. The amount of cash on hand has decreased recently due to a few sizeable expenses, however there is still over \$70,000 of ready cash available. The full reports from the treasurer can be seen online at <http://www.mountcross.com/church-council.html>

Committee Reports:

Property Committee: Bob Brundage reported that the Property Committee plans to ask for \$20,000 in the 2017 budget to build a storage shed where the dumpster currently sits. The shed will be to store large items like the "stage" as well as seasonal items.

CDC: Betty Ertel reported that the CDC Back to School night will be on Sunday October 16th. James Lloyd, a renowned Christian motivational speaker will be the guest speaker. All are invited to attend and hear his presentation.

50th Anniversary Committee: Pastor John gave the council an update on the plans for the service on the 23rd. All the music ministries from the church will be performing at the service. The service will be a walk through the decades with liturgy starting with the liturgy used in 1966 and ending with our current liturgy. All the former pastors of Mt. Cross will either be in attendance

or else represented by family members during the service. After the service there will be a dedication for the cornerstone and time capsule followed by a catered luncheon from Ottavio's.

Stewardship Committee: Craig Blois reported that the committee is currently working on preparing the stewardship packets. The packets will be distributed starting on 10-30-16 and will be returned to the church on 11-13-16.

Personnel Committee: Bob Burrow gave the council an update on the overtime and sick leave policies. Approximately 1 year ago the sick leave policy was updated and implemented to comply with new state laws. That policy does not need to be updated again at this time; however, employees do need to be completing time cards so sick leave accrual and use can accurately be tracked. The overtime policy will need to be updated and has many different layers that the committee is still researching. They need to go back and look at all the job descriptions to determine exactly what OT policy was stated in the individual contracts. There may need to be an interim OT policy until the full policy can be created and implemented. Some job descriptions may require amendments to exempt employees from OT once the new policy is implemented. Employees will also need to be using timecards to track the accrual and usage of OT. Bob and Susan Prosser will be attending a seminar later this month to get more information on this topic and then will continue their work on the issue for Mt. Cross. They will have an interim OT policy to present to the council at the next meeting. In addition to the work on OT and sick leave, the committee has also been working on finalizing the policy on hiring procedures for Mt. Cross that was started several months ago.

Full reports from all of the committees can be found online at the church website:

<http://www.mountcross.com/church-council.html>

Action Items:

November Meeting: During discussions, it was noted that the November meeting falls on Election Day. It was moved and seconded to change the date of the November meeting to 11-15-16. The motion passed unanimously. The time and place will remain the same. The Executive Committee will still meet on 11-1-16.

Constitutional Amendment: Mt. Cross has been asked by the ELCA National assembly to make amendments to their constitution so that it is in compliance with the ELCA constitution. These changes refer to changes that were made to the ELCA constitution at the last church wide assembly. Almost all of the changes to the constitution have to do with a change in the terminology used for called positions within the ELCA. Some called positions have been combined together under a new title and some titles have been eliminated. The Mt. Cross constitution needs to be amended to reflect those terminology changes. The congregation will be given 30 days advanced notice, in writing, before being asked to vote on the proposed amendments to the constitution at the annual meeting in January. It was moved and seconded that the proposed amendments to the Mt. Cross constitution as proposed by the church wide assembly be recommended to the congregation at the annual meeting in January of 2017 for adoption. The motion passed unanimously.

Looking Ahead: Regarding reviving or reorganizing the Caring & Welcome committees: Pastor John is going to do more research into this topic and bring information back to the council at a future meeting.

The meeting was adjourned at 8:25 p.m. with the Lord's Prayer.

Next meeting: **November 15, 2016** 7:00 p.m.

November Devotions: Keith Selbrede

November Listening Post: Keith Selbrede

Respectfully submitted, Denise Sobolik, recorder

Mount Cross Lutheran Church
Church Council minutes
September 13, 2016

Mission Statement:

Rooted in God's grace to joyfully witness and serve.

Call to order: The Christ candle was lit and the meeting was called to order at 7:00 p.m. by President Norm Presecan.

Council Members Present: Craig Blois, Bob Brundage, Betty Ertel, Rick Gardner, Mike McClary, Marsha Neidens, Norm Presecan, Denise Sobolik

Staff Members Present: Meredith Gardner

Also Present: Susan Prosser

Not Present: Cathy Channels, Pastor Elizabeth Nees, Bob Burrow, Marion Cole, Linda Frantz, Bev Rueckert, Julia Fickenscher, Mike Laskey, Keith Selbrede, Shannon Storer, Pastor John Soyster

Devotions: Mike McClary led the devotion using Conversations with God for Police Officers and based on Romans 13: 1-5 about being a good, responsible citizen.

Caring Conversation: With the start of the new school year, the caring conversation was to share favorite things about the coming of fall.

Listening Post Report: No one was assigned to the Listening Post for September, instead council members were asked to stop at the table as they were able on Rally Day. There were no specific comments from the congregation to report, however, there were comments from council members that it felt like no one was in charge of Rally Day and that there should be someone in charge of making sure that people/groups get notified about Rally Day and in charge of getting things set up in the morning on Rally Day. It was noted that there were a lot fewer tables on the patio this Rally Day compared to past years. Several families were unable to attend due to conflicting activities so there was also discussion about possibly changing the date of Rally Day to the end of August to coincide with the start of school.

Action Items:

Approval of minutes: It was moved and seconded to approve the minutes from the August 9, 2016 meeting with minor grammar and punctuation corrections. The motion passed unanimously.

Reporting:

Pastor's Report: Pastor John is on vacation this week. His full report can be seen online at the church website: <http://www.mountcross.com/church-council.html>

Pastor Elizabeth's Report: Pastor Elizabeth's report can be viewed online at the church website: <http://www.mountcross.com/church-council.html>

Director of Ministry with Children, Youth & Families Report: Meredith's report was received by the council. She recently took 4 youth from Mt. Cross to the Channel Islands Conference Assembly where they were able to meet with the Bishop and be part of a discussion on what it means to them to be a Lutheran.

Last Wednesday was the start of the new Wednesday evening programs for youth and now including adults as well. The confirmation families will continue to provide the main dish for the dinners with others signing up to provide side dishes and desserts. Fourteen adults attended the Bible study and the Fun With Faith group has grown large enough to split into 3

separate groups by age. Meredith is open to receiving any and all feedback on the Wednesday evening programs.

The Peace Pole dedication at the Camarillo Library was a great event and our children's choir, Joyful Noise, did a wonderful job singing at the event.

New items coming up for the youth include the start up of a youth leadership committee that will meet once a month to help plan events for the youth. There will be a Mom's group starting in the near future to serve families with infants and toddlers. The best format to meet the needs of this population at MTC is still being determined. The new intern from CLU started working with Meredith last week. He will be working with her for 10 hours a week for this semester. There is a possibility he may continue working with her after this semester as well. Her full report can be viewed online at the church website: <http://www.mountcross.com/church-council.html>

Youth Report: The youth representatives were not able to attend the meeting tonight so there was no report from them.

Treasurer's Report: Keith Selbrede was unable to be at the meeting so Susan Prosser presented the treasurer's report. All of the financial reports have been prepared through August and are now posted on the website. Susan cautioned that although it appears operating income is \$11,000 ahead of the projected budget, there are reasons behind that number and in fact the income is running about even with the projected number in the budget. The full reports from the treasurer can be seen online at <http://www.mountcross.com/church-council.html>

Committee Reports:

Property Committee: Bob Brundage reported that the Property Committee will be replacing the light bulbs in the sanctuary in the near future and also power washing exterior slopes on the church to be sure the church is shining brightly for the 50th anniversary celebration in October. He also reported that the July 2016 water usage was down 25% from the usage in July of 2015 and that the irrigation on the island in the parking lot has been turned off.

Budget & Finance Committee: Susan reminded the council members that it is almost budget time again. The B&F committee will be sending out budget info to the committees on 10-1-16 and requests that budget requests are returned to them by 10-31-16.

50th Anniversary Committee: Susan updated the council on upcoming 50th anniversary events. There will be a 1960's style "coffee house" on 9-24 hosted by the Fellowship Committee. On 10-2 there will be a matinee movie screening at MTC in honor of the churches beginnings in a movie theater. The grand finale will be on Sunday October 23rd with 1 worship service and program. The bishop will be giving the sermon and several prior pastors from MTC will be in attendance. There will be a cornerstone installation after the service followed by a luncheon for all members of MTC.

Stewardship Committee: Craig Blois reported that members of the stewardship committee met with the 3D group to share stewardship information with them. They are trying to do more

meetings like this at planned events to get the word out about the importance of stewardship and the need to continue supporting the programs at MTC.

Full reports from all of the committees can be found online at the church website:
<http://www.mountcross.com/church-council.html>

Action Items:

Square Pay/credit card reader update: Susan Prosser gave the council background information on this topic and then outlined the research done by the Budget & Finance committee. There are already several ways to pay for activities and products at MTC and adding the CC reader will also add monthly fees or transaction fees. It was noted that many things can be paid for, using a credit card, through the church website and that maybe it would be a good idea to better educate the congregation about this option. In addition, VANCO, who provides the Simply Giving program, has a new smart phone App to allow for credit card payments to the church. After hearing the options and information and discussing the issue it was moved and seconded to approve the recommendations from the Budget & Finance committee as follows:

- The existing Square Pay account should continue to be used for MBC and managed by MBC leadership.
- The congregation needs to be educated regarding the existence and use of the current online payment method available on the MTC website and the new VANCO mobile APP, VANCO GIVE+.
- The website payment option and GIVE+ should be managed to include updates for current special giving options and activities along with a clear selection of ongoing giving options.
- Make no expansion of the existing Square Pay account at this time since several credit card payment options exist through VANCO with consolidated reporting preferred by the financial secretary.

The motion passed unanimously.

QuickBooks Update: Susan Prosser provided the council members with information on this topic. The current version of QuickBooks has not been updated since 2014 and is in need of an update. In addition, the current version only allows for 1 user and can only be used on the church computer. Updating to the new version will allow up to 5 users to have access to the information in QuickBooks and will allow access on any device without having to install the software on that device. For 2017, updating the software will be an increased cost of \$117. It was moved and seconded to update the QuickBooks software with the online version. The motion passed unanimously.

Looking Ahead: Norm informed the council that the personnel committee has not had a chance to meet yet regarding the overtime and sick leave policies. There should be information on those issues to present at the next council meeting.

It was also mentioned that the Welcome Team and Caring Committee do not seem to have members or be meeting. These are vital components to our church and we need to see about getting these committees active again.

The meeting was adjourned at 8:55 p.m. with the Lord's Prayer.

Next meeting: October 11, 2016 7:00 p.m.

October Devotions: Bob Burrow

October Listening Post: Bob Burrow

Respectfully submitted, Denise Sobolik, recorder

Mount Cross Lutheran Church
Church Council minutes
August 9, 2016

Mission Statement:
Rooted in God's grace to joyfully witness and serve.

Call to order: The Christ candle was lit and the meeting was called to order at 7:00 p.m. by President Norm Presecan.

Council Members Present: Craig Blois, Bob Brundage, Betty Ertel, Julia Fickenscher, Rick Gardner, Mike Laskey, Mike McClary, Norm Presecan, Keith Selbrede, Denise Sobolik, Shannon Storer

Staff Members Present: Pastor John Soyster, Meredith Gardner

Also Present: Scott Fajnor, Joan Swindle

Not Present: Cathy Channels, Pastor Elizabeth Nees, Bob Burrow, Marion Cole, Linda Frantz, Marsha Neidens, Bev Rueckert,

Devotions: Craig Blois led the devotion using jars filled with rice and walnuts to demonstrate stewardship principles.

Caring Conversation: In honor of VBS this past week, the caring conversation was: "Do you have a favorite VBS memory to share?" Several good stories and positive comments from the past week of VBS were shared.

Listening Post Report: Craig Blois "listened" on the patio for August. The only comment he received was regarding what was being done with the results of the worship survey and asking that the council still be open to the idea of moving the traditional service a bit later on Sunday mornings.

There is no one signed up for Listening Post in September so it was decided to have the Listening Post on Rally Day and to have council members who are available cover it throughout the morning.

Patio Cover Update: Scott Fajnor presented drawings of his proposal for the patio cover and answered questions about the design and the project in general. The general consensus was very favorable toward the design and ideas presented. The next steps will be to submit the drawings to an engineer for more specific cost estimates. The property committee is working with Scott and helping oversee each step of the process. The drawings will be on display in the PLC on Rally Day and members of the committee will be present to answer questions.

It was also noted during the discussion that in order for any of this work to be done, the entire existing patio will need to be replaced to provide better drainage and a good foundation for the patio cover. It still needs to be determined if that project will be paid for with special funds money or out of maintenance funds from the property committee.

Action Items:

Approval of minutes: It was moved and seconded to approve the minutes from the July 12, 2016 meeting as written. The motion passed unanimously.

Reporting:

Pastor's Report: Pastor John's report was received by the council. He reported that the week of VBS last week was a huge success and thanked Meredith for her wonderful leadership and organization to make the week such a big success.

The Wednesday evening series continues to be well attended and will be continued in the fall to keep the momentum going. Details are still being worked out and more information will be presented to the council at the next meeting.

Finally, Pastor John thanked everyone for the Pastor Appreciation Sunday last Sunday. A full itinerary for his trip to Germany can be found on the church website. His full report can be seen online at the church website: <http://www.mountcross.com/church-council.html>

Director of Ministry with Children, Youth & Families Report: Meredith's report was received by the council. She also reported that the week of VBS was a great week. She has had a busy summer with the youth. She has been trying to have more day trips with youth instead of the larger, longer trips. She updated the brochure for MTC and had it available to hand out to parents during the Thursday night program at VBS. Her full report can be viewed online at the church website: <http://www.mountcross.com/church-council.html>

Pastor Elizabeth's Report: Pastor Elizabeth will no longer be able to attend the council meetings due to her new job assignment in Goleta. She will continue to be at Mount Cross for one Sunday a month and will be covering for Pastor John while he is gone on his study leave. Other plans for the use of her 10 hours a week are still being worked out at this time. Her full report can be viewed online at the church website: <http://www.mountcross.com/church-council.html>

Youth Report: The youth report was received by the council. Shannon and Julia reported about the summer trip they took with other high school youth from MTC and other churches to San Francisco and then house boating. They had a great trip and made good connections among the youth at MTC as well as the youth from other churches. They also reported that they helped out with the Parents' Night Out and then had a youth sleepover at the church after the Parents' Night Out ended.

Treasurer's Report: The treasurer's report was received by the council. Keith reported that the financial outlook continues to look good. There is a good amount of cash on hand in the checking account, but he noted that there are still some outstanding expenses to be paid. Pledges are about \$7000 behind the budgeted amount, but for the summer months the pledges have actually been better than they have been in past summers. The envelope non-pledged is ahead \$19,000 due to some special giving. The full reports from the treasurer can be seen online at <http://www.mountcross.com/church-council.html>

Treasurer Motions:

Transfer of funds for patio project contract: At the last council meeting, the council approved the signing of the contract to move forward with the initial drawings/plans for the patio project. There now needs to be a budget amendment to approve moving the funds out of the special funds line item to enable paying for that contract. There is currently not a budget line item for these expenses. **It was moved and seconded to create a new budget line item for the "patio project". The motion passed unanimously.** Keith will work with the Budget and Finance Committee to assign a new line item number for this account.

It was moved and seconded to create a budget amendment to move \$7500 from account #35031, Holk Trust, to the new patio project line item # yet to be determined. During discussion the question was raised if this \$7500 includes the \$900 already paid to Scott Fajnor. That \$900 was paid out of the property committee budget and needs to be "paid back" to the property committee. This \$7500 does include that \$900 previously paid to Scott Fajnor and Keith will work with the budget and finance committee to do the bookkeeping to make sure the property committee is paid back their \$900. **The motion passed unanimously.**

Office Manager sick leave: Sheri will be out on sick leave for approximately 2 weeks and has asked about the church's policy regarding accrual of sick leave. She is currently authorized to take up to 6 days of sick leave a year and over the 3 years she has worked for the church, she has not used any of her sick days. The current contract does not address accrual of sick leave. During the discussion, there was a consensus that Sheri should be allowed to use past sick leave days for her upcoming surgery/time off but that a policy should be adopted and implemented. There was concern that a cap should be placed on the amount of leave that can be accrued and policy regarding "cashing out" leave at retirement also be adopted. **It was moved and seconded to retroactively allow the office manager, Sheri Groenveld, to accrue 18 days of sick leave.** During discussion it was asked if a way to fund this could be found until the Personnel Committee has had time to look into this more and develop a permanent policy. **The motion was amended as follows: Sheri Groenveld will continue to be paid for up to 18 days while she is out sick with a fully defined sick leave policy to be proposed at a later time by the Personnel Committee. The amended motion was seconded and passed unanimously.**

It was noted that in addition to a sick leave policy, the policy for overtime also needs to be addressed by the Personnel Committee.

Sick Leave Policy: It was moved and seconded to direct the Personnel Committee to prepare a proposal for the council on a policy for sick leave accrual and tracking. The motion passed unanimously.

Overtime Policy: It was moved and seconded to direct the Personnel Committee to prepare a proposal for the council on accrual, use and tracking of overtime. The motion passed unanimously.

Committee Reports:

Property Committee: Bob Brundage reported that the Property Committee continues to work on several money, water and energy saving projects around the property. Five toilets are going to be replaced in the near future. The council had previously approved spending up to \$1500 for this project. However, the final cost estimates have been received and the project will cost \$1000 for parts and \$1385 for labor. It was moved and seconded to approve the contract from Nunn Better, Inc. plumbing (estimate #343) for the installation of a total of 5 toilets in the men's and women's bathrooms at a total of \$2435.00. The motion passed unanimously.

Church Picnic: The end of summer service in the park will be on August 28th at 10:00 a.m. in Mission Oaks Park. The council will be hosting the picnic lunch and games after the service. Help is needed for set up, serving lunch and clean up. Please sign up to help where you are able. At the Mission Oaks Park, there has been concern in the past that the restrooms were too far away from the picnic area to be convenient for older members of the congregation. After research, it was found that a golf cart can be rented for the morning for only \$125. The council has a budget line to pay for their events and there is currently \$330 available in that account. However, most of that money will be needed to pay for providing the main dish for the picnic. It was moved and seconded to approve a budget amendment to the church council line item #63840 in the amount of \$125 to pay for the rental of a golf cart for the picnic on 8-28-16. The motion passed unanimously.

Full reports from all of the committees can be found online at the church website:

<http://www.mountcross.com/church-council.html>

Looking Ahead: The Budget & Finance Committee has been looking into various options for credit card payments to be made at church functions (Square Pay...) and will have an update for the council at the next meeting.

The meeting was adjourned at 8:50 p.m. with the Lord's Prayer.

Next meeting: September 13, 2016 7:00 p.m.

September Devotions: Mike McClary

September Listening Post: Council Members during Rally Day

Respectfully submitted, Denise Sobolik, recorder

Mount Cross Lutheran Church
Church Council minutes
July 12, 2016

Mission Statement:

Rooted in God's grace to joyfully witness and serve.

Call to order: The Christ candle was lit and the meeting was called to order at 7:00 p.m. by President Norm Presecan.

Council Members Present: Craig Bloise, Bob Brundage, Bob Burrow, Marion Cole, Betty Ertel, Linda Frantz, Mike Laskey, Marsha Neidens, Norm Presecan, Bev Rueckert, Keith Selbrede, Denise Sobolik

Staff Members Present: Pastor John Soyster

Not Present: Cathy Channels, Julia Fickenscher, Meredith Gardner, Rick Gardner, Mike McClary, Pastor Elizabeth Nees, Shannon Storer

Devotions: Marsha Neidens gave a timely and touching devotion evoked by recent national events and centered on the theme "Let there be peace on Earth and let it begin with me".

Caring Conversation: "Have you ever been wrongly accused of doing or saying something?" Several interesting stories were shared.

Listening Post Report: Bev Rueckert "listened" on the patio for July. She heard several positive comments, but also a few other comments that should be followed up on. One in particular had to do with people not wearing nametags and not introducing themselves on the patio. We need to be a lot more intentional about both of these practices. There was a comment about power washing the cross and the overhang above the sanctuary doors. The property

committee will follow up on this item. There were still some comments about the traditional service being too early. Possible solutions mentioned were having a service of some kind on a different day and having communion at the altar rail at least once a month at the contemporary service for those attending the contemporary service due to the time but who would prefer a more traditional service. The worship and music committee will follow up on those suggestions.

Action Items:

Approval of minutes: Several minor grammatical errors were pointed out in the minutes from the June meeting. It was moved and seconded to approve the minutes from the June 14, 2016 meeting with the grammatical errors corrected. The motion passed unanimously.

Reporting:

Pastor's Report: Pastor John's report was received by the council. He reported that the summer series, "Stories from the family tree" is off to a good start. There has also been good attendance at the Adult Sunday School class on the Family of Abraham. Looking ahead, Pastor John informed the council that he is planning to host a mock election at Mt. Cross in November for middle and high school students. There will be more information on this event in the future. His full report can be seen online at the church website: <http://www.mountcross.com/church-council.html>

Director of Ministry with Children, Youth & Families Report: Meredith was away on a house boating trip with the youth so was not able to be at the council meeting. Her full report can be viewed online at the church website: <http://www.mountcross.com/church-council.html>

Pastor Elizabeth's Report: Pastor Elizabeth is away on a trip with her husband and was not able to be at the council meeting. Pastor John reported on her behalf that she has accepted a 20 hour a week position as a "bridge" pastor for an ELCA church that will be closing in Goleta. She plans to continue with her current 10 hours a week at Mt. Cross, but her responsibilities may be changing once she starts the position in Goleta. Her full report can be viewed online at the church website: <http://www.mountcross.com/church-council.html>

President's Report: Norm read a thank you note from Lily Friederichs thanking the council for her college scholarship award.

Treasurer's Report: The treasurer's report was received by the council. Keith reported that pledges are about \$4000 behind the budget expectation but that expenses are also about \$2700 under budget. Overall the operating income and cash amount on hand look good. The full reports from the treasurer can be seen online at <http://www.mountcross.com/church-council.html>

Treasurer Motions:

Pastor book allowance: It was moved and seconded to increase the budget on expense account #62160 by \$480.00 to be funded by moving a like amount from the designated account #24200 to income account #55200, "Salaries and Benefits Transfer". There was no discussion. The motion passed unanimously.

Earthquake insurance: It was moved and seconded to approve a contract for earthquake insurance from Church and Casualty Agency, quote #CAQ799041 dated 7/5/2016, at an annual

cost of \$2358.55 beginning July 18, 2016. There was no discussion. The motion passed unanimously.

Audit Committee: It was moved and seconded to acknowledge and thank the audit committee (Carol Broderick, Bob Hilger and Bob Winters) for their report dated June 22, 2016. Note that there were not significant findings in the audit. Two recommendations were made: 1) Eliminate future audits of petty cash (not used) and 2) eliminate future audits of individual giving records (personal confidential information). During discussion the question was raised about why we were going against synod recommendations and eliminating the audits of individual giving. It was noted that this has never been heard of before and has not been done. The quarterly reports are seen as a form of audits on the individual giving. After discussion, the motion passed unanimously.

MBC funds: It was moved and seconded to reallocate the following MBC funds to be used for 2016 MBC requests: \$3000 for cabinets in the PLC (a 2013 MBC request)—the cabinets were donated by Ron and Betty Ertel and \$1000 for a Tijuana Mission trip (a 2014 MBC request)—the trip was cancelled. There was no discussion. The motion passed unanimously.

Action Items:

Meathead Movers: Pastor John presented information on hiring Meathead Movers to do tear down set up of Luther Hall for church events. In the past this has been done by church members and more recently by a CDC staff member. There are liability issues and paying for Worker's Compensation through the church policy would be extremely expensive. An outside organization like Meathead movers would provide their own liability and workers comp coverage. The basic cost for Meathead Movers would be \$64 per hour/per person. They estimate that for our needs it would take 2 people 1 to 1-1/2 hours to do the work. Someone from the church would need to be present while the work was being done. They work 7 days a week but do not work past 5 p.m. so looking ahead, some church events may need to be scheduled on different days or times to accommodate the movers. There is no contract that will be signed. All work is done on a per event basis. Pastor John is suggesting that we try them out for the week of VBS. It was moved and seconded to approve using Meathead Movers to do furniture moving for church events. During discussion, it was noted that the movers do accept tips. There was a concern that whoever was on site overseeing their work might feel obligated to provide the tip. It was suggested that during the event a tip jar could be placed out to provide for this. In the future, this item may need to be budgeted for. The motion passed unanimously.

Patio cover contract: Norm reported that he has received the contract from Scott Fajnor for the 30% design proposal for the patio project. The contract includes a consultation fee from a structural engineer. The total fee for the contract is \$7500.00. It was moved and seconded to approve Norm's signature on the contract from Scott Fajnor for \$7500.00 which includes consulting work for the progress drawings. The motion passed unanimously.

Information, Discussion and looking ahead:

Norm reported that the Worship and Music committee had met and reviewed all the information from the Worship survey. It is their recommendation, based on the survey results and comments that the church continues with their current Sunday morning worship schedule.

Committee Reports:

Property Committee: Bob Brundage reported that the property committee is working on several money, water and energy saving projects around the property.

Special Funds Committee: Bob Burrow reported that since a contract has been signed, the committee is turning over the project to the property committee to oversee. The SF committee will still be available to step back in if needed.

Stewardship Committee: Keith reported that due to several different insurance changes, the church will be saving about \$16,000 dollars next year.

Full reports from all of the committees can be found online at the church website:
<http://www.mountcross.com/church-council.html>

The meeting was adjourned at 8:10 p.m. with the Lord's Prayer.

Next meeting: August 9, 2016 7:00 p.m.

August Devotions: Craig Blois

August Listening Post: Craig Blois

Respectfully submitted, Denise Sobolik, recorder

Mount Cross Lutheran Church
Church Council minutes
Regular Meeting
June 14, 2016
CORRECTED

Mission Statement:
Rooted in God's grace to joyfully witness and serve.

Call to order: The meeting was called to order at 7:06 p.m. by Council President Norm Presecan.

Members present: Craig Blois, Bob Brundage, Bob Burrow, Marion Cole, Linda Frantz, Rick Gardner, Mike Laskey, Mike McClary, Marsha Niedens, Norm Presecan, Keith Selbrede, Betty Ertel, Pastor Elizabeth Nees, and Pastor John Soyster.

Excused were: Meredith Gardner, Bev Rueckert and Denise Sobolik.

Devotion:

Linda Frantz offered the devotion. Linda presented a summary of a book which included the translations of the Psalms by Martin Luther. Linda read Psalm 86 followed by a prayer.

Caring Conversation:

Pastor John began the caring conversation by discussing his thoughts about how the Lutheran Church might support those who are struggling with the aftermath of the shootings in Orlando. Pastor John noted that Holy Trinity Lutheran Church will be holding a vigil on Thursday. He drew from Psalm 86 as guidance for Christians and others to seek strength and guidance. A discussion followed with members of the group commenting on their reactions and thoughts about the recent tragedy.

Listening Post:

Mike McClary reported that he covered the listening post. He noted that there were not any comments offered from the members of the congregation at the event.

Agenda Items:

There was a motion and a second to accept the minutes from the Council meeting of May 10, 2016 as submitted. The motion passed with all in favor.

Pastor John provided a summary of his report which is available on the church website at www.mountcross.com/church-council for review. Pastor John noted the positive reaction to the reunion theme at the last church service. He reminded everyone about the summer program focusing on stories from the family tree.

Pastor John also noted that the various committees are all interconnected and that he will be looking at ways to maintain the interest and activity level of all of the committees going forward.

Pastor Nees gave a summary of the various activities she is involved in with her schedule.

The Council Treasurer provided a summary of the financial reports which are also on the church website. Keith Selbrede noted that the pledged offerings are approximately 5% behind schedule and the non-pledged offerings are a bit ahead of budget due to an increased level earlier in the year. He added that expenses are currently \$30K below budget, but he warned that this could be due to timing issues. The report was received by the Council.

Craig Blois presented the minutes from the stewardship committee meeting. Craig summarized some of the ideas they are considering as part of a stewardship plan to be launched yet this year.

The Treasurer requested that a budget amendment be authorized to change the line item for choir music by increasing it by \$100 in order to reflect a donation provided by Chance Fairchild following his passing this year. Following a second on the motion, it was unanimously approved.

Bob Brundage gave a report from the property committee. He pointed out some of the recent maintenance items and indicated that other improvements are in the works.

Rick Gardner gave a report on behalf of the endowment (legacy) committee. The committee considered the amount available to be awarded as grants this year based on the annual distribution calculation formula. The committee received scholarship applications from four high school seniors as well as a request for camp scholarships. The committee is also recommending that grants be given to certain outreach programs and funds awarded to the Pastor's discretionary fund and Youth discretionary fund.

Following the review by the committee, a request was also received from the 50th Anniversary Committee for funds. A letter was also received by the Council commenting on the need for more input in the process so that others might also be able to make requests.

The Council considered the committee recommendation along with the other input and discussed the item in further detail. There was discussion that greater involvement had been discussed in the past and would still benefit from increasing the noticing of the time lines and application period. There was also the need for considering some of the time constraints; particularly with the high school scholarships and camp scholarships. The time frame is similar to the programming in past years.

After further discussion, a motion was made to award the following grants:

- 4 high school scholarships at \$1,250 each	\$5,000
- Camp scholarships	\$2,000
- Youth discretionary fund	\$1,000
- Pastor's discretionary fund	\$1,800
- Support for the Hong Kong mission	\$ 800
- Support for the Africa Bible mission	\$ 800
- LRCC	\$ 800
- Lutheran Social Services	\$ 800
- 50 th Anniversary Committee	\$1,400
▪ Total \$	14,400

A second to the motion was offered. Following a unanimous vote on the motion, the above grants were approved.

A motion was then made to direct the Legacy Giving Team to establish procedures for soliciting endowment requests and to submit their report for review by the Church Council at the September meeting which will then be presented at the 2017 Annual Meeting for approval by the congregation. Following a second on the motion, the motion was passed with no objections.

Treasurer Keith Selbrede reviewed the Make Bake Celebrate requests for 2016. After making the adjustments including the reallocations from the 2015 MBC funds, the available funds for MBC 2016 allocations is approximately \$15,451.67. The proposed distribution of the funds was presented to the MBC committee chairperson. At their request, it is proposed that \$500.00 be included to support LRCC (El Camino Pines). In order to accommodate that request, the Executive Committee is recommending that the funds be modified from the MBC Request 2016 schedule. The two computer accounts are to be combined into one computer account for \$1,500.00. LRCC would be added under the section for Outreach with the requested amount. Overall the total of all accounts would then be \$15,400.00. The recommended allocations were approved. Upon a second to the motion, the President asked for a vote. All were in favor of the motions.

Make Bake Celebrate Allocations – 2016

Projects/Scholarships/Ministries:

Techno Team Requests (Stan Patscheck):	
- CD Recorder for sound room	\$1,250
- Flat screen TV for Luther Hall	750
- Desk/Laptop Computer(s)	1,500
Patio improvement project accessories	2,000
Photo directory update (Valerie Patscheck)	1,000
50 th Anniversary celebration luncheon (Gayle Johnson)	1,500
Pre-school scholarships (Cathy Channels)	2,000
Sub-total:	\$10,000

Outreach:

Intervarsity Christian Fellowship	
- University of Oregon (Matthew Sobolik)	200
- University of Redlands (Melissa Sobolik)	200
Service & Missions Outreach (Gordon Henry)	
- Habitat for Humanity Ventura County	650
- Rain project	650
- LSS Thousand Oaks	650
- New City Parish	650
- School on Wheels	650
- Lutheran Immigration & Refugee Service	650
- Shipping for LWR kits	200
Quilters supplies & shipping (Marilyn Gardner)	400
El Camino Pines (MBC Committee)	500
Sub-total:	5,400

Grand Total: \$15,400

Keith Selbrede went on to review various materials he received from the new insurance company which is now being used by the church. They offer other programs which may also be of interest to the church. He will give the flyers to the church office to review the various resources.

Bob Burrow indicated that the ad hoc facilities committee will be meeting in the next two weeks to further review the plans for the possible patio cover design.

It was noted that the set-up/take-down arrangements for the Luther Hall will need to be revisited. The current program will no longer be available. Pastor John noted that he has contacted a local moving company who will be looking at the hall in order to offer a contract program to do the work. He will bring more information back to the board once he has their proposal.

Information Items:

Council President Norm Presecan read a thank you letter from Cecilia Travis-Jackson thanking the Council for the opportunity to be a voting member at the recent Synod Assembly. She expressed her appreciation for the wonderful program that was offered at the meeting.

Norm asked if there were any other comments with none being offered.

Adjournment:

Following a motion and a second, the meeting was adjourned at approximately 8:58 pm with the Lord's Prayer.

Next meeting: July 12, 2016 at 7:00 pm.

Respectfully submitted,
On behalf of Denise Sobolik, Recorder

Mount Cross Lutheran Church
Church Council minutes
May 10, 2016

Mission Statement:

Rooted in God's grace to joyfully witness and serve.

Call to order: The Christ candle was lit and the meeting was called to order at 7:00 p.m. by Vice President Bob Brundage.

Council Members Present: Denise Sobolik, Bob Brundage, Marsha Niedens, Bob Burrow, Rick Gardner, Julia Fickenscher, Shannon Storer, Keith Selbrede, Mike McClary, Craig Blois, and Bev Rueckert

Staff Members Present: Pastor John Soyster, Pastor Elizabeth Nees, Meredith Gardner

Not Present: Cathy Channels, Marion Cole, Linda Frantz, Mike Laskey, Norm Presecan, and Betty Ertel (CDC Rep.)

Devotions: Bev Rueckert gave the devotion.

Caring Conversation: “Do you have a connecting with God or connecting with people story to share?” A few interesting stories were shared with the group.

Listening Post Report: Norm Presecan was at the May listening post. He reported, through the Executive Committee, that he received few comments. The one comment he did hear was that moving the traditional service any later would be appreciated and helpful.

Action Items:

Approval of minutes: It was moved and seconded to approve the minutes from the April 12, 2016 meeting as written. The motion passed unanimously.

Reporting:

Pastor’s Report: Pastor John’s report was received by the council. He thanked the council for their work to help make the tent Sunday a big success. He gave the council members a handout with a proposed summer theme of Stories from the Family Tree. The proposed idea would include Wednesday evening worship and a light meal for all ages that would also tie into the lesson for the following Sunday. He also informed the council that he would be taking his 2 week vacation in August and would be traveling to Saxony & Germany with a group led by Bishop Erwin. His full report can be seen online at the church website:

<http://www.mountcross.com/church-council.html>

Director of Ministry with Children, Youth & Families Report: Meredith’s report was received by the council. Meredith reported that she took 5 elementary students to a weekend spring retreat at Luther Glen. The MBC weekend went well. There were over 60 people in attendance for the movie night (an increase from last year). During the auction/dinner event, there were 24 youth between 7th and 12th grades helping with a set-up, clean-up and serving (and they were well tipped for their efforts!). Shannon Storer reported on attending the Walk for Water held recently at CLU and what a big impact it had on her and how much more it made her appreciate the easy access to water that we have. Pastor Elizabeth, Meredith and Shannon Storer attended the conference assembly on Being Lutheran in a multi religion world recently. June 5th will be the last of the youth events before breaking for summer. Her full report can be viewed online at the church website: <http://www.mountcross.com/church-council.html>

Pastor Elizabeth’s Report: Pastor Elizabeth did not submit a full report but did mention that she is excited for the proposed summer theme and feels that it will be a good way to learn more about each other and make good connections.

Treasurer’s report: The treasurer’s report was received by the council. Keith reported that there is a good cash balance. Income is about \$16,000 ahead of budget, although some of that is due to a one time gift. Expenses are about \$22,000 under budget however, there are still several expenses out. During discussion, it was mentioned that it would be a good idea to find a way to thank the congregation for their good stewardship. The full reports from the treasurer can be seen online at <http://www.mountcross.com/church-council.html>

Treasurer Motions:

Property & Liability Insurance coverage: Keith presented the council with outlines from 2 different insurance companies with their coverage and costs. One is from the insurance company currently used by the church. There appears to be potential for approximately \$1500 a year in savings if we switch to the other company. Keith is going to follow up more with both companies to get more information. The policy is due for renewal on 6-1-16. It was moved and seconded that after meeting with both companies, Keith Selbrede will be authorized to sign a one year contract for property and liability insurance with one of the 2 companies presented to the council tonight. The motion passed unanimously.

Pastor's Discretionary Fund: Pastor John has spent the full amount of the money that was budgeted for the pastor's discretionary fund. The treasurer is recommending that a transfer of funds be made to add more money into the discretionary fund. It was moved and seconded to increase the budget on line item #68200, Pastors Discretionary Fund, by \$1043.00 to be covered with funds from equity account #34820. The motion passed unanimously.

Committee Reports:

Property Committee: Bob Brundage reported that the property committee has replaced the faucet aerators in the bathrooms to help improve water conservation.

Legacy Giving Committee: Rick Gardener reported that the endowment fund is currently at approximately \$327,000. That is below last year's value due to the stock market fluctuations. They are estimating the calculated distribution for this year to be about \$14,400. The committee will be meeting again in June and will bring recommendations for the distributions to the next council meeting for approval.

Make Bake Celebrate: Keith reported that he is still reviewing unspent MBC funds from 2015 and will bring that information to the council at the next meeting so decisions can be made on distributions of the 2016 MBC funds.

Full reports from all of the committees can be found online at the church website:
<http://www.mountcross.com/church-council.html>

Action Items:

Worship Assessment: A sample worship assessment was handed out to the council members to review. The plan is to introduce the assessment on Sunday May 15th during the services and have them available on the patio between services. There will also be a digital link to the assessment on the website and information about it in the Grapevine. The end date for the assessments to be returned is June 5th. It was moved and seconded to approve the assessment as presented. The motion passed unanimously.

Voting Member to Synod Assembly: Due to unforeseen circumstances, one of the members elected at the annual meeting to attend the Synod Assembly is unable to attend. Another church member will already be in attendance at the assembly and is willing to serve as a voting member.

It was moved and seconded to nominate Cecelia Travick-Jackson to be a voting member at the Synod Assembly to be held the first weekend in June 2016. The motion passed unanimously. During discussion, it was also noted that Meredith Gardner will be an extra voting member for Mt. Cross at the assembly.

Information, Discussion and looking ahead:

Patio Project: The committee is waiting for the 30% design drawings from the architect before being able to move forward with any other planning for the patio project. The committee does plan to start meeting again to work on the details of the project.

Square Pay: The Budget & Finance committee is still gathering information on Square Pay and other options for credit card payments.

Staff Salaries for 2017: The Stewardship committee will be reviewing the needs for additional income to cover the staffing in 2017.

The meeting was adjourned at 8:40 p.m. with the Lord's Prayer.

Next meeting: June 14, 2016 7:00 p.m.

May Devotions: Linda Frantz

May Listening Post: Mike McClary

Respectfully submitted, Denise Sobolik, recorder

Mount Cross Lutheran Church

Church Council minutes

April 12, 2016

Mission Statement:

Rooted in God's grace to joyfully witness and serve.

Call to order: The Christ candle was lit and the meeting was called to order at 7:00 p.m. by President Norm Presecan.

Council Members Present: Norm Presecan, Denise Sobolik, Marion Cole, Linda Frantz, Keith Selbrede, Mike McClary, Craig Blois, Mike Laskey, and Bev Rueckert

Staff Members Present: Pastor John Soyster, Meredith Gardner

Not Present: Bob Burrow, Bob Brundage, Marsha Niedens, Rick Gardner, Pastor Elizabeth Nees, Cathy Channels, Julia Fickenscher, Shannon Storer and Betty Ertel (CDC Rep.)

Devotions: Marion Cole gave the devotion.

Caring Conversation: “Have you ever wished you’d had one more extra day before making a decision or announcement?” A few interesting stories were shared with the group.

Listening Post Report: Bev Rueckert was at the April listening post. She reported that people are happy to hear progress is being made on the patio project. First time visitors told her they were looking for a new church that was spiritual and multi-generational and they seemed pleased with what they saw. There was a request to consider painting the large cross outside the church. It is not painted, but could use a good power washing. That will be referred to the property committee. A final comment related to the traditional service and the desire for singing the liturgy more often.

Action Items:

Approval of minutes: Denise made one correction to the March minutes. Under Pastor John’s report, it should be the Family of Abraham picnic and not the Father of Abraham picnic. It was moved and seconded to approve the minutes from the March 8, 2016 meeting with the one correction. The motion passed unanimously.

Reporting:

Pastor’s Report: Pastor John’s report was received by the council. He reported that the Family of Abraham picnic was well attended and a great event. After Muslims, Lutherans were the second largest group in attendance, including 11 Lutheran pastors. The Channel Islands Conference of ELCA churches is presenting a speaker at Cal Lutheran on being Lutheran in a multi religious world. Information will be in the grapevine and bulletin and all are invited to attend. Gifts for the Baptism reunion Sunday have been purchased. Please help spread the word to invite all who were baptized at Mt. Cross to attend the service on that Sunday. Also spread the word for the Confirmation and wedding reunion Sundays that will follow the Baptism Sunday. First quarter reports are being prepared to mail out to the congregation. Pastor John is taking advantage of the blank back side of the report to send a letter to the congregation reminding them that we have set some new things in motion with the hiring of Meredith Gardner and Pastor Nees but in order to keep the momentum that we have generated going, we will need to plan ahead to continue funding those positions. His full report can be seen online at the church website: <http://www.mountcross.com/church-council.html>

Director of Ministry with Children, Youth & Families Report: Meredith’s report was received by the council. Meredith reported that she took 6 middle school youth and 8 high school youth to fun days at Magic Mountain. After her Sunday talk about Thrivent Action Grants 8 people signed up to use their grants to fund different activities. She encouraged council members to speak again on another Sunday to encourage more sign ups. The Easter breakfast went well and raised \$800. Meredith took several middle school and high school youth to a Mental Health night in Agoura recently. The topic was suicide, which is a topic that is touching many of our youth in one way or another. She is hoping to possibly host a mental health night at MTC in the future that would be open to all in the community to attend. Her full report can be viewed online at the church website: <http://www.mountcross.com/church-council.html>

Treasurer’s report: The treasurer’s report was received by the council. Keith reported that he did not have a financial summary available to hand out tonight but that things continue to look

good. Although pledges are slightly under what was budgeted, due to some gifts, the total income is ahead of the budget projection. Expenses continue to be under budget. The full reports from the treasurer can be seen online at <http://www.mountcross.com/church-council.html>

Treasurer Motions:

Account signatures: It was moved and seconded to make the following changes to approvals for our checking and money market accounts at Citizens Bank: Remove Herbert Holler and Gayle Johnson, add Heather Edwards and Norman Presecan, retain Sheri Groenveld and Keith Selbrede. There was no discussion and the motion passed unanimously.

Brokerage account signatures: It was moved and seconded to make the following changes for our brokerage account with Fidelity: remove Gayle Johnson, add Norman Presecan and Beverly Rueckert, retain Robert Brundage, Susan Prosser and Keith Selbrede. There was no discussion and the motion passed unanimously.

Pastor Nees salary designation: Pastor Nees has made a request to change her salary designation from “salary” to “housing allowance”. This will potentially mean less taxable income for her but will not change the amount the church is paying her. Tax advisors have been consulted and the change in designation is legal and acceptable. It was moved and seconded to change Pastor Nees’ compensation designation from “salary” to “housing allowance”. The motion passed unanimously.

Budget amendment for a new church banner: The family of Marlys Schmeichel has requested that the memorial funds in her name be used for the purchase of a new banner for the sanctuary. It was moved and seconded to increase the 2016 budget by \$5000 for the expense of a new church banner to be paid for with funds from the Marlys Schmeichel memorial fund. The motion passed unanimously.

Use of “Square Pay” accounts: The church currently has 1 “Square pay” account that is used by the MBC committee for their event. There is the potential to use the account for other activities around the church, but before that happens, the B&F committee would like to research the best way to use it and keep the accounting separate for all the different activities. It was moved and seconded to restrict the use of the “square pay” accounts within Mount Cross, except for the one currently in use by the MBC committee, pending investigation by the B&F committee on the implications for both accounting and donation reporting and to have the treasurer or B&F committee representative report back to the council on their findings or request an extension of the restriction at the May 10, 2016 council meeting. The motion passed unanimously. During the discussion, the following questions were raised for review by the B&F committee:

- Who “owns” the Square account that is currently being used by the MBC committee?
- Who has the administrative rights to the current Square account?
- Where is the money from the current account being deposited or credited to?
- What are the capabilities of Square for accounting purposes?
- What are the fees associated with using Square Pay?
- Are there other options for POS services that we may be able to use instead of Square—possibly linked to some of our existing accounts?

Committee Reports:

There were no committee reports to be received by the council tonight. Full reports from all of the committees can be found online at the church website: <http://www.mountcross.com/church-council.html>

Information, Discussion and looking ahead:

Sign-ups for council hosting luncheon after the tent Sunday service on 4-24-16: A signup sheet was passed around to all the members to sign up to help in some capacity for the luncheon after the tent service on 4-24-16. Thanks to a Thrivent Action Team grant, all of the food and supplies for the lunch are paid for.

MBC fund requests: The requests received for the funds raised from the 2016 MBC were presented to the council. The requests are split with about 25% being for outreach ministries and the remaining 75% for in-church ministries. A final request will be presented to the council after the event is held and the final amount raised is known.

Plumbing Contract: The property committee is ready to move forward with the installation of 5 new low-flow toilets on the church property. A formal contract was not ready for presentation to the council tonight. However, the property committee is using a plumber who has done other projects for the church, so they are familiar with him and his work. It was moved and seconded to allow up to \$1500 to be spent for the purchase and installation of 5 toilets for the church property. If the contract goes over \$1500, the council can vote on the new contract amount via an electronic vote. During discussion, the question was raised if more than 1 estimate was needed before proceeding with signing a contract. That requirement is not in the church bylaws and it was felt that was a decision that should be left to the property committee and not decided by the council. It was also noted during the discussion that the money for this project will be coming out of the general maintenance funds. The motion was approved unanimously.

Mount Cross hosting the Feast of Faiths: Pastor John informed the council that Mount Cross has been invited by the Ventura County Interfaith Community to host the next Feast of Faiths on Sunday 11-6-16. A catered dinner would be held in Luther Hall and displays from the various religions would be on display in the Parish Life Center. There would be no cost to MTC—donations are taken to offset the cost of the catering. There was a question regarding the capacity limits of the Parish Life Center. Pastor John will follow up with the Interfaith organization to get an estimate on the expected number of attendees. It was moved and seconded to approve the idea in concept of MTC hosting the Feast of Faiths on 11-6-16 pending further details to be provided at the next council meeting on May 10, 2016. The motion was approved unanimously.

Patio Project: The project is starting to move forward. Pastor John will follow up with Scott Fajnor regarding the 30% design concept that has been approved by the council.

Worship Schedule Survey: Following 2+ years of frustration from various sectors of the congregation regarding the change to the worship schedule, it was decided to send a survey out to all the members of the congregation regarding the Sunday morning worship times. A draft survey created by Pastor John and the Executive Committee was presented to the council for discussion and possible approval. There was a lengthy discussion regarding the survey, changing the worship schedule and potential new Sunday schedules. The Worship & Music committee has reviewed the issue but has not had any input as of yet into the survey. The Learning and Fellowship Committees were emailed the draft survey but there was no response from either of them. After all the discussion, there was no agreement for the content of the survey, so Pastor John will take the comments he heard at the meeting and incorporate them into a new draft survey. He will email that draft to the council members once it is prepared. There is a sense of urgency to have something for the council to approve at the May meeting so the survey can move forward and results can be received in time for any changes to be made to the schedule before the new program year gets started in the fall.

The meeting was adjourned at 8:45 p.m. with the Lord's Prayer.

Next meeting: May 10, 2016 7:00 p.m.

May Devotions: Norm Presecan

May Listening Post: Norm Presecan

Respectfully submitted, Denise Sobolik, recorder

Mount Cross Lutheran Church

Church Council minutes

March 8, 2016

Mission Statement:

Rooted in God's grace to joyfully witness and serve.

Call to order: The Christ candle was lit and the meeting was called to order at 7:00 p.m. by Vice President Bob Brundage.

Council Members Present: Denise Sobolik, Bob Burrow, Marion Cole, Linda Frantz, Bob Brundage, Keith Selbrede, Marsha Niedens, Mike McClary, Craig Blois, Rick Gardner, Mike Laskey, Shannon Storer, Julia Fickenscher and Bev Rueckert

Staff Members Present: Pastor John Soyster, Pastor Elizabeth Nees, Meredith Gardner, Cathy Channels

Not Present: Norm Presecan (condolences to Norm on the death of his grandmother.), Betty Ertel (CDC Rep.)

Introductions: Two representatives from the youth joined the council tonight (Shannon Storer and Julia Fickenscher) so there were introductions around the table.

Devotions: In honor of the 50th anniversary, Denise Sobolik presented a video of the song God of This City looking at the work Mt. Cross has done and the work yet to be done.

Caring Conversation: “When have you been on the receiving end of something extravagant?” Several interesting stories were shared by the group.

Listening Post Report: Denise Sobolik was at the Listening Post last Sunday. There were only a few comments. First and foremost was positive feedback on the hiring of Pastor Nees. There was a comment about a suggested memorial wall at the church—the 50th committee and worship and music committee are looking into this idea. Finally, there was a concern shared that the special facilities committee has been disbanded but there does not seem to be any movement forward on the implementation of ideas for the patio.

Action Items:

Approval of minutes: There was 1 correction noted for the February 9, 2016 minutes. Keith noted that the Fidelity account was down 2% and not up 2%. **It was moved and seconded to approve the minutes from the February 9, 2016 meeting with the correction regarding the Fidelity account. The motion passed unanimously.**

Reporting:

Pastor’s Report: Pastor John’s report was received by the council. Pastor John welcomed Pastor Nees to MTC. He also extended his invitation for everyone to come to the Family of Abraham picnic on Saturday the 12th. His full report can be seen online at the church website: <http://www.mountcross.com/church-council.html>

Director of Ministry with Children, Youth & Families Report: Meredith’s report was received by the council. She attended Extravaganza—a youth ministry conference. Through that and other activities, she is trying to get more connected in the synod. Seven students went with her on the middle school winter retreat. The children’s choir continues to have strong attendance and will be doing their second Sunday morning performance soon. The recent internet safety workshop hosted at MTC was attended by over 100 people! That was a great service to the community and a great way to get the name of MTC out into the community. Her full report can be viewed online at the church website: <http://www.mountcross.com/church-council.html>

President’s Report: Since Norm is out of town attending his grandmother’s funeral, there was no president’s report.

Treasurer’s report: The treasurer’s report was received by the council. The Fidelity account is down 3% this month, but given the current financial market situation, that is not too bad. Expenses continue to be under budget—keep up the good work. Keith is requesting that any information that may be needed from the new bookkeeper be channeled through him so we do not use up the amount of time she is paid each month to handle the accounts with other matters that may be able to be handled by someone else. In a follow-up to an electronic vote that was done to contract with Heather Edwards for bookkeeping services, it was moved and seconded

that we contract with Heather Edwards for bookkeeping services through February of 2017. The motion passed unanimously. The full reports from the treasurer can be seen online at <http://www.mountcross.com/church-council.html>

Committee Reports:

Service & Mission Committee: Mike McClary reported that the S&M committee met last night. The last blood drive was a big success. The committee is continuing to work on monthly activities/projects.

Stewardship Committee: Craig Blois reported that the committee has done a wrap up of last year's stewardship campaign. Although the total number of pledges received was down, the average amount per pledge was up. The committee is continuing to brainstorm ideas for the stewardship drive for this year.

Property Committee: Bob Brundage reported that 2 trees have been removed from the property. A neighbor whose property bordered the area where one of the trees was has donated \$600 to the church to help cover the cost of the tree removal. The council secretary will send a thank you note to the neighbor.

Facilities Committee/Property Committee: Bob Brundage reported that the patio project has been turned over to the property committee. They need a preliminary design from Scott Fajnor before anything more can be done on the project. It was moved and seconded to enter into an agreement with Scott Fajnor for the preparation of 30% design plan drawings for the patio cover in an amount not to exceed \$3000. The motion passed unanimously. Full reports from all of the committees can be found online at the church website: <http://www.mountcross.com/church-council.html>

Information, Discussion and looking ahead:

Sign-ups for council hosting luncheon after the tent Sunday service on 4-24-16: A signup sheet was not available tonight so we will do sign-ups at the next meeting. Please be thinking of where you can help. Meredith also mentioned during this time the Thrivent Action Team Award money that is available for special events like this one. If anyone is interested in applying for an award or getting more information, please see Meredith.

Committee Liaison updates: Mike Laskey is the liaison for the Learning Committee. Bev Rueckert is the liaison for the Fellowship Committee.

MBC fund requests: Please let your committees know that the process is starting to request funds from MBC this year. All requests should be turned into the office. The information will be in the next issue of the Grapevine as well. During this discussion, the question was raised as to whether or not the Endowment/Legacy fund should be soliciting funds from the congregation in the same manner as MBC. After discussion it was decided that they would not do that every year, but possibly do it in years where there is extra money to be used from the fund.

Online Committee Reports: If you see any errors or missing reports online please alert the church office.

The meeting was adjourned at 8:15 p.m. with the Lord's Prayer.

Next meeting: April 12, 2016 7:00 p.m.

April Devotions: Marion Cole

April Listening Post: Bev Rueckert

Respectfully submitted, Denise Sobolik, recorder

Mount Cross Lutheran Church

Church Council minutes

February 9, 2016

Corrected

Mission Statement:

Rooted in God's grace to joyfully witness and serve.

Call to order: The Christ candle was lit and the meeting was called to order at 7:00 p.m. by President Norm Presecan.

Council Members Present: Norm Presecan, Denise Sobolik, Bob Burrow, Marion Cole, Linda Frantz, Bob Brundage, Keith Selbrede, Marsha Niedens, Mike McClary, Craig Blois and Bev Rueckert

Staff Members Present: Pastor John Soyster

Not Present: Rick Gardner, Meredith Gardner, Mike Laskey, Betty Ertel

The youth representative position remains unfilled at this time.

Devotions: In honor of the new council year starting and looking to new visions for MTC, Bev Rueckert let the devotion based on Matthew 13 and the parable of sowing seeds.

Caring Conversation: Stories were shared of things we enjoy listening to and why.

Listening Post Report: Rick Gardner was not present at the meeting but passed along some notes from the February Listening Post. It was suggested to him that in honor of MTC's 50th anniversary a memorial wall could be installed on the church property. This idea will be referred to the Worship & Music committee and the 50th anniversary committee.

Bev shared a comment she had heard in response to the statement that it is going to be a great year at MTC. Someone wanted to know how we will know if it is a good year. This prompted a discussion on the need for better communication between the council and the congregation.

Orientation of council and overview of committees: Pastor John led a discussion on the structure of the council and the committees stressing that just because it is being done one way does not mean it has to continue being done that way now. We can always change to fit our current needs. During this time, there was a discussion on the 2 main themes that seemed to come out of the leadership retreat as needing to be top priorities in 2016. #1) Raise money to continue the CYFD position and #2) build something with the special funds. During the discussion it was felt that more input was needed before moving ahead on changes to the sanctuary and that a survey should be done to get more information on the needs of the congregation regarding the sanctuary. It is unclear at this time who will start the survey process, but the W&M committee will discuss it at their March meeting. Regarding the patio project it was decided the time has come to turn that project over to the property committee to start moving forward on implementation of the plans presented at the annual meeting.

Committee Liaison Assignments:

Budget & Finance---Keith Selbrede
Caring---Linda Frantz & Marion Cole
CDC—Betty Ertel
Endowment & Legacy Giving—Rick Gardner
Fellowship—VACANT
Adult Education—Denise Sobolik
Learning—Norm Presecan
Youth Leadership—VACANT
Welcome—Marion Cole
Mutual Ministry—Norm Presecan
Personnel—Bob Burrow
Property—Bob Brundage
Service & Missions—Mike McClary
Stewardship—Craig Blois
Worship & Music—Marsha Niedens
Make Bake Celebrate—Keith Selbrede
Nominating –Denise Sobolik

Action Items:

Approval of minutes: It was moved and seconded to approve the minutes of the January 12, 2016 council meeting. The motion passed unanimously.

Reporting:

Pastor's Report: Pastor John's report was received by the council. It has been a busy several weeks around MTC. There was the annual meeting followed by the leadership retreat and a few funerals. Both the annual meeting and the leadership retreat went well. Pastor John will be gone for a week of vacation after Ash Wednesday. His full report can be seen online at the church website: <http://www.mountcross.com/church-council.html>

Director of Ministry with Children, Youth & Families Report: Meredith's was not able to attend the meeting tonight. Her full report can be viewed online at the church website: <http://www.mountcross.com/church-council.html>

President's Report: Norm's report was received by the council. His goals for MTC during 2016 include starting a building project with the special funds and better communication with the congregation to tell them what we are doing and to get feedback from them. His full report can be seen online at: <http://www.mountcross.com/church-council.html>

Treasurer's report: The treasurer's report was received by the council. Keith Selbrede said it is too early in the year for new financial information. The cash reserves are in good shape. There are 3 candidates for the bookkeeper service, 2 of whom are church members. The Budget & Finance committee met and continued to work on records retention reduction. They are currently up to the year 2000. Keith met with the Fidelity account manager for a review of the investments. The account was down approximately 2% last year. The full reports from the treasurer can be seen online at: <http://www.mountcross.com/church-council.html>

Committee Reports: There were no committee reports for the council tonight. Full reports from all of the committees can be found online at the church website: <http://www.mountcross.com/church-council.html>

Action Items:

Approval of contract for tree removal: Due to a Bark Beetle infestation some trees on the property need to be removed. An estimate for the work has been submitted by the Property Committee. It was moved and seconded to approve a contract in the amount of \$1500 with Salinas Tree Removal. During discussion, a question was raised asking if the company was licensed and bonded. The answer to that question was not immediately known. The previous motion was withdrawn. It was moved and seconded to approve a contract in the amount of \$1500 pending confirmation of bonding and insurance. The motion passed unanimously.

Approve the hiring of the Pastoral Assistant: Pastor John has met with Pastor Elizabeth Nees regarding the Pastoral Assistant position. After meeting with her, they decided to add regular Sunday participation and preaching to the duties outlined in the job description. The full job description and terms of employment are on file in the church office. The position will still be a part time position for 10 hours a week. It was moved and seconded to approve hiring Elizabeth Nees as the Pastoral Assistant. The motion passed unanimously.

Authorize staff to approve use of facilities: There are times when the church is approached by someone outside the church asking to use the facilities and there is not enough time to bring it to the council for approval. It would make things easier if the church staff had the authorization to make those decisions without going to the council for approval. During discussion, it was clarified that these approvals would not include renting the facilities, the organizations would all be 401C nonprofit organizations, they would still follow all of the policies and procedures already in place and their insurance riders would be on file in the church office. **It was moved and seconded to approve authorizing the church staff to approve use of facilities without obtaining council approval as long as there is no rent involved, they are 401C nonprofit organizations, they will follow all the policies and procedures currently in place and their insurance riders will be placed on file in the church office. The motion passed unanimously.**

Information, Discussion and looking ahead:

MBC funds requests process: There will be a letter in the upcoming newsletter notifying members that they can put requests in for MBC funds. We still need to work on a process for monitoring the requests and expenditures.

Tent Sunday: The council will be hosting the luncheon after the tent service on 4-24-16. There will be sign-ups at the next meeting.

The meeting was adjourned at 8:50 p.m. with the Lord's Prayer.

Next meeting: March 8, 2016 7:00 p.m.

March Devotions: Denise Sobolik

March Listening Post: Denise Sobolik

Respectfully submitted, Denise Sobolik, recorder

Mount Cross Lutheran Church

Church Council minutes

January 12, 2016

Mission Statement:

Rooted in God's grace to joyfully witness and serve.

Call to order: The Christ candle was lit and the meeting was called to order at 7:00 p.m. by Vice President Bob Brundage.

Council Members Present: Denise Sobolik, Rick Gardner, Bob Burrow, Marion Cole, Randy Churchill, Linda Frantz, Bob Brundage, and Bev Rueckert

Staff Members Present: Pastor John Soyster, Meredith Gardner

Also Present: Keith Selbrede, treasurer

Not Present: Nora Fajnor, Mike Laskey, Gayle Johnson, Cathy Channels

The youth representative position remains unfilled at this time.

Susan Prosser was present to help present the information for the proposed 2016 budget.

Devotions: Bob Brundage led the opening devotion centered on the theme of Listen to Jesus calling.

Caring Conversation: Memories and stories about memorable baptisms were shared.

Listening Post Report: Comments from the special listening post held on January 10th were reviewed. There was a short discussion regarding the comments. This will go to the Worship & Music committee for further discussion and review. The committee will report back to the council at a future meeting.

Action Items:

Approval of minutes: It was moved and seconded to approve the minutes of the December 8, 2015 council meeting with a few minor grammatical corrections. The motion passed unanimously.

Reporting:

Treasurer's report: The treasurer's report was received by the council. Keith Selbrede provided a handout with the preliminary 2015 yearend financial summary. The church continues to be in a good cash position. It was noted that we did not have to use any of the funds in the reserve account during 2015.

The full reports from the treasurer can be seen online at:
<http://www.mountcross.com/church-council.html>.

Stewardship Report: Pastor John gave an update on the Stewardship pledge drive with additional input from Susan Prosser. After following up with households who use Simply Giving, but who had not turned in pledge cards, 7 more pledges were received. However, it was noted that those households had not turned in pledge cards last year either so their giving was recorded under the pledged-non envelope line item in the 2015 financial summaries. So, their current pledges are not "new found" money, but rather a reallocation from one line item to another. Including these latest responses, so far there have been 92 pledges turned in out of an approximately 160 realistic expected responses. The average pledge amount has increased but the number of pledges turned in has decreased. The stewardship committee will be reviewing and evaluating the new process used this year before deciding how to proceed with the stewardship drive for 2016. Any comments or suggestions from council members would be welcomed.

Pastor's Report: Pastor John's report was received by the council. He started by thanking everyone for their excellent year of service to Mt. Cross and noted that all of the councils he has worked with at Mt. Cross for the last 25 years have been a joy to work with (that is not the case at every church!).

In response to the letter Pastor John and the Campus Interfaith Ministry had printed in the Ventura County Star, he shared that he received a gracious thank you note and donation of \$500 from a person who was unknown to him. The donated money will be used to support the Campus Interfaith Ministry. His full report can be seen online at the church website:
<http://www.mountcross.com/church-council.html>

Director of Ministry with Children, Youth & Families Report: Meredith's report was received by the council. She reported that having the families and children read Bible passages at the 5:00 Christmas Eve service seemed to go over very well and that she got a lot of good feedback about that service.

Two youth will be joining the council as youth representatives. They understand they will be sharing 1 vote. It was suggested they be invited to attend the leadership event in early February.

Meredith is starting a youth leadership team to help plan events through the year.

The children's youth choir is up and running! It started last week and 14 children attended the first rehearsal. Four of those students were new to Fun with Faith and attended just to be able to join the children's choir! The children's choir will be performing during 1 Sunday service each month.

Meredith announced that she is going to take some online seminary classes to officially become an Associate in Ministry which is an ELCA rostered staff member.

Her full report can be viewed online at the church website:

<http://www.mountcross.com/church-council.html>

President's Report: Due to illness, Gayle was not able to be at the meeting. Her latest report can be viewed in the 2015 Annual Report online at: <http://www.mountcross.com/church-council.html>

Committee Reports: The following committee reports were received by the council:

- **Property**—Bob Brundage reported that the committee has been working hard to make improvements that will help reduce expenses around the church.
- **Nominating**-- Susan reported that 5 people have been identified and agreed to serve on the church council. This will complete the ballot for the annual meeting.
- Full reports from all of the committees can be found online at the church website: <http://www.mountcross.com/church-council.html>

Action Items:

Approve the employment agreement for the Children's Choir Director position-- At the last council meeting, Meredith was tasked with looking into starting a children's choir. She took the task on full steam ahead and we now have a children's choir! An employment agreement for the choir director was created with the assistance of Bob Burrow and was presented to the council for review and approval. The position is for 30 minutes, once a week and 30 minutes on 1 Sunday a month (when the children perform at a worship service). **It was moved and seconded to approve the employment agreement as presented. The motion passed unanimously.**

Approve the employment agreement for the Pastoral Staff Assistant position--- Pastor John presented his vision for what this position would encompass. He sees it as helping to reach the senior population of the church members through hospital visitations, shut-in visitations, and various other activities. This staff person would also be available to lead Sunday worship services and be on call when Pastor John is on vacation. In addition, it is his hope that the right person could be found who would be able to help educate members on improving our

evangelism and outreach. Other duties and responsibilities may be added as the job evolves. He is proposing the position be for a 1 year contract and that he be given the authority to interview and hire the person for this position since he will be working so closely with them. He will bring the potential candidate to the council for final approval. It was moved and seconded to approve the employment agreement for a Pastoral Staff Assistant as outlined by Pastor John. The motion passed unanimously.

Recommend the 2016 budget for approval at the annual meeting-- Susan provided the council with a copy of the recommended budget and gave a detailed summary of the pledge totals received so far and the proposed changes to the budget. During discussion it was noted that the budget did not include the continued use of the church van. Meredith commented that she uses the van a lot and it would be difficult to go on the many youth activities if she had to rely on parent drivers for all of the activities. During discussion, it was noted that there is money in the MBC funds designated for the purchase of tablets for Sunday School. Meredith no longer wishes to use tablets for Sunday School, so a portion of that money could be used to fund the continued use of the van for 2016. It was also noted during discussion that the 2016 budget needs to include a line item for the newly hired Children's Choir director. It was moved and seconded that the Recommended Budget as presented by the Budget and Finance Committee be accepted with the addition of 1) funds to cover the operating costs for the church van to be offset by a comparable reduction in the amount provided in MBC funds for Learning computer tablets and 2) a part-time Children's Choir Director position with \$900 in salary and the necessary payroll tax to be funded by a transfer of funds from the Children's Choir Designated Fund in the same total amount. The motion was passed by a unanimous vote and will be forwarded to the congregation for consideration and adoption at the Annual Meeting on January 31, 2016.

Information, Discussion and looking ahead:

Bob Burrow informed the council that the Facilities committee would be meeting again in January to prepare the presentation to be given prior to the annual meeting.

The annual meeting will be on 1-31-16. The special funds presentation will be at 3:15, the meeting will start at 4:00 and a potluck dinner will follow at 5:30.

The annual leadership retreat will be held on Saturday 2-6-16 at the church. Anyone involved in a leadership role at the church is encouraged to attend.

The meeting was adjourned at 9:10 p.m. with the Lord's Prayer.

Next meeting: February 9, 2016 7:00 p.m.

Respectfully submitted,
Denise Sobolik, recorder

Mount Cross Lutheran Church

Church Council minutes
December 8, 2015
CORRECTED

Mission Statement:
Rooted in God's grace to joyfully witness and serve.

Call to order: The Christ candle was lit and the meeting was called to order at 7:00 p.m. by President Gayle Johnson.

Council Members Present: Gayle Johnson, Denise Sobolik, Rick Gardner, Bob Burrow, Dottie Keough, Marion Cole, Randy Churchill, Linda Frantz, Bob Brundage and Keith Selbrede

Staff Members Present: Meredith Gardner, Cathy Channels

Not Present: Nora Fajnor, Bev Rueckert, Mike Laskey, Pastor John Soyster,

The youth representative position remains unfilled at this time.

Susan Prosser was present to help present the information for the proposed 2016 budget.

Devotions: Dottie Keough led the devotion centered on discerning what our deepest desires are and how that defines our faith. Dottie is moving to Texas in the next few weeks, so this was her last council meeting. The council gave her a warm and sincere thank you for all her service to Mt. Cross and wished her well on her new life in Texas.

Caring Conversation: "Has there ever been a time when God used a strange or unexpected messenger to get through to you?" Some of the "messengers" that were shared were a rock, kids, a license plate frame, and the hand of a dying patient.

Listening Post Report: Suzanne Ingram was scheduled to be present at the council meeting to share some comments and concerns, however, due to illness, she was unable to attend tonight. Gayle shared some comments she received from talking with Suzanne. Suzanne, and others from Leisure Village, have a lot of dissatisfaction with the worship schedule and feel that their needs are not being cared for. The council will continue to work with this group on possible solutions.

Action Items:

Approval of minutes: It was moved and seconded to approve the minutes of the November 10, 2015 council meeting with one minor correction to the Listening Post report section. The motion passed unanimously.

Reporting:

Treasurer's report: The treasurer's report was received by the council. Keith Selbrede reported that the cash position of the church is good. The Profit and Loss sheet shows pledges are exceeding the budgeted amount YTD. There was a question last month regarding the misc. income line. Keith looked into that and reported that line is for things like the Thrivent Choice dollars, Lent and other special offerings and a onetime rebate the church received from the EDD.

The full reports from the treasurer can be seen online at:

<http://www.mountcross.com/church-council.html>.

Stewardship Report: Susan Prosser reported on behalf of the stewardship committee. She gave the council a handout with the *preliminary* information from the pledge drive. The total pledges turned in are significantly lower than anticipated and lower than previous years. The committee will be meeting to decide what the next phase of the campaign will be and how to get more pledges turned in.

Budget and Finance Report: Susan Prosser presented the council with a handout outlining the proposed budget for 2016. She noted that this budget represents a 1.5% reduction from the 2015 budget by coincidence only. The B&F committee did not draft a reduced budget. The proposed budget currently shows a difference of over \$91,000 between expenses and estimated income. However, if the remaining pledges are turned in and continue with the average trend of the current pledges, this difference can be made up.

There was a lengthy discussion regarding families and youth at the church. Meredith reported that she is hearing from families that despite the recent changes to the Sunday morning education time, Sunday mornings just do not work for them. We, as a church, need to start thinking of other ways to bring children and families to the church other than Sunday mornings. One suggestion was to start a children's choir/bell choir. Meredith had some good ideas for that and was challenged by the council to put a program together and bring the proposal to the council. It was noted that there is currently money in the budget for this.

There was also discussion regarding the needs of the senior population of the church. It is hoped that the new staff position will be targeted to this population. Denise Sobolik informed the council that she has pledged to fund the first year salary of this position in honor of her parents.

Nominating Committee: Susan reported that the nominating committee has been working on getting names for the ballot for the annual meeting. She is still in need of names for the Audit committee and for 5 spots on the council. Please pass along any potential names to her.

Director of Ministry with Children, Youth & Families Report: Meredith's report was received by the council. At the recent High School leadership retreat, 4 youth from Mt. Cross were elected to be on the synod youth committee. Meredith will be an adult advisor to the committee as well.

Seven middle school youth went with Meredith to the middle school youth gathering. There were about 300 total youth at the event.

The children's Christmas program held last Sunday during the 10:00 service went well and was well attended.

As a final note, Meredith shared something she learned when she attended the youth workers retreat recently. There are 3 things that make an ELCA church successful: 1) a clear and simple purpose, 2) good leadership and 3) a willingness to change.

Her report can be viewed online at the church website:

<http://www.mountcross.com/church-council.html>

Pastor John's Report: Pastor John was not able to be at the meeting tonight due to a previous commitment with the Camarillo Community Band. Gayle gave a few brief highlights of his report. Pastor John attended the Feast of Faiths which brought people together and fostered tolerance. He has also added a link to the web site for his Mt. Cross charter for the next 50 years.

The full report can be seen online at the church website:

<http://www.mountcross.com/church-council.html>

President's Report: The President's report was received by the council. There are several activities coming up in the next few months that will need council support. Gayle passed around signup sheets and encouraged all to be as involved as possible.

The full report can be viewed online at the church website:

<http://www.mountcross.com/church-council.html>

Committee Reports: The following committee reports were received by the council:

- **CDC**—Cathy shared some of the recent angel and shepherd pictures she took of the students. Several good stories regarding the pictures from past years were shared. The Christmas program is this coming Thursday. All are invited to attend the program. A recent inspection by the department of Social Services found 2 minor infractions. There need to be more fire drills and CPR certificates have lapsed. Cathy has already taken a recertification class in CPR to remedy that issue. A recently hosted family night was a big success—about 75 people attended a screening of the movie Inside Out.
- **Adult Education**—Denise reported that the Advent studies have been started and are being well attended. The same course is being offered at 3 different times on Mondays to accommodate as many people as possible.
- **Facilities**—Bob Burrow reported that they continue to meet and work on ideas. They have received an estimate for replacing the pew seats and backs. It was a reasonable estimate but still expensive. The pews are seen more as a maintenance expense and not something to use the special funds for. The committee is still receiving feedback from the experiment with the praise band and choir positioned at the front of the church for one Sunday service. Scott Fajnor is drawing up a preliminary sketch for ideas on improving the patio space. The committee plans to present their ideas and drawings to the congregation prior to the annual meeting.
- Full reports from all of the committees can be found online at the church website:
<http://www.mountcross.com/church-council.html>

Information, Discussion and looking ahead:

Council Christmas Letter: Gayle passed out a draft copy of a Christmas letter to the congregation from the church council. Please send any comments or revisions to Gayle. The letter will be copied on the backside of the staff Christmas letter and mailed out to the members.

2016 Master Calendar: Please get dates for events from your committees to Bob or the office as soon as you know them so they can be put on the master calendar.

50th Anniversary: Shirts that were ordered have been delivered and will be available for pick up at church on Sunday.

The meeting was adjourned at 9:00 p.m. with the Lord's Prayer.

Next meeting: January 12, 2016 7:00 p.m.

Devotions: Bob Brundage

Listening Post: Special listening post for all council members to attend on January 10, 2016.

Respectfully submitted,
Denise Sobolik, recorder

Mount Cross Lutheran Church
Church Council minutes
November 10, 2015
Corrected 12-8-15

Mission Statement:
Rooted in God's grace to joyfully witness and serve.

Call to order: The Christ candle was lit and the meeting was called to order at 7:00 p.m. by President Gayle Johnson.

Council Members Present: Gayle Johnson, Denise Sobolik, Bev Rueckert, Rick Gardner, Bob Burrow, Dottie Keough, Marion Cole, Randy Churchill, Linda Frantz, Mike Laskey, Bob Brundage and Keith Selbrede

Staff Members Present: Pastor John Soyster, Meredith Gardner

Not Present: Nora Fajnor, Cathy Channels

The youth representative position remains unfilled at this time.

Thank you to Gayle Johnson for the Thanksgiving treats of pie and apple cider!

Devotions: Bob Burrow led the devotions based on Dodger Hall of Fame broadcaster Vin Scully and his views on living a life of kindness.

Caring Conversation: In honor of the anniversary of the Martin Luther's birthday---"Why are you glad to be a Lutheran?" Several stories of how people came to the Lutheran church and why they were glad to be here were shared.

Listening Post Report: Bob Burrow sat at the Listening Post on the Patio on November 8th. He received one suggestion: that the microphone at the pulpit needs to be adjusted when people are speaking so they can be heard. Another comment was from a member who had been absent for a long period. They commented on how they really felt the warmth of the congregation on their return.

Dottie added to the comments that she heard a lot of positive comments after the 50th anniversary kick off Sunday. People liked having one service and felt that all the activities were festive and they would like to see this done more frequently if possible.

Action Items:

Approval of minutes: It was moved and seconded to approve the minutes from the October 13, 2015 council meeting. The motion passed unanimously.

Reporting:

Treasurer's report: The treasurer's report was received by the council. Keith Selbrede reported that most of the budget requests have been turned in and he does not anticipate any problems with the remaining ones being turned in soon. He thanked everyone for their help in getting that done. Now the B&F committee is waiting for the stewardship pledges to come in so they can create a budget for 2016.

Income continues to lag behind expectations, but expenses are down also so it has not created a problem.

Gayle reported that the council has put in a budget request to the B&F committee totaling \$18,319. The breakdown is as follows:

- #62700 Honoraria for substitute Pastors \$1500
- #63520 The Lutheran Magazine subscription \$1969
- #63640 Event set up for church functions \$750
- #63620 Bookkeeping services \$12,000
- #63810 Synod convention \$1000
- #63830 Vibrant Faith-Taking Faith Home \$50
- #63840 Council sponsored events \$1050

There may be income received to counter some of these items from carryover MBC funds from 2 years ago in the amount of \$1050.

The full reports from the treasurer can be seen online at:

<http://www.mountcross.com/church-council.html>.

Reporting:

Pastor John's Report: Pastor John's report was received by the council. He thanked the stewardship committee and their entire TEAM for all their hard work on the current stewardship pledge drive.

Last Sunday several new members were welcomed to Mt. Cross. Thank you for providing such a warm welcome to all of them.

As always, he gave a humble thank you for all the warm wishes and the monetary gift on Pastor Appreciation Sunday.

Information for the council and to be spread to the members--as part of the facilities task force, they are looking at an idea that would move the choir downstairs and to the front of the church and move the Praise Band up front more on the side near the pulpit. In order to test out how this might work for the choir and the Praise Band, for 1 Sunday only, they will be in these positions to test it out.

So far, Pastor John has only received 1 contribution back regarding wording for a “new” church charter. Other responses are still encouraged. He is hoping to use these responses to try to reconnect with members who have not been seen in awhile.

The full report can be seen online at the church website:

<http://www.mountcross.com/church-council.html>

Director of Ministry with Children, Youth & Families Report: Meredith’s report was received by the council.

It has been a busy month! Recent changes made to the high school youth group seem to be working. There have consistently been more youth attending the Sunday events. They are planning a summer trip to the San Francisco area to do service projects and then will meet up with other churches for a house boating trip.

She will not be at church the next 3 Sundays. The first 2 she will be with youth at activities and for the third Sunday, she will be taking vacation time. The newly hired assistant will help out with Sunday School while Meredith is away.

Her report can be viewed online at the church website:

<http://www.mountcross.com/church-council.html>

President’s Report: The President’s report was received by the council. Gayle started her report with a few quick updates. The Girl Scout troop has started holding their meetings at the church and they have supplied the required insurance documentation. Also, the new copier has been ordered and should be arriving soon.

Please communicate to your various committees that the Time and Talent sheets have all been turned in and are in the church office. If your committee has not received information with names of people interested in that area of service, contact Sheri in the office and she will pass along the names to you.

The church council will be hosting a special listening post on 1-10-16 at noon to address concerns that have been voiced about the current worship schedule. All council members are encouraged to attend this event.

Regarding the hiring of a bookkeeper, Gayle wanted to clarify that the church is not hiring a new staff person but will be contracting with a bookkeeping service.

Another reminder to committees—please get the minutes from your meetings posted to the website.

The annual meeting will be held on Sunday 1-31-16 starting at 4:00. It will be followed by a potluck dinner at 5:30. The theme will be the 50th anniversary. Council members are encouraged to participate and help think of fun, theme related activities.

Please help get more people involved in the life of MTC!! Reach out to members and non-members alike. This is not just good for the health of the church but is also taking care of each other and making connections.

The annual leadership retreat will be held on Saturday February 6, 2016. It will start at 8:30 in the morning and run most of the day. Please plan to attend!

Finally, Gayle shared 2 communications that had recently been received. One was from El Camino Pines thanking the church for their donation. The second was from InterVarsity at University of Redlands, on behalf of Melissa Sobolik, thanking the congregation for their donation from the MBC funds.

The full report can be viewed online at the church website:

<http://www.mountcross.com/church-council.html>

Committee Reports: The following committee reports were received by the council:

- **Adult Education**—Denise reported that she and Pastor John will be meeting soon to discuss plans for small group Advent lessons. Please watch for more information to come.
- **Stewardship**—Bev reported that she has been encouraged reading the responses turned in by people on Sunday mornings relating what makes MTC such a special place. Many have included more than just a quick 1 line answer and are providing insightful answers.
- **Special Funds**—Bob Burrow reported that information regarding hiring an architect has been deferred to their next meeting. The committee still plans to be able to present a vision of the proposed plan at the annual meeting.
- Full reports from all of the committees can be found online at the church website:
<http://www.mountcross.com/church-council.html>

Action Items:

Gift to InterVarsity at University of Oregon: A request has been received from Matthew Sobolik asking for a donation from MTC to help support members of his group who will be traveling to St. Louis in December for a national gathering of InterVarsity members. He will not be attending this event himself, but is asking as a member of the leadership team for InterVarsity at the university. During discussion, it was noted that there is memorial money in the general memorial fund line that could be used for this. The Executive Committee recommends a donation of \$200. It was moved and seconded to give \$200 to InterVarsity Christian Fellowship at the University of Oregon with the money to be taken from the General Memorial Fund line in the budget. The motion passed with 1 abstention.

Budget Recommendation for Part time Pastoral care staff position: If MTC is going to move forward with hiring a part time person to help fill some of the gaps left by Pastor Erik's departure, the request needs to be submitted to the Budget & Finance committee for inclusion in the 2016 budget. This will not be a "called" staff position, but there is hope that a retired pastor may be found who would be willing to do some part time work. There are few guidelines available regarding salary for such a position. Initially, it is thought that the position would be 10 hours a week. At \$25 an hour, for a full 52 weeks of service, that would be \$13,000 for the year. For \$35 an hour it would increase to about \$18,000 a year. The personnel committee will be working on the specific details of the position and the job description. It would also be good to get this information out to the congregation as soon as possible to help encourage people in the stewardship pledge drive. It was moved and seconded to include funds not to exceed \$18,000 into the 2016 budget to pay for a part time pastoral care position. The motion passed unanimously.

Allocation of extra money from the Endowment Fund: The endowment fund has \$1900 that has not been allocated to be spent so far this year. Earlier in the year, \$2000 was provided to the

Pastor's Discretionary fund. That money has largely been spent at this point and the needs keep coming, so there is a request for another \$1000 to be allocated to the Pastor's Discretionary fund. It was moved and seconded to increase the Pastor's Discretionary Fund by \$1000 with money from the Endowment/Legacy fund. The motion passed unanimously.

Information, Discussion and looking ahead:

Nominating Committee: The nominating committee has met and started working on a list of names for the different vacancies. They would still welcome any suggestions from council members! There are 5 council vacancies to be filled.

Special Funds: There is nothing to report at this time. They hope to have a presentation ready for the December meeting.

Master Calendar: Next year, Bob hopes to contact a member of each committee after their meetings to make sure that their minutes get into the office and posted to the web and to get information from them for the master calendar.

50th Anniversary: There have been comments from people about the cards for noting an act of service toward our goal of 50,000 acts of service. Cards can be submitted without a name if people wish to remain anonymous. The cards may be revised as we move along with the project. The council is asked to give their support to this endeavor and answer questions they may hear about the project.

The anniversary committee will be meeting later in November and hope to have more discussions on a project to receive donations during this year. They plan to have more information on this at the annual meeting.

Thrivent Action Team Grants: Meredith met with Lisa Higginbotham, a Thrivent rep and member of MTC. There are \$250 grants that are readily available from Thrivent to be used as seed money for projects. They will be working to spread the word to the congregation on how to get this money for the church.

The meeting was adjourned at 8:55 p.m. with the Lord's Prayer.

Next meeting: December 8, 2015 7:00 p.m.

Devotions: Dottie Keough

Listening Post: Nora Fajnor

Respectfully submitted,
Denise Sobolik, recorder

Mount Cross Lutheran Church

Church Council minutes

October 13, 2015

Mission Statement:

Rooted in God's grace to joyfully witness and serve.

Call to order: The Christ candle was lit and the meeting was called to order at 7:00 p.m. by President Gayle Johnson.

Council Members Present: Gayle Johnson, Denise Sobolik, Bev Rueckert, Rick Gardner, Bob Burrow, Dottie Keough, Marion Cole, Nora Fajnor, Linda Frantz, Mike Laskey, Bob Brundage and Keith Selbrede

Staff Members Present: Pastor John Soyster, Meredith Gardner

Not Present: Randy Churchill, Cathy Channels

The youth representative position remains unfilled at this time.

Devotions: Marion Cole led the devotions based on Jesus calming the tempest in the sea and providing peace of mind to his disciples.

Caring Conversation: In honor of the anniversary of the laying of the White House cornerstone on this date in 1792—"Is there a house that holds a special place for you?" Several moving stories were shared.

Listening Post Report: Dottie was at the last listening post and reported that not many people sought her out and gave comments. She circulated on the patio and talked to people and listened to other comments and reported that there is still concern over the Sunday morning worship schedule and the times not accommodating some members of the congregation.

Action Items:

Approval of minutes: It was moved and seconded to approve the minutes from the September 9, 2015 council meeting with minor corrections to spelling and grammar. The motion passed unanimously.

Reporting:

Treasurer's report: The treasurer's report was received by the council. Keith Selbrede reported that all of the finances are looking good at this point. There is a good cash supply available since moving the \$40,000 into the checking account.

Susan Prosser has sent out the budget request forms to the committees. They need to be returned by 10-31-15. Please do not wait until the last minute to submit your budget requests!

The full reports from the treasurer can be seen online at:

<http://www.mountcross.com/church-council.html>.

Budget Amendments:

It was moved and seconded to transfer \$1321.00 from the Miley Memorial fund (37410) and \$333.35 from the General Memorial Fund (37305) to a new income account for sanctuary linens-Mem Trans #55590 and to increase the budget by \$1653.35 by adding a new account within Worship and Music--#65130 Altar linens \$1653.35. This money will be used to purchase new Advent Paraments. The motion passed unanimously.

It was moved and seconded to increase the budgeted income by \$375.20 from Electronic Recycling to a new income account #55366—Facilities Income, and to increase the expense budget for account #63745-Facilities/Office equipment by \$375.20. This money was raised as part of an Eagle Scout project to clean and organize the attic space. In addition to the Electronic waste recycling fund raiser, \$500 was given to the project from MBC. The total expenses for the

project were \$569.13. The recycling project funds were used first to pay for the project, thus leaving \$306.07 of unspent MBC funds. **The motion passed unanimously.**

Action Items:

Many Meals Fundraising:

The members of Mt. Cross have been, and continue to be, strong supporters of the Many Meals program once a month. However, there have been several comments that providing the entrée items has become expensive and it seems to be the same people each month who are providing the entrees. Others have commented that they could provide financial assistance but do not have the time to cook/deliver an entrée. In light of this, the MM leaders met to discuss possible options to lighten the burden while still providing nutritious home cooked meals for the MM guests. They would like to recommend that Mt. Cross sponsor 4 MM *entrees* each year. A request for donations would be made to the congregation to purchase the entrée items which would then be cooked and delivered by volunteers. There was no estimate given as to how much each monthly entrée might cost. Volunteers would still be providing the side dishes and desserts as usual. The proposed months for the sponsored entrees are December 2015, March, June, September and December of 2016.

It was moved and seconded to proceed with the program of allowing an offering to supplement the Many Meals program 4 times a year and to also explore other areas of possible funding for Many Meals. The motion passed unanimously.

Bookkeeping Services: Herb Holler is currently doing the bookkeeping and has been graciously donating his services to the church. He is stepping down from the position at the end of the year and has relayed to the Budget and Finance committee and the Executive Committee that the job has become too large and complicated to expect a volunteer to do it. This is not just a trend at Mt. Cross, but has been seen at many other churches as well. It is therefore recommended that the church hire the services of a bookkeeping agency to do this job instead of asking for a volunteer from the congregation. **It was moved and seconded that the council recommend the Budget and Finance Committee add a \$10,000 line item to the 2016 budget for bookkeeping services. The motion passed unanimously.**

New Copier: The church has been approached by Xerox to renew the current copier lease contract with new terms even though the current contract does not expire for another year. Bids from Xerox and other companies were presented to the council. Sheri, the office manager expressed a preference for staying with Xerox because she has had good service from them and because their contract would save the church the most money. Under the terms of the new contract the church would lease the copier from Xerox for \$602 a month for a term of 60 months. This would result in a monthly savings to the church of \$206 and a yearly savings of \$2473. During discussion, there were questions about how much the per copy cost for this contract was and if it included the toner and ink. **It was moved and seconded to authorize the church to enter into a new 60 month lease agreement with Xerox for a Xerox Workcentre 5865 for up to \$603 plus tax a month. The motion passed unanimously.**

Anonymous \$5000 Gift: A gift of \$5000 has been given anonymously to the church to be used for the Children, Youth and Family Ministry Director salary. The Executive Committee recommends that this gift be accepted and earmarked for the CYFMD 3rd year salary. **It was**

moved and seconded to accept the anonymous gift of \$5000 and earmark it to be used toward the 3rd year salary of the CYFMD position. The motion passed unanimously.

Reporting:

Pastor John's Report: Pastor John's report was received by the council. He reported that the high point in September for him was being able to preach at Pastor Erik's installation service.

He has started a new routine on Sunday mornings of being in the narthex before the service starts to greet people and meet visitors.

A special listening post will be set up in the near future to address the concerns being voiced over the Sunday morning worship schedule.

There will be a Feast of Faiths at St. Columba's Episcopal Church. Anyone interested in going can contact Pastor John for more information.

Looking forward to the 50th anniversary year, Pastor John passed out a copy of the wording to the church charter. He then asked the council to consider what it was about the wording of that charter that moved the original signers to start this new church. Next, he challenged the council members to envision wording on a "new charter" that would excite them and make you eager to sign it. Please pass along all your ideas to Pastor John.

The full report can be seen online at the church website:

<http://www.mountcross.com/church-council.html>

Director of Ministry with Children, Youth & Families Report: Meredith's report was received by the council.

The fall programs are all up and running and seem to be doing well. There are between 15-20 children at Fun With Faith each week and the High School group had 8 attending last week. She is trying to do more activities on Sunday afternoons so that the entire family can be involved in the activities. The new format for the Sunday Faith Journeys also seems to be working well.

The middle school youth recently attended an overnight event with other local churches. There were 17 youth from Mt. Cross and over 100 youth at the event!

The multi-generational event to assemble health and school kits was well attended. 60 school kits and 60 health kits were assembled—with many of the supplies having been donated during VBS.

Meredith is trying to get the youth involved with other committees throughout the church. Since the Faith Journeys offering is designated to Habitat For Humanity, she is coordinating a day when the youth will take lunch and serve it to workers at a Habitat site.

Katie Robinson has been hired as a new assistant to the CYFD. She is a student at Moorpark College and will start on 10-14-15.

Her report can be viewed online at the church website:

<http://www.mountcross.com/church-council.html>

President's Report: The President's report was received by the council. Gayle gave a big thank you to all the council members for doing such a great job!

A "furniture mover" for special events in the PLC has been hired. Sandie Mier did the work for some events last year and has agreed to continue doing it. There is already a line item in the budget for this expense. She is a CDC staff member, so she knows how to put the room back together and she will be covered under their Workers Compensation Insurance.

Heather Edwards, a member of the congregation, has recently formed a new Girl Scout troop and has submitted a request to use the church for their meetings. They will be meeting on Sunday afternoons twice a month. The Executive Committee is recommending they be allowed to use the church facilities for their meetings. There is no council action required on this since it has been done for other groups in the past without council action. Insurance documents from Girl Scouts International will be provided to the church office.

Gayle has received a request from a member to use the church facilities for an engagement party on 11-28-15. There will not be any alcohol served at this event. The Executive Committee has accepted the request with the stipulation that the family pay for extra janitorial services.

Committee liaisons were reminded to work to make sure committee members are being respectful of each other at meetings and to watch for burnout of committee members. Also, please remind committee members that they can leave the committee at the end of the year with our sincere thanks for their service. The fellowship committee needs the support of the church council and needs new members. Please pass along possible names to Gayle.

Regarding the continuing concerns being heard regarding the Sunday morning worship schedule, there will be an extra listening post and members will be invited to come voice their concerns directly to the council members. Families are finding it harder to be in church on Sunday mornings so we may need to think outside the box and come up with other options for them.

The full report can be viewed online at the church website:

<http://www.mountcross.com/church-council.html>

Committee Reports: The following committee reports were received by the council:

- **Fellowship**—the Fellowship committee is down to 3 members. They are feeling stressed and overwhelmed and that too many responsibilities are being placed on them.
- **CDC**-Gayle reported on behalf of Cathy Channels that the CDC Open House will be this Sunday. Betty Ertel is a new CDC board member. Enrollment numbers for the CDC continue to be good.

Reminder -- committee meeting minutes are not getting posted online. Committee liaisons need to make sure this is getting done.

- Full reports from all of the committees can be found online at the church website:
<http://www.mountcross.com/church-council.html>

Information, Discussion and looking ahead:

Nominating Committee: Please follow up with Gayle regarding your returning to council for another term so the nominating committee knows how many vacancies they need to fill. Also be thinking about where you want to serve in the next year. The nominating committee should be meeting in the next week to start the process.

Staffing: There is nothing new to report on staffing at this time. However, a recommendation will need to be made soon if it is going to be added into the 2016 budget proposal.

Special Funds: At the last meeting of the special funds committee the music groups and the worship and music committee were represented to present their needs to the committee. They narrow down their recommendations for the patio area and the sanctuary. In the future, they may ask the council to approve spending some of the special funds money to hire an architect to provide professional expert advice to the committee. The goal is to be able to at least have a vision of the project to present to the congregation at the annual meeting.

Master Calendar: The master calendar for the church is approximately 2/3 completed at this time. Please review the contact information on the calendar and give any corrections or updates to Bob Brundage.

Stewardship: Bev updated the council on the progress of the stewardship committee. It is not their mission to just get more money into the church but they also want to get more people pledging and get them excited about supporting the church. They plan to do more education on "Why do I want to pledge" as well. The packets and the distribution will all be new this year so hopefully that will get people interested in looking at the information and excited to pledge. Packets will be handed out starting on 11-1-15 during church.

50th Anniversary: An anonymous gift of \$1000 has been donated to help cover the expenses for some of the 50th anniversary events. The kick-off will be on Sunday 10-25-15. The annual Birthday Bash will be the night before and there will be a 50th anniversary lunch after the service on 10-25. In order to keep the activities of the weekend available to all members of the congregation, the Executive Committee is recommending that the church pay for tickets to the Classical Concert that will be held on the afternoon of the 25th. Special tickets will be printed and will be available in the church office and at the lunch after the service.

There is still no set focus for the designation of funds raised during the 50th anniversary year, however the 50th anniversary committee continues to work to identify an area for money raised to be donated. We are moving forward with the challenge to complete 50,000 acts of kindness during the year. Special 50th anniversary t-shirts have begun to be distributed and orders are being taken for other special items.

Meeting Adjourned at 8:45 p.m. with special prayers for those in need followed by the Lord's Prayer.

Next meeting: November 10, 2015 7:00 p.m.

Devotions: Bob Burrow

Listening Post: Bob Burrow

Reverently submitted,

Denise Sobolik, recorder

Mount Cross Lutheran Church

Church Council minutes

September 8, 2015

Corrected October 14, 2015

Mission Statement:

Rooted in God's grace to joyfully witness and serve.

Call to order: The Christ candle was lit and the meeting was called to order at 7:00 p.m. by President Gayle Johnson.

Council Members Present: Randy Churchill, Gayle Johnson, Denise Sobolik, Bev Rueckert, Rick Gardner, Bob Burrow, Dottie Keough, Marion Cole, Nora Fajnor, Linda Frantz, Mike Laskey and Keith Selbrede

Staff Members Present: Pastor John Soyster, Meredith Gardner

Not Present: Bob Brundage, Cathy Channels

The youth representative position remains unfilled at this time.

Devotions: Rick Gardner led the devotions based on the 23rd Psalm.

Caring Conversation: In honor of Rally Day—“Was there ever a time when you answered a call and rallied around a person, cause or event?” Several moving stories were shared.

Listening Post Report: Due to the Labor Day weekend, there was no Listening Post table set up on the usual Sunday. There will be a church council table out at Rally Day and anything gathered at that table will be reported back to the council at the October meeting.

Action Items:

Approval of minutes: It was moved and seconded to approve the minutes from the August 11, 2015 council meeting as written. The motion passed unanimously.

Approve hiring an assistant for the CYMA director: This is a position to mainly help with the Fun With Faith program and is needed now with the addition of kindergarten and pre-school ages to the program. The position is for 2 hours a week, \$12 an hour and will cost approximately \$350 through the end of the calendar year. Since Sunday School did not purchase a curriculum this year, there is over \$900 in their line item of the budget that can be moved to cover this expense. A student from CLU has already been hired for the position. The personnel committee will review the employee agreement. This position was formerly in the budget as a FWF assistant, but now with a new title for the position (CYMA assistant) there needs to be a new line item added to the budget to accurately reflect the position.

It was moved and seconded to transfer \$350 from the Sunday School line item (#64410) to a new applicable line item for the purpose of funding the position of CYMA assistant through December of 2015. The motion passed unanimously.

It was moved and seconded to accept the recommendation of Meredith Gardner, CYMA director, to hire Katie Krogstead for the position of CYMA assistant, subject to her completing the paperwork for the employment agreement. The motion passed unanimously.

Reporting:

Treasurer's report: The treasurer's report was received by the council. Keith Selbrede reported that the balance sheet now reflects that \$40,000 has been moved out of the money market account to fund the CYMA director position.

Susan Prosser has been helping Herb Holler with following up on accounting to make sure that things are being taken care of in a timely manner (i.e.—disbursements of MBC funds).

The full reports from the treasurer can be seen online at: <http://www.mountcross.com/church-council.html>.

Pastor John's Report: Pastor John reported that the summer series seemed to be enjoyed by the congregation.

He gave a thank you for the warm reception the members gave to the visiting pastors while he was gone for 2 weeks in August. During that time off, he spent a lot of time planning the worship services for the coming year so he will have more time to focus on the people of Mt. Cross and also the 50th anniversary activities.

Starting on the first Sunday in October, and then continuing on the first Sunday of each month during the anniversary year, a milestone of Mt. Cross will be highlighted during the service.

His working "theme" for the anniversary year is F5—in computer terms that is a refreshing and not a total rebooting of the system!

He has set a goal that at the end of the anniversary year, 1-1-17, the membership rolls of MTC will reflect the "real" members of the church. There are currently approximately 1000 baptized members shown on our membership roll and that number needs to be updated to accurately reflect our membership.

Pastor John passed out a copy of the MTC original charter. He talked about what might have been in the hearts and minds of those charter members as they signed that document—what were their dreams for this church they were founding? He would like to have the congregation help write a charter with their hopes and dreams for MTC for the next 50 years. Please pass along any ideas to Pastor John.

The full report can be seen online at the church website:
<http://www.mountcross.com/church-council.html>

Director of Ministry with Children, Youth & Families Report: Meredith's report was received by the council.

18 youth attended the recent middle school overnight event and 7 high schoolers went on the Catalina trip.

The church picnic was a lot of fun and there was a good article about it in the Acorn.

Now, she is busy planning and prepping for the new program year.

Her report can be viewed online at the church website:

<http://www.mountcross.com/church-council.html>

President's Report: The President's report was received by the council. Gayle reported that the new policy regarding sick leave required by the new labor law that was recently passed by the state of CA is now in place.

The report to the state board of equalization has been taken care of. Thank you to Susan Prosser for all the hard work on that.

She and Keith Selbrede have signed a form to allow online banking with County Commerce Bank.

The Mutual Ministry committee met last week. There are no plans for them to meet again until January.

Prior to the next council meeting Gayle will be providing information to the council members regarding their terms. The nominating committee needs to begin their work prior to the annual meeting.

Finally, she thanked everybody for all their help and hard work to make the service in the park and the picnic such a success.

The full report can be viewed online at the church website:

<http://www.mountcross.com/church-council.html>

Committee Reports: The following committee report was received by the council:

- CDC—on behalf of Cathy Channels, Pastor John reported that Kathy has been working with the treasurer on the CDC finances and all is looking good. Their enrollment is way up and they are nearly full in every class. Meredith has been making good connections with the CDC families.
- Full reports from all of the committees can be found online at the church website:
<http://www.mountcross.com/church-council.html>

Action Items:

Approval of Gold Coast Choir Concert at MTC. A request has been received from Gold Coast Choir to hold a concert in the sanctuary. It will be a small portion of the group and not the entire choir. This is part of their pre-concert tour prior to a trip to Dublin, Ireland. They are requesting a date during the 2nd or 3rd week of June 2016. At this point, there is nothing scheduled on the calendar for that time frame.

It was moved and seconded to allow the Gold Coast Choir to utilize the sanctuary for their concert in June of 2016 (specific date to be determined) as long as it does not conflict with any church activities. During discussion, it was noted that they cannot sell tickets for the concert and any money requested by them must be asked for in the form of a donation to the choir. It was also noted that they would need to name MTC as a named insured on their liability insurance and provide the church with a copy of the insurance and a hold harmless agreement. Finally, they will need to comply with the maximum seating capacity of the sanctuary.

The motion was amended to allow the GCC to utilize the sanctuary for their concert in June of 2016 (specific date to be determined) as long as it does not conflict with any church activities, and that GCC will provide the church with copies of needed and required insurance documentation, comply with the maximum seating capacity of the sanctuary and will not charge admission for the concert. The amended motion was seconded. The motion passed unanimously.

Gayle will follow up with GCC on the approval and getting the required information from them.

Designation for Thanksgiving offering: The council needs to decide where the money received during the Thanksgiving Eve service will be donated. It was moved and seconded to donate all of the money received at the Thanksgiving Eve service to Holden Village. The motion passed unanimously.

Information, Discussion and looking ahead:

New Council Members: We are still in need of a new council member. Please provide the names of any possible candidates to Gayle. Regarding the youth liaison to the council—there will be a youth leadership retreat in November and Meredith is hoping to have a representative for the council after that retreat.

Staffing: Several good ideas for additional staffing were given by the council at the last meeting and the Executive Committee has had good discussions of the ideas. At this time, no decisions have been made and the council is urged to continue to pass along ideas or areas where they see a need for additional staffing to either Gayle or Pastor John.

Bookkeeper: We will be in need of a new bookkeeper starting in January of 2016 and this will need to be a paid position so it will need to be added into the new budget. Estimates for the cost of this position are \$8500-12,000 for the calendar year. This information should be given out to the congregation as well so that they know what the needs of the church are as we start the stewardship pledge drive.

Special Funds: Bob Burrow reported that the committee met again last month and will be meeting again later this month. They are focusing on the sanctuary and patio areas and looking at how to use the limited amount of space we have to the fullest potential. They will be meeting with a church seating representative at their next meeting to look at options for possible new seating for the sanctuary. Their October meeting will focus on the needs for the patio area.

50th Anniversary: The committee has not met again but will be meeting later this month. Gayle plans to talk to the committee at that meeting about the fund raising goals and places to donate the money raised. 50th anniversary T-shirts have been offered for pre-order on the patio and will be offered for another week or two before the order is placed. The shirts cost \$5 and all are encouraged to purchase one so they can be worn during group activities... Other 50th anniversary items will be available during the year.

Meeting Adjourned at 8:45 p.m.

Next meeting: October 13, 2015 7:00 p.m.

Devotions: Marion Cole

Listening Post: Dottie Keough

Kindly submitted,

Denise Sobolik, recorder

Mount Cross Lutheran Church

Church Council minutes

August 11, 2015

Mission Statement:

Rooted in God's grace to joyfully witness and serve.

Call to order: The Christ candle was lit and the meeting was called to order at 7:05 p.m. by President Gayle Johnson.

Council Members Present: Randy Churchill, Gayle Johnson, Denise Sobolik, Bob Brundage, Bev Rueckert, Rick Gardner, Bob Burrow, Dottie Keough, Marion Cole, Nora Fajnor, Linda Frantz and Keith Selbrede

Staff Members Present: Meredith Gardner

Not Present: Cathy Channels, Mike Laskey, Pastor John Soyster
The youth representative position remains unfilled at this time.

Devotions: Linda Frantz led the devotions.

Caring Conversation: A multiple choice option was left by Pastor John—a favorite memory from VBS, a favorite Bible verse, or a favorite memory about the start of a new school year. Several good stories were shared.

Caring Conversation “outreach”—Thank you cards were provided for the council members to sign for: Marilyn Gardner and Jan Mann for their work on a new succulent garden and for Ron Ertel for his work on the new shelving/cabinets in the PLC.

Listening Post Report: Bob Brundage reported that due to being OBE he was unable to do the listening post this month. He is working on questions to ask a variety of people and will give a Body of Christ report at the September meeting.

Gayle reported hearing questions regarding the future staffing for the church and whether the council had considered having an intern to fill our staffing needs.

Action Item:

Approval of minutes: It was moved and seconded to approve the minutes from the July 14, 2015 council meeting as written. The motion passed unanimously.

Reporting:

Treasurer’s report: The treasurer’s report was received by the council. Keith Selbrede reported that the pledges continue to come in over budget and that expenses are being well controlled. There was a question regarding the Benevolence & Welcoming expense line and why there was still so much money there and if there were payments that needed to be made from that line. Keith responded that he had noticed that as well just prior to the meeting and would be looking into it. The full reports from the treasurer can be seen online at: <http://www.mountcross.com/church-council.html>.

Gayle added to the treasurer report that Susan Prosser is still working on the issue with the State Board of Equalization and the taxes. She also reported that she is doing the paperwork to sign the church up for online banking with the new bank we are using.

It is great that our budget is holding steady but we need to remember that there are staffing needs that still need to be met and addressed by the next budget. We need to continue to look for ways to grow the budget.

Please remember that the Budget & Finance committee will be starting work on the budget for next year soon. Be sure to follow up with your committees and budget needs for next year.

Pastor John’s Report: Pastor John is taking 2 weeks off as allowed in his contract for ongoing study. He is using the time to outline and prepare sermons for the coming year so he will have more time to devote to connecting with people.

Gayle presented a few highlights from his report. During his absence, there will be a different guest pastor each Sunday. Both pastors were selected after being suggested by members of the council.

If there are any staffing needs that seem to be unmet since Pastor Erik's departure, please pass that information along to either Gayle or Pastor John. The Mutual Ministry committee will be looking at those needs soon and working to determine the staffing needs of the church.

Two areas that came up during the discussion among the council were: 1) more ministering aimed at the senior population of the church and 2) staff support for small group Bible studies.

The full report can be seen online at the church website:

<http://www.mountcross.com/church-council.html>

Director of Ministry with Children, Youth & Families Report: Meredith's report was received by the council. There have been lots of big events going on in the last month. She took 2 MTC youth to the ELCA Youth Gathering in Detroit and said it was a great experience to be a part of something bigger.

She took 11 students to an Arts & Music camp at El Camino Pines. As an aside, she noted that the camps have been seeing a decline in attendance and she hopes to help promote camping and encourage attendance at a variety of different camps throughout the year.

120 children participated in VBS this year, along with 30 youth volunteers and 20 adult volunteers. Dr. Chill was a big hit with the participants! Over \$900 was raised for Lutheran World Relief during VBS and lots of school supplies for the service project were donated as well.

When the new program year starts, Meredith is hoping to have one youth event every Sunday, with a different event for different ages each Sunday. And starting in the new program year, FWF will have weekly activities for the preschool age as well.

Grant money will be used to hire someone to lead music for the youth starting in the fall and continuing through December and the Christmas performance.

Meredith gave the council members copies of a brochure she created that outlines the various children, youth and family programs offered by the church and the dates for several upcoming events during the year. The brochure was given to VBS participants and will be included in the Welcome gifts to visitors.

Her report can be viewed online at the church website:

<http://www.mountcross.com/church-council.html>

President's Report: The President's report was received by the council. Gayle reported that most of the items in her report are already on the agenda so she would cover them at the appropriate times. One new item she wanted to highlight was a need for volunteers for Many Meals on Thursday. Please help if you can and spread the word that help is needed.

The full report can be viewed online at the church website:

<http://www.mountcross.com/church-council.html>

Committee Reports: The following committee reports were received by the council:

- Stewardship—Bev Rueckert reported that Time & Talent sheets were passed out again at church this past Sunday. In addition, they are now available online and can be filled out

electronically. The current return rate is 33%. There have been, and will continue to be, speakers and presentations during worship services to highlight the need for stewardship. The committee is looking at a new system for the fall delivery of stewardship materials, since the current “basket” system seems to be getting old and getting fewer responses. Any ideas and suggestions are welcomed and encouraged! Committee liaisons were asked to build enthusiasm within their committees for strong giving to the stewardship drive so the many different ministries of the church can continue to benefit the congregation and community and so our ministries can continue to grow.

- Fellowship—Nora Fajnor brought a question from the Fellowship committee to the council regarding donations received when fellowship hosts different events (such as the recent hot dog Sunday). Where are those donations deposited? Do they go into the general fund or to the Fellowship Committee budget? After discussion, it was agreed that any money donated should go into the general budget fund which will then support the fellowship committee. The fellowship committee should make sure that they request enough money in their line item to cover expenses for the various events throughout the year. Committee members should not feel they need to pay expenses out of their own pockets.
- Welcome Team—Marion reported that the welcome team is redoing the DVD’s that are being given out with the welcoming gifts. They will be using more pictures of current children from the church and making sure there are video release forms on file for their use. The old DVD’s are no longer being given out.
- Property—Bob Brundage reported that the drinking fountain has been repaired and that carpet cleaning for all carpets except the choir loft is scheduled for the coming week. Palm trees have been removed from the planter in front of the PLC. The property committee wants to take out the planter as well. The council was in agreement that the planter can be removed.
- Gayle commented that she knows minutes from meetings are being done but for some reason they are not getting posted to the website. Please follow up with your committees to be sure current minutes are posted online.
- Discussion on Many Meals—during a brief discussion on the Many Meals ministry, it was noted that many of the main dish entrees are getting expensive and this is limiting the number of people willing to volunteer. More people would be willing to help cook the entrees if they did not have to purchase the expensive ingredients as well.
- Full reports from all of the committees can be found online at the church website: <http://www.mountcross.com/church-council.html>

Information, Discussion and looking ahead:

Special Funds/Facilities Task Force: Bob Burrow reported that the committee continues to work on ideas and research costs for possible projects. They do not have any budget numbers or recommendations at this time. The committee will meet again on 8-24-15. Pastor John has been in contact with committees to get input from them regarding needs and desires for both the sanctuary and the patio area. Now that the palms have been removed from the planter by the PLC, the planter can be removed and that will really open up the patio area. There are plans to add potted greenery to that area.

Worship in the park/church picnic: The theme for the service will be “With a Song in our Hearts.” Help is still needed to clean up after the picnic. Please sign up or see Gayle if you are available.

Approval of 50th Anniversary \$50,000 fund: The Executive Committee has been working to decide where money raised during the 50th anniversary year should be designated for donation. Gayle asked the council to approve the *idea* of raising the \$50,000 while the committee continues to work to find a place to donate the money. It had already been decided that there would not be a large money raising project, ala Project Peace, but that the congregation will be told where any money raised is targeted to go and will be encouraged to make donations to reach a goal of \$50,000. During discussion, there were several comments and concerns about the ability to raise that amount of money and if it might hurt the stewardship drive and overall church budget by asking people to give to another cause. There was also a lot of discussion about the proposed 50,000 hours of service to be done over the year and if that was realistic. No motion was made to approve the general idea of raising the \$50,000. Gayle will go back to the 50th Anniversary committee with the concerns raised by the council and report back at the September meeting.

50th Anniversary T-Shirts: There has been a donation of \$1500 to help defray the cost of t-shirts for the congregation for the 50th Anniversary. That should bring the price of the shirts down to \$5 each and allow everybody to have a shirt. There were comments that not everybody is fond of wearing t-shirts and maybe other options such as polo shirts or sweatshirts could be offered as well.

New Council Member: With the recent resignation, the council is in need of a new member. Please pass along any possible candidate names to Gayle. Keep in mind that there are liaison openings for Fellowship and Service & Missions so someone interested in those areas would be good to have on the council.

Meredith continues to work to find a youth representative for the council.

Rally Day: September 13th is Rally Day. Please be sure your committees know about this and are prepared to be on the patio that morning.

Calendar: Looking ahead to the 50th anniversary year, the committees are trying to have a 50th related event on the first Sunday of each month.

Meeting Adjourned at 9:00 p.m.

Next meeting: September 8, 2015 7:00 p.m.

Devotions: Rick Gardner

Listening Post: Nora Fajnor

Courteously submitted, Denise Sobolik, recorder

Mount Cross Lutheran Church

Church Council minutes

July 14, 2015

Mission Statement:

Rooted in God’s grace to joyfully witness and serve.

Call to order: The Christ candle was lit and the meeting was called to order at 7:00 p.m. by President Gayle Johnson.

Council Members Present: Randy Churchill, Gayle Johnson, Denise Sobolik, Bob Brundage, Bev Rueckert, Rick Gardner, Bob Burrow, Dottie Keough, Marion Cole, Nora Fajnor and Keith Selbrede

Staff Members Present: Pastor John Soyster (Meredith is at the ELCA Youth Gathering in Detroit, MI)

Not Present: Cathy Channels, Mike Laskey, Linda Frantz, Harry Griffith
The youth representative position remains unfilled at this time.

Devotions: Randy Churchill led the devotions.

Caring Conversation: “How do you make time for rest or time-out to recharge your batteries?” Several good and meaningful ideas were shared.

Caring Conversation “outreach”—Thank you cards were provided for the council members to sign for: Karen Gramacki for her work scheduling the worship assistants, Don Houser for his work keeping the hillside clean, and to the Carr and Fickenscher families for their work on MBC.

Listening Post Report: Dottie Keough covered the listening post this past Sunday. She heard mostly positive comments on the patio but did hear from several members a concern that the traditional service is still too early for some. There were also positive comments regarding the recent items in the Ventura County Star religion section on happenings at Mt. Cross.

Action Item:

Approval of minutes: It was moved and seconded to approve the minutes from the June 9, 2015 council meeting as written. The motion passed unanimously.

Reporting:

Treasurer’s report: The treasurer’s report was received by the council. Keith Selbrede reported that the church income is still exceeding expenses for the year and that pledges are still coming in over what was budgeted. Detailed financial reports are now available on the website. Committees are encouraged to start looking over their budgets to prepare budget requests for next year.

Action Item: Approval of payment for the Earthquake insurance premium. Currently the church pays the EQ insurance premium in monthly installments but with a 13% interest rate. The Budget & Finance Committee recommends that the council approve payment of the entire yearly premium this year. The current monthly payment is \$480. The annual premium is \$6424.82. It was moved and seconded to authorize payment of the entire annual EQ insurance premium, in the amount of \$6424.82. There was no discussion. The motion passed unanimously.

Pastor John’s Report: Pastor John’s report was received by the council. He reported that the summer series, Summer of Song, seems to be going well and being enjoyed. The adult education hour is continuing the theme for their summer lessons.

RightNow Media has officially launched. To date there are 55 active contacts who have signed up to use the website.

He gave a thank you to Meredith for filling in for him in a wide variety of ways while he was out with his recent surgery.

David Gatchel, a CDC graduate has been using the sanctuary piano to film himself playing various pieces for his college entrance applications. He has been accepted at the USC School of Piano Performance. To show his appreciation for the use of our piano, he will provide hospitality between services on 8-9-15 and a free recital at the church on 8-14-15.

The full report can be seen online at the church website:

<http://www.mountcross.com/church-council.html>

Director of Ministry with Children, Youth & Families Report: Meredith is in Detroit, MI with 2 youth from Mt. Cross for the ELCA National Youth Gathering. Her report can be viewed online at the church website:

<http://www.mountcross.com/church-council.html>

President's Report: The President's report was received by the council. Gayle reported that the Mutual Ministry committee was not able to meet in July. They have rescheduled for early September. At that meeting they will be looking at current staffing needs.

Planning for the 50th anniversary celebration year is well underway!! There will be lots to do and many ways to be involved.

Thank you to Ron Ertel for the beautiful cabinets in the PLC.

The full report can be viewed online at the church website:

<http://www.mountcross.com/church-council.html>

Committee Reports: The following committee reports were received by the council:

- Stewardship—Bev Rueckert reported that there is a great group of people on the newly re-formed stewardship committee who represent a multi-generational cross section of Mt. Cross. To date about 24% of the new time and talent forms have been returned.
- Learning—Dottie reported that the learning committee is thankful for all the wonderful work Meredith is doing, but they worry that she may be taking on jobs that are not part of her official job description and that if she keeps up at her current pace she may face burnout. Pastor John will follow up with Meredith about this during her performance review.
- Fellowship—Nora Fajnor is the new liaison to the Fellowship committee. The Father's Day activities and the Hot Dog day were all well received by the congregation. This coming Sunday is Hawaiian day and the 25th of July the Fellowship committee will be saving spots together for the concert in the park.

Full reports from all of the committees can be found online at the church website:

<http://www.mountcross.com/church-council.html>

Action Items:

Acceptance of resignation letter from council: Harry Griffith has submitted his resignation to the church council. It was moved and seconded to accept Harry Griffith's resignation with regrets. The motion passed unanimously.

Authorize the Executive Committee to oversee the implementation of the new CA labor

laws: July 1st, new labor laws went into effect in CA regarding sick leave that will have an impact on some Mt. Cross employees and record keeping for all of the Mt. Cross employees. It was moved and seconded to authorize the EC to oversee the implementation of the new labor law practices for Mt. Cross. The motion passed unanimously.

Information, Discussion and looking ahead:

Sunday Morning Worship Schedule: There have been a lot of comments from people who do not like the traditional service at 8:30 a.m. The council members were reminded to be sure and listen to comments and make sure people feel their concerns are heard. People with concerns can also be encouraged to attend the Worship and Music committee meetings and air their comments directly to the committee.

Worship in the park/church picnic: The service in the park will be on 8-30-15 at Bob Kildee Park starting at 10:00. There will be a picnic lunch following the worship service and games for all ages. The council is hosting this event so please be prepared to help with set-up/clean-up and any other areas you may feel called to pitch in. The learning committee will be organizing the games again this year.

Ongoing Items:

Staffing: The Mutual Ministry committee will be meeting again in September. At that meeting, Pastor John will share his thoughts and ideas on additional staffing needs. If any “gaps” are noticed—areas that are not being taken care of—please share these with Pastor John.

Policy regarding MBC funds: This continues to be a work in progress. The accounts are being reviewed to look for any other “unspent” or “under spent” MBC funds that are still in the budget.

Memorial Funds new policy: Per council action, a new policy has been adopted for the undesignated memorial funds. Now, it needs to be monitored to be sure the policy is being followed.

Special Funds/facilities: The committee met recently and has started to research the costs and other factors involved in the different ideas being considered. They will meet again next month and may have more specifics to report to the council next month.

Master Calendar: Bob Brundage is working on a spreadsheet that will have names and contact information for each committee chairperson, liaison and recorder.

50th Anniversary: Committee liaisons were encouraged to emphasize to their committees that the celebration year does not have to mean planning all new activities, but rather adding a 50th theme to already planned activities. It is hoped there can be 1 anniversary themed activity each month during the year.

50th Anniversary donations: The Executive Committee has discussed doing another big fund raising project ala “Project Peace” but decided there were enough activities going on for the year. However, donations to commemorate the special year will be accepted and encouraged. The EC is still working to decide where those funds will be donated to, but has decided the money will be split 50/50 between Mt. Cross ministries and outreach ministries.

Council meeting content: A recent comment noted that council meetings seem to be heavy with financial information. While being good stewards of the church finances is an important part of the councils work, maybe the meetings should re-focus more to the ministries of the church. The 50th anniversary is also a time to not just look back at the last 50 years but also look ahead and ask how we would hope Mt. Cross will look in another 50 years. Any comments on these themes are welcomed by Gayle.

There being no more business to discuss it was moved and seconded that the meeting be adjourned. The motion passed unanimously and the meeting was adjourned at 9:00 p.m. with the Lord’s Prayer.

Next meeting: August 11, 2015 7:00 p.m.

Devotions: Linda Frantz
Listening Post: Bob Brundage

Gracefully submitted,
Denise Sobolik, recorder

**Mount Cross Lutheran Church
Church Council minutes
June 9, 2015**

**Mission Statement:
Rooted in God’s grace to joyfully witness and serve.**

Call to order: The Christ candle was lit and the meeting was called to order at 7:00 p.m. by President Gayle Johnson.

Council Members Present: Randy Churchill, Gayle Johnson, Denise Sobolik, Bob Brundage, Bev Rueckert, Linda Frantz, Rick Gardner, Harry Griffith, Mike Laskey, Bob Burrow, Dottie Keough and Keith Selbrede

Staff Members Present: Meredith Gardner

Not Present: Marion Cole, Nora Fajnor, Cathy Channels, Pastor John Soyster
The youth representative position remains unfilled at this time.

Devotions: Inspired by the summer theme and the recent Pentecost service, Denise Sobolik led the devotion with a video of praise songs and music from around the world.

Caring Conversation: “Where have we seen a small beginning turn into something great (ala the mustard seed)?” Most of the stories that were shared centered on relationships that grew into marriages or babies/children who grew into adults.

Listening Post Report: Gayle Johnson covered the listening post this past Sunday. Overall she heard good comments. The few complaints she did hear were not new ones and are known to the council (but were not reviewed again at this time). One concern she highlighted was that some people feel the traditional service at 8:30 is too early and too hard to get to. However, there was no input regarding a possible better time for the service.

Action Item:

Approval of minutes: The minutes from the meeting on May 12, 2015 did not reflect that Mike Laskey was present at the meeting. In addition, Bob Burrows’ name was misspelled. On page 4 of the minutes under the discussion on the Endowment Fund, Brian Stouch was listed and it should read Brian Fisher. There were a few other minor grammatical errors that will also be corrected. **It was moved and seconded to approve the minutes from the 5-12-15 meeting as corrected. The motion passed unanimously.**

Reporting:

Treasurer’s report: The treasurer’s report was received by the council. Keith Selbrede reported that the church income continues to grow; however, the expenses are increasing as well. Currently, though, the expenses remain under what was budgeted so the church continues to be in good financial shape. There will be a change in the interest income earned in the Money Market account when the money from the special funds that will be applied to Meredith Gardner’s salary is moved out of the Money Market and into the checking account.

A special thank you to Herb Holler for his great work as the bookkeeper this year!

Pastor John’s Report: Pastor John had hernia surgery this morning and was not able to attend the meeting. Reports are that the surgery was successful and he is now home resting. His report is online for full review. Gayle highlighted a few items from his report for the council. There will be an official launch of the Right Now Media web site at church on Sunday June 21st. Several dates have been confirmed for 50th anniversary activities and full information is available on the website. Two dates of note however are 10-25-15 when the year of celebration will officially be kicked off and the weekend of 10-23-16 which will have multiple festivities

culminating in a worship service on 10-23-16, the actual anniversary of the signing of our charter.

There was a discussion on the continued review of staffing needs at the church since Pastor Erik's departure and ways to remove some of the tasks from Pastor John that are not his responsibility or that can be done by someone other than him. The Mutual Ministry committee has met and will be meeting again in July and they will continue this discussion with Pastor John. One idea raised was that while we wait to see about potentially hiring an additional staff person, perhaps we can find ways to provide more breaks for Pastor John. Pastor John will be taking a 2 week "mini-sabbatical" in August, but there may be other ways breaks can be provided for him as well. Another idea that was mentioned was the potential of having students from CLU who need work as interns filling in and covering some of our needs. This idea will be investigated more as well. Finally, there was an important reminder of the power of a positive written note of encouragement/thank you! The full report can be seen online at the church website: <http://www.mountcross.com/church-council.html>

Director of Ministry with Children, Youth & Families Report: Meredith's report was received by the council. There has been a lot going on, but things are starting to slow down now that Sunday school and confirmation are done until fall. The youth group will continue to meet during the summer. The high school group had an overnight activity with several other churches in the area that concluded with a sunrise service on the beach. Meredith is working on more long term planning and hopes to have plans in place through December so that she can give out information at VBS and promote all of the various youth activities and ministries. Enrollment has started for VBS and there are currently 75 children enrolled. There will be a max enrollment this year of 130 children. There is a \$400 credit from last year's VBS so that will help keep the costs for this year lower. Meredith is looking at using grant money that has already been awarded to Mt. Cross for an outreach ministry—possibly hiring someone to teach music for our Christmas program. Her report can be viewed online at the church website: <http://www.mountcross.com/church-council.html>

President's Report: The President's report was received by the council. Gayle gave a thank you to everybody for all of their hard work---it is very much appreciated. She gave background information regarding 2 large colored glass panels that were part of the original Mt. Cross sanctuary (where the office currently is now). After construction of the new sanctuary, the panels were stored at various members' houses. The current caretaker of them is returning them to the church. They will be stored at the church and Gayle will work with the property committee to determine possible uses/placements for them.

Pastor Leiter preached last week and will be presiding at the service this Sunday (Meredith will be preaching). Gayle is interested in receiving feedback from members regarding using him again for future dates that Pastor John will be on leave. She would also be interested in receiving names of other possible substitutes for Pastor John.

A request was received in the church office from Becca Stankis (not a member of Mt. Cross) to hold a piano recital in the sanctuary on 6-27-15. The request outlined the times and number of people who would be attending the recital. Gayle has been in contact with the property committee and their only concern is that the sanctuary be cleaned up thoroughly after the recital so that it is ready for services on Sunday morning. During discussion it was also mentioned that Barbara D'Addario should also be contacted to get her input on the use of the

sanctuary/piano for this purpose. It was moved and seconded to allow Becca Stankis to hold a piano reception at the church, utilizing the church sanctuary, on 6-27-15, pending approval from Barbara D'Addario and with the stipulation that Ms. Stankis will not be charging admission or selling tickets for the recital. The motion passed unanimously. Gayle will follow-up with Barbara and the property committee before contacting Ms. Stankis.

Gayle asked that the council members continue to look for new recruits to the Fellowship committee and pass along to her names of anyone who might be interested. She will have a notice put in the bulletin asking for volunteers as well.

The full report can be viewed online at the church website:

<http://www.mountcross.com/church-council.html>

Committee Reports: The following committee reports were received by the council:

- Stewardship—New Time and Talent forms were mailed out today. Meredith will introduce them on Sunday during the services and there will be a table on the patio between services promoting them. Thank you to Bev Rueckert and Susan Prosser for all your work developing the new forms.
- Stewardship—also reported there are 6 new members confirmed to the group with others pending! It is hoped that this will become a year round committee. They plan to place an emphasis on ALL three areas of stewardship: Time, Talent and Finances.
- Cathy Channels stopped in briefly after a CDC meeting to ask if anyone was willing put up wallpaper border in the nursery. It was purchased when the nursery was repainted and never used. The matter will be turned over to the property committee.
- Adult Education—Denise reported that due to the great success of the Sunday Adult Education class, it will continue through the summer. Pastor John will use his theme of “Summer of Song” in the Adult Education class as well.
- PR-Denise also reported that she met with Gayle Johnson to discuss more ways the name “Mt. Cross Lutheran Church” can be gotten out into the community. Denise has had 2 small articles in the Ventura County Star and will continue to provide the Star and the Acorn with information about church events for publication. Several other ideas are being explored as well.

Full reports from all of the committees can be found online at the church website:

<http://www.mountcross.com/church-council.html>

Action Items:

Reallocation of unspent MBC funds: Gayle has identified \$5000 of unspent MBC funds from previous years for 2 projects that were never started. \$1500 was approved to purchase a defibrillator for the church. Further research into insurance requirements found that we could not have that device on our site without FT staff trained to use it, so it was decided not to purchase the defibrillator. \$3500 had been approved for new cabinets in the church office. Due to the recent office/attic clean out, the cabinets are no longer needed. Gayle has checked with the property committee and they do not need that money for any other projects at this time. The current anticipated net income from MBC this year is approximately \$12,000. The MBC requests, if fully funded, are \$16,450. Gayle suggested that the council approve the reallocation of the \$5000 of unspent MBC funds to be added to the total income from this year's MBC so that all of the requests can be fully funded. During discussion, there was concern that this would create a precedent of taking money from other sources to fully fund MBC requests. It was also

suggested that perhaps some or all of the \$5000 could be used as seed money for the 50th anniversary celebrations since that committee had not been established when the requests needed to be submitted for the MBC funds. **It was moved and seconded to reallocate \$5000 of prior MBC funds to be used for 2015 MBC requests. The motion passed unanimously.** Gayle added that there is probably more unspent or under spent money from MBC requests and that she will continue to look into that and work to create better accounting practices for the MBC disbursements.

Approve Distribution of 2015 MBC funds: The council members were provided with a handout detailing all of the requests for MBC funds for the year 2015. **It was moved and seconded to approve the distribution of the MBC funds for 2015 as presented, not to exceed \$16,450.** During discussion, it was noted that next year, when requests are solicited from the congregation, there needs to be a reminder that not all requests may be filled or they may not be filled in the amount requested. **The motion passed unanimously.** The requests approved were:

PROJECTS/SCHOLARSHIPS/MINISTRIES:

• Welcome team (ads for special days)	\$200
• Worship & Music (usher/greeter badges)	\$110
• Adult Educ. (Right Now Media 1 yr. subscription)	\$1440
• Technology committee (equipment & service)	\$2000
• Youth (National gathering & Catalina trip)	\$2000
• Youth (t-shirts)	\$500
• CDC (scholarships)	\$2000
• MBC committee (kitchen update/repairs)	\$2500
	SUB-TOTAL: \$10,750 (65%)

OUTREACH

• Lutheran Retreats Camps & Conferences	\$2000
• Quilters (supplies & shipping)	\$300
• Intervarsity Christian Fellowship Redlands University	\$200
• Habitat for Humanity, Ventura County	\$800
• Rain Project	\$800
• Lutheran Social Services, Thousand Oaks	\$800
• New City Parish	\$800
	SUB-TOTAL: \$5,700 (35%)

OVERALL TOTAL: \$16,450

Endowment Fund disbursements: Rick Gardner gave the council members a handout with the Endowment committee's recommendation for the disbursement from the endowment fund for this year. Based on the formula the committee uses to determine the amount available for distribution, this year they calculated \$13,900 available for disbursement. It was noted that despite the hard work of Meredith to promote the scholarships, only 1 application was received for a scholarship this year. After fully funding all of the requests, there was a surplus of \$3400 that the Endowment Committee recommended be re-invested back into the endowment fund. During discussion, it was mentioned that the 50th anniversary committee will be in need of funds

for several of their events. Rick felt that the use of the endowment funds for 50th anniversary events would fall under the scope of the guidelines set forth for the use of the money. **It was moved and seconded to approve the recommendations from the Endowment committee for disbursement with the addition of an additional \$1500 to go to the 50th anniversary committee, leaving \$1900 to be reinvested into the endowment fund. The motion passed unanimously.** The distribution will be as follows:

• College scholarship	\$1000
• Camp scholarship (for a member who will be a counselor)	\$500
• Pastor's discretionary fund	\$2000
• Missionary support (Africa & Hong Kong)	\$2000
• LRCC	\$1000
• LSS	\$1000
• Mt. Cross Youth-summer trip	\$2500
• Youth discretionary fund	\$500
• 50 th Anniversary committee	\$1500
• Surplus to be re-invested into endowment fund	\$1900
TOTAL:	\$13,900

Information, Discussion and looking ahead:

Policy Statement Regarding Memorial Funds: Rick provided the council with a new policy statement created by the Endowment/Legacy Committee regarding unspent memorial funds. The committee recommends that when the undesignated memorial gifts (budget category 37000) exceeds a balance of \$5000, the budget category will be reduced to \$2500 and the balance will be transferred into the endowment fund. This is a policy issue for the Endowment committee and does not require any action on the part of the council.

Endowment Fund Transparency to the congregation: Rick noted that more transparency is needed in the distribution process of the endowment funds. Next year, notice will go out to the congregation in March alerting them that the committee is soliciting requests for the endowment fund distribution and outlining the 5 key missions of the fund.

Fun With Faith Assistant: Meredith is looking into hiring an assistant to help with the FWF program. The program is growing and they will be meeting every week next year. She is also hoping to add a pre-school component to the program. Even with an assistant, the program will still rely on parent volunteers for much of the work. The anticipated cost for the program year for the assistant is about \$900.

Ongoing Items:

Special Funds Project: Bob Burrow reported that the Special Funds Committee has met again. They are looking at specific ideas regarding the patio and sanctuary areas that were generated at the council meeting in January. They are researching the costs and needs involved with each idea so they can put together a report for the council. They will meet again in July.

Master Calendar: Bob Brundage will be meeting with the various committees to explain the master calendar to them and encourage its use. Any information for the calendar should be submitted to Sheri in the church office.

50th Anniversary Events: The theme for the 50th anniversary is “Yesterday, Today, Forever- Celebrating 50 years of God’s faithfulness”. As events for the anniversary are announced, please have your committees look for ways they may “piggyback” other activities onto the ones being planned. The committee has placed an emphasis on including EVERYONE in the Mt. Cross family in the celebrations. In addition to having former pastors from Mt. Cross come back to preach during the year, the bishop has committed to preach on 10-23-16.

There being no more business to discuss it was moved and seconded that the meeting be adjourned. The motion passed unanimously and the meeting was adjourned at 9:00 p.m. with the Lord’s Prayer.

Next meeting: July 14, 2015 7:00 p.m.

Devotions: Randy Churchill
Listening Post: Dottie Keough

Kindheartedly submitted,
Denise Sobolik, recorder

**Mount Cross Lutheran Church
Church Council minutes
May 12, 2015 (Corrected)**

**Mission Statement:
Rooted in God’s grace to joyfully witness and serve.**

Call to order: The meeting was called to order at 7:00 p.m. by President Gayle Johnson.

Council Members Present: Randy Churchill, Gayle Johnson, Denise Sobolik, Bob Brundage, Bev Rueckert, Marion Cole, Linda Frantz, Rick Gardner, Harry Griffith, Nora Fajnor, Cathy Channels, Mike Laskey

Staff Members Present: Pastor John Soyster and Meredith Gardner

Guests: Susan Prosser and Brian Fisher

Not Present: Bob Burrow, Dottie Keough and Keith Selbrede
The youth representative position remains unfilled at this time.

Devotions: Meredith Gardner led the devotion by reading the words of St. Paul from 1st Philippians.

Caring Conversation: In anticipation of Confirmation Sunday this coming Sunday, the caring conversation revolved around memories from confirmation.

As an outreach “caring conversation”, thank you cards were signed by the council members to thank the 5 couples/families who were instrumental in the organization and implementation of the hugely successful and wonderfully fun Make, Bake Celebrate weekend. **Listening Post Report:** Rick Gardner covered the listening post this past Sunday and reported hearing a wide variety of comments. He heard positive comments about the recent Tent Event Service. Another comment was regarding the restrooms on the patio and the men/women signs on the outside of the doors. When the doors are propped open, the signs cannot be seen. In an example of model efficiency, it was noted by many members that the bathroom doors now have signs on both the inside and outside of the doors!

Action Item:

Approval of minutes: There were a few minor grammatical mistakes to the minutes from 4-14-15 that will be corrected online. It was also noted that the header for the minutes lists it as a special meeting. It was not a special meeting; it was a regular monthly meeting. **It was moved and seconded to approve the minutes from the 4-14-15 meeting as corrected. The motion passed unanimously.**

Reporting:

Treasurer’s report: The treasurer’s report was received by the council. Keith Selbrede was unable to attend the meeting so Susan Prosser gave a summary of the financial information to the council. The preliminary budget status through the end of April shows a net positive of over \$11,000. Susan also highlighted the fact that pledged giving is at 102% and total giving (which includes non-pledged, envelopes and loose plate giving) is at 99%.

Full financial information can be seen online at the church website:

<http://www.mountcross.com/church-council.html>

Pastor John’s Report: Pastor John’s report was received by the council. He and 3 other church members recently returned from the Synod Assembly. A summary of the synod meeting is not available yet. As soon as it is available, the information will be posted on the church website and will be included in church communications. It was noted that the synod adopted a deficit budget for this year partly due to support from congregations being down by \$100,000. The synod will be looking for ways to increase the contributions from congregations. Pastor John was pleased to relate that Mt. Cross is the 4th largest contributor to the synod.

This coming Sunday will be the last Sunday before summer for the Sunday morning adult education time. Each Sunday has been consistently attended by 15-19 people and video from each of the Sundays is available on the church website at <http://www.mountcross.com/bible-studies.html>.

During the past month Pastor John has met with various committees at their regular meetings to discuss the new Time and Talent sheets and the idea of a Spring T&T so that there are new names available when the church year kicks off in the fall. He requests any suggestions for revisions to the T&T be to him by May 22nd. He hopes to have the forms out in early June.

His full report can be seen online at the church website:

<http://www.mountcross.com/church-council.html>

Director of Ministry with Children, Youth & Families Report: Meredith’s report was received by the council. She reported having had a very busy month! The family movie night

on Friday April 24th was a HUGE success. There were approximately 40 children and 30 adults at the event. Many people brought friends to the event as well! This will definitely be continued in the future and other family events may be planned on a quarterly basis as well.

The largest portion of Meredith's report dealt with changes for the Children's ministries in the fall. There will be a larger focus on the Wednesday afternoon Fun with Faith program. It will be held weekly for grades K-5 starting in the fall. There will also be changes to the Sunday morning Faith Journeys. Meredith is currently looking at a 20 minute education time that will revolve around a monthly theme. The theme will be from a reading from the 4th Sunday of the month, so that by the end of the month, the children have been learning about that lesson and will be prepared to hear about it in church. Each week will feature different activities and ways to learn about the lesson. For the three months that have 5 Sundays, those days will be spent working on a community outreach project. This is still a work in progress and the council will continue to be updated on this topic.

Meredith has also been doing some work with the CDC children and has been doing recruiting among their families for VBS.

Her report can be viewed online at the church website:

<http://www.mountcross.com/church-council.html>

President's Report: The President's report was received by the council. Gayle reminded the council members that we are there to help the committees with any needs that they might have. If there are any concerns or problems, be sure to contact her or someone on the Executive committee for additional help.

All council members were asked to help with recruitment for the Fellowship committee. They do a lot of work for the church and we need to make sure we are supporting them fully. This is even more important with all of the upcoming activities for the 50th anniversary celebration year ahead.

Committee liaisons were reminded to ask their committees to have minutes from the committee meetings to the church office for posting to the website as soon as possible after the meeting. Any action items for the council should be given to the Executive Committee the week prior to the council meeting for them to discuss and bring to the council.

The full report can be viewed online at the church website:

<http://www.mountcross.com/church-council.html>

Committee Reports: The following committee reports were received by the council:

- Cathy Channels reported that the CDC has been celebrating Teacher Appreciation week with wonderful treats for all the staff. They have completed a pizza fundraiser and have received over \$200 from Thrivent Choice dollars. There is an upcoming photography fundraiser that will be open to everybody. The CDC will receive \$40 for every family that goes in for a portrait sitting. This event will be advertised in the church newsletter to increase participation. Cathy reported that the CDC has made use of some new avenues of advertising and they seem to be paying off. They currently have 71 children enrolled for next year and only need 9 more to have full enrollment! They are also excited about the upcoming Summer School session. The theme will be "Let's Have Fun at the Fair."
- Bob Brundage asked that council members look online at the full report from the Property committee to see all of the goals they have for 2015 and what has been completed already. It was noted that one of their goals was the improvements to the

church facility/patio. This was clarified-they are in discussion on the topic at this time. They will bring suggestions to the council for final approval.

Full reports from all of the committees can be found online at the church website:

<http://www.mountcross.com/church-council.html>

Action Items:

Signatures for the Investment Account with MFA Wealth Services: Since the election of a new church council and officers it is now necessary to designate new authorized signatures for the MFA Wealth Services Investment Account. Previously the Council President, Vice President and Treasurer along with the chair of the Budget and Finance committee were designated signers for this account. The council needs to decide if those offices will remain as the designated signers so that new signature forms can be completed and returned to MFA. It was moved and seconded that council President Gayle Johnson, council Vice President Bob Brundage, Treasurer Keith Selbrede and Budget & Finance Committee chairperson Susan Prosser would be the designated signers for the MFA Wealth Services Investment account. During discussion the question was raised regarding electronic signatures and telephonic "signatures". There was some uneasiness with allowing authorization for monetary transactions over the telephone and it was suggested the account be modified to allow for electronic signatures only. Susan Prosser was unsure if that was an option but will follow up with MFA on that request and report back to the council. The motion as presented passed unanimously.

Budget Amendment for purchase of choir music: The Choir director has requested that the \$391 balance of choir designated funds be added to the 2016 budget appropriation for the purchase of choir music. The Budget and Finance committee recommends approval of this request. They also recommend that the purchase of the choir music be made through the church office so that the availability of funds can be verified prior to ordering. It was moved and seconded that the 2015 budget be amended by an increase of \$391 to expense account 65200 (Choir Music) and the addition of an income account-transfer from Adult choir designated fund (#35520) in the amount of \$391 and that the purchase of any choir music be made through the church office. During discussion a question was raised about the Praise band and their music. The praise band has a separate budget line item so this motion does not affect the Praise Band. The motion passed unanimously.

Budget Amendment for Many Meals expenses: The leadership team for Many Meals has requested that the funds in the MM designated fund be made available for food/supply expenditures. The May meal will be BBQ hamburgers and hot dogs that will be purchased instead of supplied by volunteers. In addition, the leadership team is looking at a variety of ways to periodically relieve volunteers of some of the expenses of participating throughout the year. The MM designated fund currently has \$585 that has accumulated over the past 5 years of the operation of this ministry. This money differs from the money budgeted within the Benevolence section of the budget for Many Meals. The Budget and Finance committee recommends approval of this request. It was moved and seconded that the 2015 budget be amended by an increase of \$585 in a new account for Many Meals Expenses to be created within the Service and Missions category (67000) and the addition of a new income account-transfer from Many Meals Designated Fund (35710) in the amount of \$585. The motion passed unanimously.

Possible Revision of policy regarding undesignated Memorial funds: The council previously voted on this topic on two separate occasions— 7-8-14 and 4-14-15. The two votes seem to be different versions of the same topic and clarification is needed on the actual intent and will of the council. There was a discussion and the consensus seemed to be that the undesignated memorial funds and/or those with small amounts remaining in their accounts, be consolidated into a single line item "general fund" within the memorials category for use at a later time. There was not agreement during this discussion on the possible uses for that money. It could be deposited into the Endowment fund or used for purchases. **It was moved and seconded to consolidate the undesignated memorial monies into one "general" line fund within the memorials category. The motion passed unanimously.** The council will continue to work with the Budget & Finance committee in the future to create more specific guidelines/policy for the use of the funds in the new General fund line item.

Information, Discussion and looking ahead:

Relationship of Core Values to the use of the Endowment Funds: The council held a discussion, with input from Rick Gardner and Brian Fisher, regarding whether the church is spending the endowment funds each year in the way we really want to and in a way that relates to the stated core values of the church. Specifically, the discussion centered on giving scholarships to graduating high school seniors for use in college. Any changes proposed or adopted would not be enacted until the year 2016 as the applications for scholarships for this year have already been given out. During the discussion, it was noted by Brian that many of the donations that have been given to the endowment fund have been made knowing that the money is spent on college scholarships. Other discussion topics were the possibility of expanding beyond high school seniors to other populations who may be in need of financial assistance as well (i.e.-adults returning to school for a career change). It was also felt that this discussion should be opened to the congregation for their input. The endowment committee will take all of the comments/information from the discussion tonight and continue to review this topic and report back to the council.

Policy of unspent funds from MBC: There is a concern about the lack of record keeping for the allocated funds from MBC from year to year. It was noted that some requests are estimates for anticipated work and the actual work may come in below the estimate and that some items with funds allocated for them have never been purchased. That unspent money remains in the church checking account and there is currently no policy for what to do with the money or any person/committee designated to track those funds. No action was required at this meeting, however, the council members were given a handout with information and were asked to think about the issue and come prepared to discuss it more at the June meeting. For MBC 2015, the final dollar amounts have still not been calculated so the Executive committee was not able to bring a recommendation for disbursements of the funds at this time. The information should be available soon and will be presented at the June council meeting.

Audit Report: The complete audit report, including the information from the CDC was received by the council. The report raises no issues of concern or any recommendations for changes.

Synod Assembly: There was a discussion regarding the synod resolutions and why the council/congregation was not informed about potential votes that would be taking place during the synod assembly prior to the delegates leaving for the assembly. It was noted that the church intended to distribute that information; however it was not received by the church office until the morning of the day the delegates left for the assembly. This complaint needs to be made directly to the synod so they can work to get the information to churches in a timelier manner.

Ongoing Items: A master calendar will be sent out to all the committees for their planning purposes. It was noted that next year, the budgeting process will be starting earlier. Please be sure your committees are aware of the new deadlines when they are posted.

The 50th Anniversary committee will be meeting again soon. They plan to have the kick-off for the year of celebration on 10-25-15.

The meeting was adjourned at 9:00 p.m. with the Lord's Prayer.

Next meeting: June 9, 2015 7:00 p.m.

Devotions: Denise Sobolik

Listening Post: Gayle Johnson

Attentively submitted,
Denise Sobolik, recorder
Corrected 6-11-15

**Mount Cross Lutheran Church
Church Council minutes
April 14, 2015**

Mission Statement:

Rooted in God's grace to joyfully witness and serve.

Call to order: The meeting was called to order at 7:02 p.m. by Council President Gayle Johnson.

Members present: : Bob Burrow, Cathy Channels (CDC), Randy Churchill, Marion Cole, Nora Fajnor, Linda Frantz, Meredith Gardner, Rick Gardner, Harry Griffith, Gayle Johnson, Dottie Keough, Mike Laskey, Bev Rueckert, Keith Selbrede, and Pastor John Soyster.

Bob Brundage and Denise Sobolik had asked to be excused.

Devotion:

Harry Griffith provided the devotion based on Psalm 23 which was used for his son's confirmation and had a special meaning for him.

Listening Post:

Harry continued by saying that he had conducted a recent listening post. He cited two discussions which were held during the time. One related to the sign-up board for the altar flowers and the other was for a couple who attended the service that day and was looking for a church home. It was felt by the group that the listening posts were an effective way of hearing comments from the congregation.

Agenda Items:

Gayle Johnson indicated that there were a couple of amendments to the agenda that would be added at the appropriate time(s). These included two recent items which needed action including a request for the selection of representatives for the Synod Assembly and a request from the Fellowship Committee for beer and wine at an upcoming event to be held at the Church.

Gayle also mentioned that she was circulating a card for Sheri, the Church Secretary, thanking her for her continued efforts on behalf of Mount Cross.

The minutes for the meeting of March 10, 2015 were included with the agenda materials on the Church website. Gayle asked if there were any suggested changes to the minutes. She also mentioned that Bob Burrow would be taking the minutes for this evening's meeting for Denise. There were no suggested changes to the minutes. A motion and a second was offered to accept the minutes as submitted. The vote on the motion was unanimous. The minutes for the March 10, 2015 meeting were accepted as submitted.

Keith Selbrede was then asked to provide a review of the Treasurer's report. Keith mentioned that the report showed that the current finances are in good shape. He further explained that the transfers from designated funds had not yet taken place, therefore the balances will be adjusted when that takes place.

Cathy Channels offered that the CDC took in more revenue than it expended for the first time in recent time. She added that the CDC is doing a bit better with attendance and the CDC continues to hold down expenses.

The Council once again expressed their appreciation to Keith for his fine work and thanked him for the style of the report as it presents the materials in a clear fashion. Keith added that it remains a work in progress and will reflect expenses as they are received.

Pastor John reported that the 50th Anniversary Committee will be meeting on May 3rd. There will be a lot of involvement available for everyone and all are invited to attend the meeting.

Pastor John offered that the Mutual Ministry has been launched and will once again be active. Additionally, he mentioned the need for meeting with all of the committees in order to discuss the idea of having a Spring Time and Talent report in order to improve its timing with the schedule of activities as they occur.

Pastor John then provided a demonstration of the Right Now Media website. Pastor John mentioned that this has been offered as a possible service to be used by the Church and its members. It is basically a 'Netflix' type media directory of video and book type materials which can be used for presentations, research or group discussions. He also showed how 'YouTube' videos can be posted and then shared. As an example, the recent Adult Bible Study meeting was taped and could be made available to others who might not have been able to attend the meeting.

Meredith Gardner reviewed her report which is on file. Meredith indicated that Palm Sunday provided an opportunity for inter-generational activities. The Easter Sunday breakfast netted about \$770.00 which will be used to support youth activities through the year. A grant was received to offset the cost for the food. The youth group had fun with the Easter egg hunt.

Meredith added that there will be a family film night on April 24th under the tent. Also, two of the youth will be attending the National Youth Conference this summer and the youth group will also be having a trip to Catalina this summer. Other activities were also discussed as contained in her report.

Gayle Johnson mentioned that the Mutual Ministry group has met and will continue its work. She also mentioned that the Executive Committee met last week; however, its number is a bit small right now due to various members not being able to attend.

Gayle expressed her appreciation for the various committees having their reports current on the website.

The Learning Committee reported that they had met with Meredith Gardner regarding Sunday School.

There was a question from the Music Committee regarding funding which was addressed.

It was mentioned that the Fellowship Committee could use some more members.

The MBC (make, bake, celebrate) event will be occurring shortly. The list of requests for funding was reviewed. The final distribution can only be made following the event. It was asked that everyone attend and support the event. It was also asked that if anyone has any items to be donated to the event that they let the group know.

The funding for the Right Now Media website was discussed further. It was noted that the service would be \$120.00 per month for the ability for the entire congregation to use the program under a one year contract. It was requested that the service be monitored and looked at again before the contract were to end to determine its worth and possible extension. A grant request was also filed to fund the service under the MBC grant program. A motion was made to approve the expenditure for the Right Now Media service for one year at a cost of \$120.00. A second was made on the motion. The vote on the motion was for approval with no objections or abstentions.

Gayle indicated that another member is needed for the Mutual Ministry program. She indicated that she has spoken to Craig Blois who indicated that he would be willing to serve with the group. A motion and a second was made to nominate Craig Blois to serve on the Mutual Ministry program. The motion passed by a unanimous vote.

Rick Gardner presented a report summarizing the request that certain smaller Memorial Funds be moved to the Endowment Fund so that they can be combined with the fund and be put to use on a long term basis. This review was the result of past discussions on better organizing the various donations previously received by the Church. It was mentioned that the endowment funds remain and only the proceeds realized from the funds through the interest gained are used for activities under the endowment policy. Currently, there is a total of \$47,000.000 in the memorial funds. Approximately \$4,000.00 of that amount are in a number of fairly small accounts. The transfer of the \$4,000.00 would allow for their collective use. A motion was made that an amount up to \$4,000.00 be allowed to be transferred from the memorial funds to the endowment account. A second was made to the motion and it was approved by a unanimous vote.

Gayle Johnson indicated that two of the committee members who were voted to serve as the Synod Assembly representatives are not able to attend the event. Two replacements, Bev Rueckert and Susan Prosser, have been found and are willing to fill in for the event. A motion was made to substitute the Synod Assembly representatives with Bev Rueckert and Susan Prosser followed by a second to the motion. The vote was all in favor except for one abstention. Discussion then took place with regard to their participation at the event. Pastor John offered to review the materials once he received them with the representatives.

A request was just received from the Fellowship Committee to allow beer and wine at their upcoming Bunko Night event at the church. The Church has a policy that there be no alcoholic beverages at the church. Certain exceptions have been made as approved by the Church Council after reviewing the requests on an individual basis. Concern was expressed as to the precedence setting aspect of approving this request. Other questions were asked regarding the existing policy and its requirements. A motion was made to authorize the request to offer beer and wine at the Bunko Night event for this one time subject to having the proper insurance with the Church named on the insurance rider. A second was made to motion. The motion was approved with the majority voting in favor of the motion and two votes against the motion. It was further requested that the policy be brought back for review at an upcoming meeting.

Pastor John provided an update on staffing issues in order to keep the Council apprised of the staffing levels. Pastor John offered an update on his communication with the Synod office regarding the funding for a retired Pastor for times when one would be needed.

Gayle Johnson indicated the Special Funds facilities ad hoc committee will be meeting later this month.

Information Items:

A reminder was made that the newsletter deadline is April 23rd.

A request was made to make sure that all events have been placed on the annual calendar.

Adjournment:

Following a motion and a second, the meeting was adjourned at approximately 8:45 pm with the Lord's Prayer.

Next meeting: May 12, 2015

Respectfully submitted,
On behalf of Denise Sobelik, Recorder

Mount Cross Lutheran Church
Church Council minutes
March 10, 2015

Mission Statement:
Rooted in God's grace to joyfully witness and serve.

Call to order: The Christ candle was lit and the meeting was called to order at 7:05 p.m. by President Gayle Johnson.

Members present: Randy Churchill, Gayle Johnson, Denise Sobolik, Bob Burrow, Bob Brundage, Bev Rueckert, Marion Cole, Linda Frantz, Rick Gardner, Harry Griffith, Nora Fajnor, Dottie Keough, Cathy Channels and Pastor John Soyster
Meredith Gardner was unable to attend due to illness.
Keith Selbrede was present as the soon to be appointed treasurer.
The youth representative position remains unfilled at this time.

Devotions: Bev Rueckert led the devotion reminding us that God has called each of us by name and we are His.

Caring Conversation: In remembrance of the 8th commandment and the expanded explanation given by Martin Luther to not just NOT tell lies about our neighbors but to defend and speak

well of our neighbors: “What is one of the kindest or nicest things anyone has ever said about you?” An uplifting time of conversation followed the asking of the question.

As an outreach “caring conversation”, 2 Thank You cards were signed by the council members. One card was to Rick Mann for all of his work on the property committee with special emphasis on the recent work cleaning out the church attic. The second card was to Gordon & Melissa Henry for their work on the attic project.

Listening Post Report: Denise was on the patio on 3-2-15 for the listening post. She reported 3 comments. 1) “Glad to see the listening post—it is a good idea. 2) Can we have a Facebook prayer chain? As people repost, the prayer concern can spread farther and farther. 3) The traditional service has more standing/sitting than the contemporary service and tends to have an older population. Maybe something more could be done to reduce the standing at the traditional service.

After the last comment it was noted that the contemporary service was “tweaked” 2 weeks ago and they now have as much or more standing than the traditional service!

Action Items:

Appointment of new treasurer: It was moved and seconded to appoint Keith Selbrede to a one year term as the church treasurer.

During discussion the question was raised about Keith’s status on the council. He is a non-voting member of the council. “Can he join the council?” The answer was no, since someone has volunteered to fill the last opening on council and we now have a full roster.

The discussion was closed and the vote was called for. The motion passed unanimously and whole heartedly!

Appointment of new council member: It was moved and seconded to appoint Mike Laskey to a two year term on the church council. (Due to a prior commitment, Mike was unable to attend tonight.) The motion passed unanimously.

Approval of minutes: After the last council meeting an error to the minutes from 1-31-15 was found. It was moved and seconded to amend the minutes of 1-31-15 to show that Denise Sobolik and not Gayle Johnson was elected as the new council recorder. The motion passed.

Corrections to the 2-10-15 minutes: Harry Griffith’s name was misspelled as Griffin in at least one spot. Clarification is needed in the section on the Leadership Retreat and the lists with compilations of the top and bottom 3 of Mt. Cross. The lists were the top 3 things that we, as a church, do well and the 3 things that we do not do well or need more work on. It was moved and seconded to correct Harry Griffiths name wherever it is misspelled and to add the clarification about the top and bottom 3 things of Mt. Cross. The motion passed.

Reporting:

Treasurer’s report: The treasurer’s report was received by the council. The summary provided to the council showed that through the end of February, the difference between total income and total expenses was \$6300. However, Keith noted that the Simply Giving numbers had not been

added to the income and when they were added in the difference was reduced to only \$13 negative!!

Keith also pointed out that the summary raises a caution about the cash flow of the church as the checking account is down to \$16,000 from a previous balance of \$50,000. However, money still needs to be moved into checking from the special funds line item and that should improve the cash flow outlook.

It was also reported that the Budget & Finance committee will begin sorting through old financial records at their next meeting. We currently have records dating back to 1992.

Full financial information can be seen online at the church website:

<http://www.mountcross.com/church-council.html>

Pastor John's Report: Pastor John's report was received by the council. Many of the items in his report will be touched on in other areas of the meeting. He did highlight a link that has been created on the web site to review procedural information regarding the church's annual meetings. His full report can be seen online at the church website: <http://www.mountcross.com/church-council.html>

Director of Ministry with Children, Youth & Families Report: Meredith Gardner was unable to attend the meeting tonight due to illness. There were several comments from council members about the great job she is doing with the youth. There was a question about whether Meredith is required, per her employment agreement, to be at the council meetings. The answer was not immediately known but will be researched. Another question regarded her term of hire. The position has been funded for 2 years, but there is no term specified in her contract. Her report can be viewed online at the church website: <http://www.mountcross.com/church-council.html>

President's Report: The President's report was received by the council. Gayle reported that the audit committee has met and is still working on the audit. The final audit is due to the synod office on 3-31-15 and they anticipate meeting that deadline.

Gayle will be emailing a church "master" calendar soon to all the council members. She reminded everybody to be sure to follow-up with their committees and get their activities onto the calendar. She also encouraged the committees to look for ways to "piggy-back" onto planned events and to look for ways to use the theme for this year-"Living Witness". Bob Brundage will be following up with committees to get their information for the calendar.

The attic clean up/storage project has been completed. This coming Saturday, 3-14-15 will be the e-waste recycling event at the church organized by Karl Goebel as part of his Eagle Scout project to pay for the attic project. The full report can be viewed online at the church website: <http://www.mountcross.com/church-council.html>

Committee Reports: The following committee reports were received by the council:

- Randy reported that the Worship & Music committee has decided to have 3 services for Easter Sunday. The services will be at 8:00, 9:30 and 11:00 (contemporary). A question was raised about the possibility of having a sunrise service next year. The W&M committee will discuss that option.
- Linda Frantz asked a question on behalf of the Fellowship committee: Where should the freewill donations collected from hospitality and the Lenten soup suppers be deposited.

She was informed that the hospitality money and any money not used for supplies for the Lent dinners go into “loose plate giving”.

- Denise reported that the new Adult Education committee held their first meeting and is pleased to announce that an adult Sunday school class will begin on April 12th at 11:10 and will be led by Pastor John. The class will center on the Gospel text for the following week. It will run until the end of the current Sunday school year and then it will be evaluated and comments will be solicited to see what we want to do in the fall when the new Sunday school year starts.
- Kathy Channels reported that the CDC will be having their Spring Sing on 3-15-15 and all are invited and encouraged to attend. There will be a silent auction in conjunction with the entertainment. Sample auction items include Knott’s Berry Farm and Disneyland tickets, signed Lakers merchandise and a stay at a house in Hawaii. All the money raised will go into the CDC general fund. The CDC has received a grant from Strider that enabled them to get 4 new Strider bikes for the playground. They have been enthusiastically received by the children! Enrollment for next year is currently low, however it was noted that this year started off slow as well but now all the classes are full. They are looking at more ways to spread the word to the community about our wonderful CDC.
- Nora Fajnor reported that Service and Missions will be hosting a blood drive on Sunday March 15, 2015. Gordon Henry has presented Habitat for Humanity a check for over \$5700 from money raised through the Gifts of Hope project. Another member highlighted an item from the S&M minutes online: Nationwide the Souper Bowl of Caring Sunday raised \$5.5 million dollars! (“Do your little bit of good where you are; it’s these little bits of good put together that overwhelm the world”-Desmond Tutu)
- Bob Brundage reported that the property committee has replaced the toilet in the office bathroom and will be replacing all of the other toilets on the church property this year.

Full reports from all of the committees can be found online at the church website:

<http://www.mountcross.com/church-council.html>

Action Items:

Records retention and Management Policy: At the last council meeting everybody was given a copy of the ELCA guidelines for records retention and asked to review it prior to meeting tonight. At the last meeting, the council voted to approve the policy recommendations regarding financial records. Tonight the council was asked to approve the remaining guidelines. It was moved and seconded to accept the remaining ELCA guidelines for records retention. The motion passed unanimously.

MBC Policy review: A handout was given to all council members outlining a set policy for the MBC committee and church council to use on an ongoing basis. This would eliminate uncertainty from year to year as to what is allowed/not allowed and what each group is responsible for doing. During discussion prior to a motion being made 2 items were noted regarding the handout given to council members. Under #1, there are 4 delineated items labeled a-d. After “b” there is an “i” that does not need to be there (probably intended as “ie” but that is not needed either.). Under “c” it was felt that the wording “to be on file in the church office” (in

regards to the insurance rider for alcohol sales) needed to be added. It was moved and seconded to accept the MBC policy with the 2 changes noted above. The motion passed unanimously. The full policy can be seen on page 13 at http://www.mountcross.com/uploads/1/5/9/5/15953620/continuing_resolutions.pdf.

Appoint members to the Mutual Ministry Committee: The first meeting for the newly reactivated MMC has been set for April 9, 2015. A full explanation of the duties of the MMC can be found online at the church website in Pastor John's current report. The committee is made up of a council liaison, 2 members selected by the pastor and 2 members selected by the council (not council members however). Pastor John has chosen Kevin Churchill and Diane Selbrede as candidates for the MMC. As president of the council, Gayle Johnson is the liaison, and she selected Becky Riley as a candidate. All those selected have agreed to serve on the committee. Gayle is in contact with a 4th candidate and if that person is unable to serve, she has other names to follow up with. It was moved and seconded to appoint Kevin Churchill, Diane Selbrede and Becky Riley to the MMC. The motion passed unanimously. If a 4th name becomes available prior to the meeting on 4-9-15, Gayle may do an email vote to approve that candidate for the MMC.

Information, Discussion and looking ahead:

Looking ahead to future staffing: Detailed information about Pastor John's recommendations for future staffing needs can be found on the church website in his current report. The Executive Committee is reviewing possible options and the direction we want to go in looking for a new staff person. Since there are no funds in the current budget to cover a new staff position, we may need to hold "town hall" style meetings to explain to the congregation the rationale for the new position and the duties that would be covered under this position. It is hoped that with good information, the congregation will step up with pledges for more giving to cover the cost of the new position. Pastor John is in contact with the synod office to get guidelines for appropriate hourly compensation rates so we can determine more accurately what the costs might be. During this process, we need to continue to have good communication with the congregation about the status of the process and to let them know that the need is there for an addition part-time staff person.

How to proceed with the Special Funds Facilities Improvements: An ad hoc committee is being formed to do the research on ideas generated at the leadership retreat for facilities improvements. They will communicate their findings to the council. Currently Bob Burrow, Joan Swindle, Barbara D'Addario and Rick Mann have volunteered to be on the committee. It was moved and seconded to accept the 4 names presented to form the ad hoc committee. The motion passed with 1 abstention.

50th Anniversary Preparations: Gayle is following up with people who have volunteered to serve on the committee for the 50th anniversary celebration. She is hoping to hold the first meeting for the committee after Easter.

No other business was presented so the meeting was adjourned at 8:35 p.m. with the Lord's Prayer.

Next meeting: April 14, 2015 7:00 p.m.

Devotions: Harry Griffith

Listening Post: Harry Griffith

Graciously submitted,
Denise Sobolik, recorder

Mount Cross Lutheran Church

Church Council minutes

February 10, 2015

Mission Statement:

Rooted in God's grace to joyfully witness and serve.

Call to order: The meeting was called to order at 7:00 p.m. by President Gayle Johnson.

Members present: Randy Churchill, Gayle Johnson, Denise Sobolik, Bob Burrow, Bob Brundage, Bev Rueckert, Marion Cole, Linda Frantz, Rick Gardner and Harry Griffith.

Meredith Gardner, the new director of Children, youth & family ministries was present

Nora Fajnor, Cathy Channels, Dottie Keough and Pastor John Soyster were not present.

The youth representative position remains unfilled at this time.

Agenda Update: Gayle asked council members to add 2 additional items to their printed agendas: the retention of financial records and a discussion on possible time limits for discussions during council meetings.

Devotions: Gayle Johnson opened the meeting with a prayer.

Caring Conversation: Jesus went out to a deserted place to pray (Mark 1:35). Where are some places that we go to get away from it all and do our best thinking and praying? Places in nature were the overwhelming favorites for most council members!

Listening Post Report: Randy was at the patio listening post on 2-8-15. He was not overwhelmed with visitors which was taken as a good sign that people do not have a lot to complain about! One positive comment he heard was about liking the new worship schedule and the fellowship time in between services. Gayle added that she has heard some limited negative responses to the schedule change but there are many more positive comments than negative ones.

Gayle asked whether the LP should be continued. It was started after the schedule change to give the congregation a chance to speak with council members and voice their questions and concerns/positive feedback but should it be made permanent now? There was overwhelming support from the council to keeping the LP and for having it as a once a month event on the patio.

Approval of minutes: It was moved and seconded to approve the minutes from both the 1-13-15 regular council meeting and the 1-31-15 meeting held after the leadership retreat. During discussion, it was noted that 2 names were misspelled under committee assignments in the 1-31-15 minutes. Youth Leadership liaison should be *Harry* Griffin and Service & Mission liaison should be *Nora* Fajnor.

Reporting:

Treasurer's report: As we have yet to fill the treasurer position, Susan Prosser, acting treasurer for January 2015, submitted a written summary of the financial report and it was received by the council. For the month of January 2015 the month ended with a net positive income of slightly more than \$3000. This was due to expenses being lower than income. However, since it was so close to the end of the month, there are still expenses to be entered and this will bring that amount down.

The summary also expressed gratitude for all the work done by Herb Holler and Tim Schneider in January.

Full financial information can be seen online at the church website:
<http://www.mountcross.com/church-council.html>

The council had a discussion on recruiting a volunteer for the treasurer position. Randy has contacted a potential candidate and will be following up with him during the coming week. It was felt that perhaps the current requirement of having the treasurer attend 3 meetings per month (Executive committee, Council and Budget & finance committee) was too much of a commitment and was scaring

off potential volunteers. After discussion, it was recommended that the treasurer be a member of the council and attend the monthly council meetings. However, attendance at the Executive committee and B&F meetings could be on “as needed” basis.

During the discussion of the financial report to the church two other, non budget items came up as well.

- There was a significant decrease in the number of Time and Talent sheets (and associated materials) turned in during 2015 as compared to 2014. It was noted that in the past, when the church has given the congregation information about needing to raise additional funds at the end of the year etc., the response has been very positive. It was felt that with good communication and more ongoing reports to the congregation we can continue to capture that positive giving response. In addition, the Stewardship committee is working on a new approach to the stewardship campaign for this year and it is hoped that will increase responses in all areas of stewardship.
- There was a comment that in this day and age, a lot of people are giving up their landline phones and using only cell phones. With a new church directory being readied there was discussion about adding cell phone numbers and email addresses to the directory. It was also noted that new “forms” have been added to the red pew books for sign ins and they now have a space to include an email address and also Facebook information. It was suggested that Sherri send out a mass email to all church members asking for email information to be included in the new directory.

Pastor John’s Report: Pastor John was on his annual anniversary vacation and was unable to be at this meeting. His full report can be seen online at the church website: <http://www.mountcross.com/church-council.html>

Director of Ministry with Children, Youth & Families Report: Meredith Gardner was present for her 1st council meeting as the newly hired CYFMD and was enthusiastically welcomed by the council tonight and by the congregation at a welcome brunch last Sunday. She reported that she has had a busy first 2 weeks on the job. She started by attending a conference in Detroit, MI for youth ministers and was very excited by all that she learned there and the networking opportunities it opened for her. She is currently working on camp weekends and an overnight event at CLU. Pastor Erik’s old office will be turned into a dual office for her and a new youth space for high school and middle school students. During discussion she was asked to please pass the word around the high school group that the council is still in need of a youth representative(s).

President's Report: Gayle started by giving a brief history of a council covenant and then passed a new covenant around for all council members to sign.

During the week that Pastor John is on vacation, Pastor Gene Leiter, a member of Mt. Cross, has been on call for emergencies. He will also lead the service on 2-15-15.

Gayle has received a report from the Make, Bake, Celebrate committee regarding needed preparations in advance of this year's event. She will be forwarding that to all council members via email.

The council is signed up to provide a Lenten Soup/supper on 3-25-15. However, this year there were more volunteers on the time and talent forms for the dinners so we are on stand-by to be used if needed.

Council members were reminded that they may now have new positions with new committees and if there are any questions, they can feel free to contact Gayle.

Starting tonight and hopefully continuing once a month, the council will be thanking someone for their work and service to the church (tonight we signed a card for Jenny Christensen for her many years serving as our financial secretary).

Gayle thanked the council for their work during hospitality on Sunday 2-8-15 as hosts of the welcome brunch for Meredith Gardner.

Everybody was reminded to be sure and look online for committee reports and meeting minutes prior to each council meeting.

Committee Reports:

- **Worship & Music:** Randy commented that since the congregation had made such beautiful wooden crosses to give out to visitors, it would be nice to have the pastor give them out during the service. The "goodie" mugs could also be given at that time. He will bring that idea up at the next W&M meeting.
- **Learning:** Bev reported that last year the church had received a grant for \$2000 for learning and that is was up for renewal. She questioned whether council approval was needed to renew the grant. No approval is needed—she was urged to continue the renewal process!
- **Property:** Bob Brundage has the new list of names from the Time and Talent forms of volunteers for the property committee and he was pleased to see a lot of names on the list! Also, the sink in the sacristy has been repaired. Funding for the repair came from an anonymous donation from a church member.

Action Items:

Credit Card limits: Now that Pastor Erik has left and Meredith Gardner has been hired, new credit cards and limits need to be obtained. The B&F committee has recommended that the limits for Pastor John and Sherri (secretary) be set at \$2500 each and that a new credit card be obtained for Meredith with a limit of \$5000 (this card needs a higher limit due to the trips... that the youth go on). It was moved and seconded to accept the recommendation of the B&F committee. There was no discussion. The motion passed unanimously.

Financial Records Retention management: Currently, all of the church financial records are being stored in the church attic. There is a project planned to clean out the attic and as a result of that, the B&F committee looked to the ELCA for guidance on the retention guidelines for financial records. A packet of information was given to the council members with ELCA guidelines for the retention of a variety of different types of records. For the purpose of the meeting tonight, we only discussed the retention of financial records. It was moved and seconded to approve the recommendation of the B&F committee to adopt the guidelines of the ELCA for retention of financial records. During discussion it was asked if there were any current policies in place at Mt. Cross regarding financial record retention and if so, how this new motion would affect those policies. There are no known formal policies regarding financial record retention. The motion was amended to stipulate that the ELCA guidelines would supplement any current policies of Mt. Cross. The amended motion passed unanimously.

Information & Discussion Items:

Synod Audit Guidelines: Gayle has received the official guidelines for the church audit from the synod. She will pass these along to the audit committee.

Future Staffing: Gayle reiterated to the council that the decision on any new staff position since Pastor Erik's leaving will not be rushed into, but that it is not going to just be left to lie alone either. We need to see how things sift out as Meredith settles into her new job and then see what the needs of the congregation are. There was a discussion of several options that may be available to the church in place of hiring a new associate pastor. This will be an ongoing process and it will be up to the council to decide if they are going to be making the decisions themselves or if a committee will be set up to look into options and make recommendations to the council.

Leadership Retreat information: Gayle handed out 2 lists with a compilation of the top 3 and bottom 3 of Mt. Cross as identified at the leadership retreat. She asked the council members to take time to review it before the next meeting, especially as it may relate to discussions of facility upgrades.

Stephen Ministers: It was noted that our church has put a lot of time and money into training people to be Stephen ministers and it is an underutilized resource in our church. Perhaps this is an area that can be tapped into with regards to new staffing needs. Or maybe we can be of use to people in the community and not just our congregation members. There may be a lot more that the Stephen Ministers can be doing besides just their 1-1 ministries.

Facilities Improvements Discussion: Gayle will be creating a list of the comments from the leadership retreat regarding the facilities improvements and will email that list to the council members. Please review it prior to the next meeting so we can have a discussion at that time. Gayle has talked with Rick Mann from the Property committee on how to move forward with any proposals for facility improvements. The council will select their top ideas and then the property committee will research the ideas and report back to the council.

2015 Church Calendar: A “rough draft” outline of the church calendar for 2015 was handed out to the council members. They were asked to take this to their committee meetings and look at getting “big events” added onto the calendar. They were also encouraged to look at ways to piggyback events. One correction to the draft calendar was made. The MBC is not on 3-21. It will be held on 4-25. There will be a family movie night on 4-24 and the Tent Service will be held on 4-26.

50th Anniversary Preparations: It was suggested at the leadership retreat that we begin celebrating our 50th anniversary in October and have a year’s worth of celebrations. Several people have already come forward and volunteered to help with the preparations and things are starting to get underway!

Time Limits for Council Discussions: There was a suggestion at the leadership retreat that the council appoint a parliamentarian and adopt some rules or guidelines regarding the length of time allowed to speak during discussions at council meetings. The suggestion was brought to the council for further discussion. After discussion, it was agreed that the idea of having a parliamentarian was a good idea. Marion Cole and Nora Fajnor have both indicated a willingness to serve in this position. There was no formal decision on setting specific time limits. For the time being, this is up to the discretion of the council president.

Recognition of Council Member Community Award: Randy Churchill has been selected by the Camarillo Chamber of Commerce to receive the 2015 Stan Daily Lifetime Achievement Award for his involvement in a wide variety of Camarillo organizations—including Mt. Cross. Congratulations Randy!



The meeting was adjourned at 8:45 p.m. with the Lord’s Prayer.

Next meeting: March 10, 2015

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Devotions: Bev Rueckert

Listening Post: Meredith Gardner

Solicitously submitted,

Denise Sobolik, recorder

Mount Cross Lutheran Church

Church Council minutes

Special Meeting

January 31, 2015

Mission Statement:

Rooted in God's grace to joyfully witness and serve.

Call to order: The meeting was called to order at 1:00 p.m. by Council President Gayle Johnson. The meeting was held following the Annual Leadership Retreat which was held earlier in the day.

Members present: : Bob Brundage, Bob Burrow, Cathy Channels (CDC), Randy Churchill, Marion Cole, Nora Fajnor, Linda Frantz, Rick Gardner, Harry Griffith, Gayle Johnson, Dottie Keough, Bev Rueckert, Denise Sobolik, and Pastor John Soyster.

Agenda Items:

Pastor John welcomed both the new members and the returning members to the Council. As part of the introduction, Pastor John provided a detailed review of the "Handbook for Church Council Members." The handbook describes the duties of the council members as well as a listing of the various committees and the annual calendar. Following the meeting today, there will be a meeting of the Executive Committee of the Council on February 3, 2015 to prepare the agenda for the next regular meeting of the Council on February 10, 2015. Pastor John then went into further detail of the various committees including their historical tasks and the make-up of the committee's membership. There is typically a member of the Church Council who serves as a member of the committee and is the liaison from the committee to the Church Council. The liaison will bring forward a summary of the committee's discussions as well as any questions or action items which are needed to be considered by the Council.

Gayle Johnson then indicated that it was time to elect the President, Vice President and Recorder for the Church Council for the year 2015. It was also necessary to appoint the Financial Officers for 2015 as well which include the Treasurer and Financial Secretary.

Gayle requested nominations for the position of President of the Church Council. A motion was made to nominate Gayle Johnson for the position citing that Gayle did an excellent job this past year and has earned being considered for a subsequent term. There was a second to the motion. It was further moved that nominations be closed. The vote on the motion for Gayle Johnson as President was approved with a unanimous vote. Gayle Johnson was elected as Council President for 2015.

Gayle requested nominations for the position of Vice-President of the Church Council. A motion was made to nominate Bob Brundage for the position. Bob Brundage was asked if that would be acceptable and he so indicated. There was a second to the motion. It was further moved that nominations be closed. The vote on the motion for Bob Brundage as Vice-President was approved with a unanimous vote. Bob Brundage was elected as Council President for 2015.

Gayle requested nominations for the position of Recorder for the Church Council. A motion was made to nominate Denise Sobolik for the position. There was a second to the motion. It was further moved that nominations be closed. The vote on the motion for Denise Sobolik was approved with a unanimous vote. Gayle Johnson was elected as Council Recorder for 2015.

Gayle requested a volunteer for the position of Treasurer of the Church Council. She indicated that this position was the Chief Financial Officer for the Church. Unlike past years, this position would now be supported by Herb Holler who has been appointed as the bookkeeper. The past treasurers have done a great job including Susan Prosser who had temporarily filled the position during the past couple of months. However, she has indicated that she would not be available but would be willing to support the position with educating them as to the make-up of the newly adopted 2015 budget. Unfortunately, there were no volunteers, so it was determined that this item would be studied further and the position would remain vacant during the mean time.

Action was taken to appoint Jenny Christensen as the Financial Secretary for the year, 2015. Jenny has volunteered to perform the duties for another year. Gayle mentioned that she has done a great job in the past.

The Committee Liaison positions were then made as follows:

- Youth Leadership – Henry Griffin
- Worship and Music – Randy Churchill
- Property – Bob Brundage
- Mutual Ministry – Gayle Johnson
- Nominating Committee –
- Personnel – Bob Burrow
- Service and Mission – Norah Fajnor
- Adult Education – Denise Sobolik
- Budget and Finance – to be determined
- Caring – Linda Franz and Marion Cole
- Welcoming – Marion Cole

Church Council Meeting Archived Minutes

- CDC – Cathy Channels
- Legacy – Rick Gardner
- Fellowship – Linda Franz
- Learning – Dottie Keough
- Stewardship – Bev Rueckert
- Outreach (new) – Denise Sobolik

Information Items:

Gayle Johnson asked if someone could volunteer to work the Listening Post this next month. Gayle also noted that the reception for Meredith Gardner would be held on February 8, 2015. She asked if everyone could sign up to bring items for the time between the two services.

It was asked if there was need for a Parliamentarian/Timekeeper for the council meetings. It was felt that time specific items might be determined and the Council President asked for everyone's help in stay focused during the meeting so that they can run on time.

Adjournment:

Following a motion and a second, the meeting was adjourned at approximately 1:15 pm with the Lord's Prayer.

Next meeting: February 10, 2015

Respectfully submitted,

Bob Burrow, Recorder

Mount Cross Lutheran Church

Church Council minutes

January 13, 2015

Mission Statement:

Rooted in God's grace to joyfully witness and serve.

Call to order: The meeting was called to order by Council President Gayle Johnson at 7:00 p.m.

Members present: Bob Brundage, Bob Burrow, Randy Churchill, Nora Fajnor, Linda Frantz, Rick Gardner, Gayle Johnson, Dottie Keough, Stan Patscheck, Susan Prosser, Bev Rueckert, and Pastor John Soyster.

Also in attendance was Kate Fisher.

Devotions: The devotion was led by Bev Rueckert.

Caring Conversations: Bev Rueckert began the caring conversation with a message for the New Year. With plans for hope and prosperity; as living witnesses, we must be prepared. This includes giving thanks for the things we don't have and thanks for the things we do have. Priorities must be made so that proper attention can be given to the goals both in terms of new programs and maintaining existing ones which are successful.

Nora Fajnor also mentioned that she did attend a listening post and heard a couple of comments which were concerning. It was felt that we need to communicate all of the positive elements while also being conscious of the reaction to areas that need further attentio.

Agenda Items:

The minutes for the December Council meeting were reviewed. After noting a couple of edits, a motion to approve the minutes was made. The minutes were accepted with all in favor of the motion.

Gayle Johnson requested that item #4 be taken up next. Rick Gardner excused himself from the room during the item.

A report was made by Karen Fisher on behalf of the Learning Committee with regard to a recommendation for the selection of a Children, Youth and Family Ministry Director. It was stated that just when it seemed that the process would have to be started over, a candidate appeared. The committee immediately did a review including interviews and a discussion with references. At the conclusion of their review, the committee recommends that Meredith Gardner be hired for the position. Meredith grew up at Mount Cross and has since been attending college and working for the YMCA. She has expressed her interest in the position and has impressed the committee and other members with her spirit and her presentation at the Sunday school opening where she led the program. She would be available was interested in the position.

A motion was made and a second to the motion was received. Further discussion then ensued. Gayle Johnson mentioned that the church was looking for a person with personality and the capability to fulfill the job description. She felt that Meredith was a good fit. A few other comments were offered and questions were answered regarding the start date and probationary period.

The motion was then voted on with all in favor and one abstention (Rick Gardner was not present for the vote).

A request was then considered for the approval of the funding to cover the costs for Meredith to attend the ELCA Extravaganza Conference as it was felt that the opportunity would afford her the training for the new position. The conference would be in Michigan and is scheduled to be at the end of the month; therefore, timing is critical. A motion was made to adjust the budget funds to authorize the expenditure of up to \$1,200.00 for the travel and registration fees for Meredith Gardner to attend the conference. The motion was carried with a unanimous vote.

Randy Churchill expressed his deepest gratitude for all of the work from the Learning Committee for the recruitment process. It truly shows their dedication and enthusiasm. The entire Council concurred with his appreciation.

Acting Treasurer Susan Prosser gave the Treasurer's report. The preliminary year end totals for spending and revenues are being studied. It appears that the budget will end the year with spending under budget about \$34,000 and overall giving at about 93% with pledges at about 99%. She explained that there will be final numbers to report at all the information is received; however, she described the end of the year as respectable given all of the considerations. She acknowledged that credit should be given to the outgoing Treasurer, Tim Schneider, for all of his work over his term of service.

Susan Prosser then presented the draft 2015 Budget for review. The draft Budget report has been prepared by the Budget and Finance Committee and she is pleased to report that the budget is balanced between projected revenues and expenses. The budget totals approximately \$568,000 and does not rely on a draw from reserves. The budget reflects a reduction of 13% from the 2014 budget. Susan then reviewed a written report which identifies the key aspects of the budget including the significant changes from the current budget. She did identify that the revenues reflect a continued decline in pledged giving. It is expected that the revenue will be down approximately 13%. The budget also reflects the fulltime funding for the CYFM director including the use of special funds. The budget does not include funding for an Associate Pastor but does include provisions for temporary assistance for the year.

The draft budget also includes changes to insurance costs, utilities, and other aspects which are anticipated. The budget reflects an opportunity to use the year to regroup and see how programs and finances are to be worked in once there has been an opportunity to take a look at the needs of the church going forward.

Discussion then took place as to the details of the budget including various questions. A motion was made to recommend the draft budget to the congregation for approval, subject to certain minor adjustments which are to be reflected in the document which will be available for review by the congregation in accordance with the Church by-laws. Upon a call for a vote on the motion by the Council President, the motion was approved unanimously.

It was also noted that with the inclusion of the line item for the Lutheran magazine, the 2014 budget would also be modified to include that cost. That motion was made and was also passed.

The Council indicated that the Budget and Finance Committee did a great job in its effort to produce a comprehensive budget which balances revenues and expensive. All of the team should be congratulated.

Pastor John noted that the Pastor's report is on the church webpage. He asked if there were any questions or if clarification was needed.

Gayle Johnson indicated that she received a request from an Eagle Scout candidate who desires to work on a project at the church. The project would include the installation of a ladder to the attic and organizing the attic area. The student is a member of the church and would work with the Property Committee on the project. In conjunction with the project, he proposes bake sales and other fundraising programs to cover the costs of the materials. The Council considered the request and voted in favor of it.

The Personnel Committee reviewed the revised agreement for the Church Organist. Pastor John had worked on the revisions based on the changes to the worship times and the updated costs for compensation at the current suggested rates. The revised agreement was found to be acceptable to all and a motion was approved to authorize that it be executed on behalf of the church.

Council President Gayle Johnson then provided an update to the following items:

- The Nomination committee is working on their recommended slate of candidates for the upcoming annual meeting.
- The Annual Meeting will be held later this month and the times were noted. Help is needed for all aspects of the event and a sign-up sheet was circulated.
- The Leadership Retreat is scheduled for January 31, 2015. The morning group will include all leaders to discuss various topics. A lunch will follow and the Council will meet for a shortened session right after lunch due to other logistical demands on the Pastor's schedule. The event will be held at Mount Cross.
- As a wrap-up to the sendoff for Pastor Erik, Gayle thanked everyone for their participation. The event was a joyful honor for Pastor Erik's service to Mount Cross.

Adjournment:

The meeting was adjourned at approximately 9:02 with the Lord's Prayer.

Next meeting: February 10, 2015

Respectfully submitted,

Bob Burrow, Recorder

Mount Cross Lutheran Church -Church Council minutes

December 9, 2014

Mission Statement:

Rooted in God's grace to joyfully witness and serve.

Call to order: The meeting was called to order by Council President Gayle Johnson following a Leadership potluck dinner which preceded the meeting and was attended by various Council Members and Committee Representatives. The meeting began at 7:17 p.m..

Members present: Bob Burrow, Randy Churchill, Marion Cole, Nora Fajnor, Linda Frantz, Rick Gardner, Gayle Johnson, Dottie Keough, Susan Prosser, Bev Rueckert, Cathy Channels and Pastor John Soyster.

Also in attendance were Herb Holler, Gordon Henry, Melissa Henry, Patti Stouch and Kate Fisher.

Devotions: The devotion was prepared by Bob Brundage and was previously led by Gayle Johnson in his absence during the potluck dinner held earlier.

Caring Conversations: Council President Johnson indicated that there would not be a formal presentation at the meeting this evening. She did indicate that she had held various conversations with members of the church over the past month.

Dottie Keough expressed her happiness for Pastor Erik and his family on his new position as Pastor with his new congregation.

Agenda Items:

The minutes for the November Council meeting were reviewed. Upon a motion to approve the minutes, the minutes were accepted with all in favor of the motion.

Gayle deferred the Treasurer's Report momentarily and proceeded with the update on the budget process.

Herb Holler provided a summary of the draft budget. Currently it consists of the input from the various entities including the committees and others. It is based on everyone's suggested input with the direction that it not exceed the amounts approved for last year's budget. It was also noted that revenue projections are still being worked on since there has only been a 67% return on the pledge responses. The major items affecting the budget include a reduced amount of pledges from last year's projections. The budget is based on projections unless actual numbers are available such as utility costs. The bottom line is that there remains a significant gap between revenue and expenses. This has been a similar situation in past years but is not sustainable and is even greater for this budget year. A joint meeting was held between the Budget and Finance Committee and the Executive Committee. While there will not be action needed on the budget until the meetings in January, certain direction is warranted as to how the budget gap should be addressed because a balance budget is required to be presented.

The Council President indicated that there are certain options. First of all, it may be prudent to delete the Associate Pastor's line item from the budget including salary and benefits. While this may only be temporary, it is necessary that the Council and the congregation look at the staffing needs and options as part of a comprehensive review in the immediate future. Secondly, the budget includes a budget amount for a bookkeeper. That item may be able to be significantly reduced if there were a volunteer from the congregation to perform that function. Herb Holler has graciously stepped forward to volunteer for that assignment.

Additionally it was noted that there does need to be adequate resources for the Senior Pastor to perform the duties as needed and this will require resources and support in various forms from the Council, the committees, the congregation and others. There will be times when a temporary Pastor may be needed and this would need to be included as a budgeted item on an interim basis.

There was further discussion by the Council such as undertaking an expanded Stewardship program and/or capital program. It was felt that single focused items may be received favorably in order to address the needs of the church. Some additional ideas will be discussed as part of the Leadership Retreat and subsequently as follow-up discussion as part of the Church's upcoming 50th Anniversary.

More immediately, it was noted that the information should be presented to the congregation so that they are fully aware of the situation in order to be properly informed. There was discussion of the possibility of forming an ad hoc committee for this purpose. The committee could undertake a discussion of possible options and report back to the Council. An informational letter to the congregation before the end of the year may help to offer end of the year giving opportunities.

The Treasurer's Report was offered next. Hand-outs were distributed and the information is available on-line. Certainly giving is lagging behind projections. Fortunately expenses have lagged as well as everyone is being diligent to hold the line. However, some of the delay in expenses are often "seasonal"

and may still become needed. While the Church does have investments, they are there for designated uses and once used they no longer remain available as reserves.

Gayle expressed her gratitude for Tim Schneider work as the Treasurer for the past two years and thanked him for all of the work he was able to accomplish. The entire Council concurred.

The following action was to consider the appointment of Herb Holler as the bookkeeper for the church. A motion was made to accept his offer to serve as the bookkeeper and was seconded. The motion passed unanimously. Mention was made that a Treasurer still needs to be found.

The next item to be considered was a report on the status of the interview process for the Children, Youth and Family Director. Patti Stouch gave the presentation and provided the Council with information regarding the two final candidates. There has been much involvement with the recruitment and selection process. Many emotions were felt with regard to the need for the position for the church and the two candidates being considered. The committee considered the talents of the candidates and limitation of the recruitment process considering the constraints of the budget. It has been an extensive process and much thought has gone into the recommendation. The committee felt that one candidate does have a more extensive resume and would be a blessing for the church. Realistically, however, their other preferred candidate would be the one which they would need to recommend.

There was extensive discussion on the resumes for both candidates as well as the interview process. The job description was discussed in further detail as well. After a lengthy discussion, a motion was made to make an offer to one of the candidates subject to a final background check and a modification to the job description to reflect certain changes to the job duties to reflect the full time status as well as other organizational changes reflecting the absence of an Associate Pastor. A second was offered on the motion and further discussion then ensued.

After a significant amount of discussion on the item, it was requested that a vote be conducted. Ultimately, the motion was passed with 8 in favor, no objections and one abstention on the motion. The motion to offer K. C. the position was passed.

The Council President then entertained a motion to accept Susan Prosser's offer to be appointed Treasurer Pro Tem for a limited term starting January 1, 2015 while a permanent Treasurer was being recruited. The motion was made and second was received. There being no further discussion on the motion a vote was taken and passed with all in favor.

Information Items:

Gayle Johnson reminded everyone that the committee reports need to be updated and kept current on the website.

Gayle also provided an update on the nominating committee indicating that they are progressing well in time for the upcoming annual meeting. She added that the annual meeting will be held on January 25, 2015 with the meeting starting at 4:00 pm followed by the dinner at 5:30 pm.

Adjournment:

The meeting was adjourned at approximately 9:37 with the Lord's Prayer.

Next meeting: January 13, 2015

Respectfully submitted,

Bob Burrow, Recorder

Mount Cross Lutheran Church
Church Council minutes
November 11, 2014

Mission Statement:

Rooted in God's grace to joyfully witness and serve.

Call to order: The meeting was called to order at 7:03 p.m. by Council President Gayle Johnson.

Members present: : Bob Brundage, Bob Burrow, Randy Churchill, Nora Fajnor, Rick Gardner, Gayle Johnson, Dottie Keough, Stan Patscheck, Susan Prosser, Bev Rueckert, Pastor John Soyster and Pastor Erik Goehner.

Also in attendance was Norm Williamson.

Devotions: The devotion was provided by Rick Gardner based on "transition and change."

Caring Conversations: Pastor John led the caring conversation with the parable of "The Talents." Members of the Council shared some of their most favored treasures and memorable gifts they received in the past. The members also expressed some of their challenges which made the special gifts even more appreciated.

Body of Christ Report: Bob Brundage led the report by recalling some of the earlier formats used to cover this topic. He noted that when asked of many members of the congregation to share their Mount Cross experience in one word, many used the word “fellowship” or “Pastors” to express their positive feeling.

Gayle Johnson also reported that the Listening Post was set up for the first Sunday this month between services. The only comment she and Bob Burrow received was a question about Adult Sunday School. Others were quizzed for comments or questions but did not have any comments as they were happy with things.

Action Items:

The minutes for the meeting of October 14, 2014 were approved with certain minor corrections.

The Executive Council is recommending that the Thanksgiving Service offering be designated for the Lutheran Disaster Response. After discussion, a motion was made in support of the recommendation. Following a second to the motion, the motion was passed with a unanimous vote.

The 2014-2015 CDC Budget had been carried over for discussion from the last Council meeting for further review. A question was asked whether the budget was balanced. It was noted that the budget was balance using some of the reserve funds. As the CDC Director indicated last month, the attendance for the CDC has already experienced growth which will increase even further but is not being reflected in the budget. Therefore, the budget would only be in a more positive stand point. It was moved that the budget for the CDC be approved and a second to the motion was made. The vote for the approval was approved without any objections.

Susan Prosser noted that the Budget and Finance Committee continues to review options as to the selection of a bookkeeping service for the church. Susan reviewed the four options and indicated that they are waiting for the final details for one of the four options. The information was expected shortly, hopefully in time for the December Council meeting or sooner. Susan also gave an update on the process for attracting a Treasurer.

It was recommended that a Christmas letter be drafted and sent out to the congregation from the Council. Susan Prosser indicated that she would send a copy of last year’s letter to everyone for input into this year’s draft letter.

Reporting: President Gayle Johnson noted that the nominating committee will be preparing for the annual meeting. Gayle has provided clarifications on the terms of the new council members added this past year as replacement members.

Lastly, Gayle thanked Nora Fajnor and the group for the birthday bash and thanked Pastor John on the great work in developing the Shepherdy game.

Susan Prosser, as liaison to the Budget and Finance Committee, gave an overview of the Treasurer’s report in great detail. In addition, she zoomed into some of the detail regarding the status of the revenue and expense details. The Council appreciated how she was able to explain the situation in an understanding manner and thanked her for her efforts.

Dottie Keough commented on the Faith Guides activities including the photo work.

There were no other reports presented.

Information Items:

It was mentioned that the budget building process is underway and that all of the groups need to have their input received.

The process for the recruitment for the Children, Youth, and Family Director is ongoing. The final candidate will be in town shortly for an interview. Once that occurs, a recommendation can then be made.

President Johnson indicated that the annual meeting will be scheduled for January 25, 2015 at 4:30 pm. The Council retreat will be held on January 31, 2015.

The Council then discussed the planning for Pastor Erik’s Farewell service and program. The event is scheduled for December 21, 2014 with details to follow.

Adjournment:

The meeting was adjourned at approximately 9:15 with the Lord's Prayer.

Next meeting: December 9, 2014

Respectfully submitted,

Bob Burrow, Recorder

Mount Cross Lutheran Church
Church Council minutes
October 14, 2014

Mission Statement:
Rooted in God's grace to joyfully witness and serve.

Call to order: The meeting was called to order at 7:00 p.m. by Council President Gayle Johnson. The Christ candle was lit in advance for the meeting to begin.

Members present: : Bob Brundage, Bob Burrow, Marion Cole, Nora Fajnor, Linda Frantz, Gayle Johnson, Stan Patscheck, Susan Prosser, Bev Rueckert, and Pastor Erik Goehner.

Devotions: The devotion was provided by Bob Burrow with a reading entitled, "He is the Sustainer of Nature."

Caring Conversations: The conversation included the topic of your favorite spot where you feel at home.

Body of Christ Report & Naming Bright Spots:

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Various bright spots were identified such as:

- The framed Council photo directory
- Having the faith journey (Sunday school) students join the second service
- Sunday school student bible study by Scott Fajnor
- Confirmation class families dinner shared by the Learning Committee
- Many Meals participation

Action Items:

The minutes for the Council meeting of September 9, 2014 were approved.

Cathy Channels presented the CDC budget. Cathy indicated that the budget reflects that there are now 75 students. There are more that are expected to join in the near future but are not reflected in the revised budget. The budget uses some reserve funds to balance.

In response to a question regarding the play equipment, Cathy indicated that the equipment is checked out every Monday morning by Glenn Channels. She also indicated that the CDC now has Board Members. There will be an open house on Sunday with a speaker talking about Learning Success.

Gayle indicated that the budget for the CDC will need to be deferred until November so that it can be reviewed by all.

Gayle indicated that there is a need for the appointments to the nominating committee. She indicated that the policy identifies certain candidates for the committee but there is a need for rounding out the group.

Reporting:

It was noted that Pastor John has a request out for additional help with the stewardship drive program for the "Shepherdy" game as well as the legacy dinner.

Pastor Erik indicated that the faith guides (Sunday school) volunteer positions have been filled. The patio liaison position will be filled by a rotation. He also indicated that the confirmation group has a good showing. The high school group is not as strong as he might like. It has been difficult for some of the students to get to the events.

President Gayle Johnson reported that she and Susan Prosser attended an HR workshop and she will be getting materials to share with the group. It was a good program. Gayle also indicated that the mutual ministries is still in the process of getting up to speed.

Information Items:

As liaison to the Finance Committee, Susan Prosser reported that the budget preparation instructions have been sent out.

Bev Rueckert reported that the Fun with Faith attendance has been strong. She also indicated that the Sunday school attendance is up.

Susan discussed the ongoing process for searching for a bookkeeper and a treasurer.

The Church chats have been really good. As part of the 2014 stewardship plan, the stories that have been presented have been received well and have been effective.

It was noted that the Sunday morning attendance was up. While there is a usual spike during this time as Sunday school session begins again, it is nice that this has had a positive effect on the second service attendance.

With the upcoming circulation of the time and talent forms, it was mentioned that any final changes need to be

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submitted.

The prayer central program that Dottie Keough has started has received many good comments. Dottie has taken the idea and run with it. It was also noted that the Pastor's blog has reached out and touched people as well.

A status report was given with regard to the search for the Children, Youth and Family coordinator. There were 13 applications received of which 6 were interviewed. Follow-up interviews have been conducted by the ad hoc committee with two of the candidates. One additional follow-up interview will need to be held. The final remaining candidate is from out of the state. The group has requested that travel expenses be provided to assist with the interview process.

A motion was made that up to \$600 be allocated for expenses for the candidate's travel. A second was made to the motion. The motion was unanimously approved for the allocation.

Gayle reminded everyone that the deadline for the November newsletter is October 23rd.

Adjournment:

The meeting was adjourned at approximately 9:00 with the Lord's Prayer.
Next meeting: November 11, 2014

Respectfully submitted,
Bob Burrow, Recorder

Mount Cross Lutheran Church
Church Council minutes
September 9, 2014

Mission Statement: **Rooted in God's grace to joyfully witness and serve.**

Call to order: The meeting was called to order at 7:00 p.m. by Council President Gayle Johnson. The Christ candle was lit in advance for the meeting to begin.

Members present: : Bob Brundage, Bob Burrow, Randy Churchill, Marion Cole, Nora Fajnor, Linda Frantz, Rick Gardner, Gayle Johnson, Dottie Keough, Bev Rueckert, and Pastor John Soyster.

Devotions: The devotion was provided by Marion Cole covering "He's Given You Peace" from Daily Blessing Devotionals.

Caring Conversations:

Pastor John facilitated the caring conversation by discussing cross designs. He talked about the upcoming Holy

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Cross Sunday. He then surveyed the group as to which cross design they would pick from the various ones represented on the handout.

Pastor John also took the opportunity to present the new website.

Body of Christ Report & Naming Bright Spots:

Gayle Johnson presented the report by saying that she held a listening post one Sunday between services. She indicated that there were really no comments offered during the session. Following that, Gayle reported that she had made a few phone calls to church members to solicit further input. On the area of improvements, she indicated that families are frustrated by the level of volunteerism for youth activities. Gayle noted that this is being worked on with the new youth and family position being recruited. On the plus side, she reported that there positive comments on the sermons presented by the pastors over the summer.

Others offered comments with regard to activities being held by the church. Randy Churchill reported that there are 10 to 11 persons regularly attending the men's bible study program. Rick Gardner noted that he spoke with a person who was very upbeat about the activities at the church. Pastor Erik indicated that he participated in a youth group activity on their beach day which included a beach baptism.

Action Items:

The council considered the recommendation to appoint Dottie Keough to the Church Council. Dottie had volunteered to join the group following the recent announcement of a vacancy. Dottie is active in the church and was felt to be a welcome addition. Following a motion to appoint Dottie to the Council a second to the motion was offered. The motion was passed unanimously authorizing her appointment.

The minutes for the Council meeting of August 12, 2014 were discussed. Various comments were noted as minor corrections to the draft minutes. Upon a motion to approve the minutes with the corrections, the minutes were accepted with all in favor of the motion.

Pastor Erik gave a report on the status of the Praise Band Director recruitment. An interview process had been conducted including auditions by the candidates. Following the process, one candidate is being recommended for the position by the committee. A motion was made and a second followed, for the appointment of the candidate being recommended. Discussion took place with regard to the person's resume so as to inform the council on their qualifications. As a result, the Council concurred with the recommendation and authorized the hiring of Devin Milligan as the new director for the praise band.

Reporting:

Pastor John reported that in preparation of Holy Cross Sunday, 300 crosses have been made. He indicated that he could use some help with the final preparation stage that Sunday as the crosses undertake their final assembly. Visitors would also be offered a cross so that they would be identified to the church members. It was hoped that this would offer the opportunity for members to speak with them.

Pastor Erik shared that he attended a class on how to excel in managing and supervising people. He thanked the congregation for providing him with the opportunity to attend the class as he found it very informative.

Pastor Erik indicated that everyone is gearing up for the fall programs including Sunday school which will be called "Sunday Faith Journeys." The instructors will be "Faith Guides."

Pastor Erik also indicated that the 2015 National Convention for Youth will be held in the summer in Detroit. He advised that this will be more expensive and could be a challenge for some to attend. It was suggested that a program be set up for some level of scholarships to match earned funds so that the youth could attend the event. More details would follow.

Gayle Johnson indicated that a letter was received from the Southwest Synod thanking Mount Cross for the gifts of

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support.

It was indicated that the Audit Committee met to review the Church and CDC financial statements. There was a finding of 'no issues' in the audit. A motion was made to receive and file the Audit. The motion was passed unanimously to receive and file the audit for the past fiscal year.

Gayle Johnson indicated that Stan Patscheck and Susan Prosser had request to be excused from the meeting.

The discussion took place with regard to the finance reports. It was mentioned that everyone needs to start looking at the 2015 budget with regard to addressing the budget gap. The need for a treasurer/bookkeeper was discussed.

It is necessary that a Treasurer be appointed and that the Council finalize its decision on a bookkeeper.

With regard to the new website, further discussion took place with regard to the Vanco application for payments and giving. The Council expressed its continued support of providing this service while reviewing it at a point in time to make sure that it is working effectively for the church's needs.

Pastor John reported that Cathy Channels provided an update to the information she presented at the last Council meeting regarding the CDC. Cathy had indicated that the student enrollment was up by 10 students. More students are expected in October. The budget is still being prepared and their board will be meeting in the near future. A representative to the Council will then be appointed. Bob Brundage, on behalf of the Property Committee, gave an update on the status of the play equipment maintenance.

Bev Rueckert gave a report on vibrant faith activities including the focus on youth and family activities. They indicated that they are there to support the learning committee. She indicated that they be supporting the Faith and Home tab on the new website. She also mentioned their support of the confirmation parents annual dinner.

Other information reports included:

There were 10 attendees at the recent forum held by Pastor John.

The Bishop's visit and prayer service was well done. Nearly 75 people attended the event.

The annual church park service and picnic was well attended. The attendance was 142 people.

Pastor Erik gave a status report on the Children/Youth/Family Director position. The process is going well. The deadline for applications is September 15. The task force is currently reviewing the applications and will be scheduling interviews.

Pastor John gave an update on the stewardship planning effort. He discussed the need to give and that support was needed for the various parts of the church such as Steven Ministries. He floated the tag line "giving with delight" as the theme for the campaign. The campaign will start on November 2 with a pot luck dinner kick-off.

As part of the review of the church's new website, Pastor John shared the logo being used as part of the graphics for the webpage design. Everyone liked the design. Randy Churchill asked if the design should be used for other aspects of the church's materials. A motion was made to officially accept the logo and authorize its use by the church. The motion was seconded and was approved for the use of the logo with all in favor.

Information Items:

The Council president reminded everyone that there are a number of activities underway and many upcoming events. She thanked everyone for their continued support.

Adjournment:

The meeting was adjourned at approximately 9:08 with the Lord's Prayer.

Next meeting: October 14, 2014

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Respectfully submitted,
Bob Burrow, Recorder

Mount Cross Lutheran Church
Church Council minutes
August 12, 2014

Mission Statement: **Rooted in God's grace to joyfully witness and serve.**

Call to order: The meeting was called to order at 7:00 p.m. by Council President Gayle Johnson. The Christ candle was lit in advance for the meeting to begin.

Members present: : Bob Burrow, Randy Churchill, Marion Cole, Nora Fajnor, Rick Gardner, Gayle Johnson, Stan Patscheck, Susan Prosser, Bev Rueckert, and Pastor John Soyster.

Also in attendance was Cathy Channels, Director of the Mount Cross Child Development Center.

Devotions: The devotion was provided by Randy Churchill based on "energy and time."

Caring Conversations: Bev Rueckert led the caring conversations by asking the question, "How is your summer going?" Everyone shared aspects of their summer activities and challenges. Many mentioned how well the vacation bible school went.

Body of Christ Report: Randy Churchill reported that he had covered the church listening post and had the opportunity to hear comments from the members of the church. He commented that most people were very happy. Some members had comments about the schedule for the worship services and wished there was a schedule that would fit everyone's needs. Others commented as to how much Hannah Tasker would be missed.

Reporting: Cathy Channels, Mount Cross CDC Director, gave a status report on the Child Development Center. Cathy indicated that the enrollment was lower than anticipated. She attributed this to a number of factors including other programs such as the school district transitional kindergarten program as well as other institutional programs. She also mentioned that the number of students in the area was running lower than before. To address this, Cathy mentioned a number of actions being taken. The CDC has been advertising at events and through the local newspapers. In addition, the program has made some adjustments to the scheduled hours in hopes of accommodating the schedules of the families through the lunch bunch program. Also, they may focus on the morning programs due to the number of students currently enrolled in the afternoon times. The CDC will be participating in the Rally Day program. Cathy felt that word of mouth is great: if anyone knows anyone with child development needs, please refer them to the Mount Cross CDC.

Cathy indicated that the CDC will be having a pre-school board meeting on September 4 and will select a board and CDC representative. Cathy also mentioned the play equipment and will be working with the church to address maintenance concerns.

Pastor John summarized his report which is available for further review. He also mentioned that Pastor Erik's report is also available for review.

Pastor John circulated a report "Handout on Lutheran 101" for review. He also discussed the Time and Talent sheets as to how they could be modified to better reflect the question of intent in order to be used with next year's campaign. Pastor John indicated that he will be presenting a Sunday forum in the future regarding the need to address comments raised during the congregation meeting earlier in the year.

Pastor John also mentioned the need to look at the possibility of Mount Cross being more involved with the community of assisted living facilities in the area.

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President Johnson reported that there are cards for Sean Rose, Megan Pitsch, and Hannah Tasker being circulated thanking them for their service as they head onto college. Gayle Johnson requested the council's authorization for a gift card for Hannah Tasker as she leaves the church's employment and heads to Seminary school. The Council approved the request.

The Council President also advised that Rally Day was coming up and asked for everyone's participation. She also mentioned that the Gold Coast Chorus would not be using the church at this point for any of their concerts. The facility would not be adequate for their annual event but it may serve them for special events.

Gayle mentioned that Linette Angelastro would be joining the Personnel Committee.

The Treasurer submitted a summary of the Financial Report; however, Tim Schneider was not available to attend to present it. Susan Prosser, as liaison to the Finance Committee, reviewed the report. There were no major changes from the prior reports.

Gayle Johnson gave a status report on the staffing positions currently being recruited. The Youth and Family position has been posted and inquiries are being received. Interviews are currently being conducted for the Praise Band position.

Randy Churchill mentioned the minutes for the Worship and Music Committee meeting are available for review in order to get an understanding on their activities.

Marion Cole, as liaison to the Caring Committee Welcome Team encouraged church members to wear their name tags for recognition by the visitors who come to the services.

Susan Prosser handed out the Committee Resource Leadership Packets to the Council members serving as a liaison to a committee for their use.

During the discussion of the Fellowship Committee, the Council expressed their appreciation to Nora Fajnor and the committee on the success of the Aloha Day activities.

Action Items:

The minutes for the Council meeting of July 8, 2014 were discussed. It was noted that the date for the annual church picnic service is August 24, 2014. It was also mentioned that the process for the review of the annual endowment awards was directed back to the Endowment Committee for further discussion on the process and appropriate recommendations back to the Council. Upon a motion to approve the minutes with the corrections, the minutes were accepted with all in favor of the motion.

The next item was consideration of the nomination of Linda Frantz to the church council. Upon discussion, a motion was offered to nominate Linda to the Council. Following a second to the motion, the motion was passed unanimously.

The Council President indicated that the Church's Treasurer, Tim Schneider, has tendered his resignation after much thought and consideration. The Council thanked Tim for his dedication and hard work and understood the challenge brought forth with all the work involved with the position. Tim indicated that he will step down from the Council immediately but will stay on as Treasurer through the end of the year unless a replacement is found earlier. Upon discussion of the pronouncement, the Council was asked to review having an outside service handle the bookkeeping aspects of the job, but to maintain having a designated Treasurer being a member of the Church Council. The matter was determined to be worthy of further discussion and review.

Lisa Saner had also submitted her resignation from the Council. Randy Churchill requested that the Council send her a letter thanking her and sending the Council's regret.

President Gayle Johnson mentioned that there are two openings on the Council to be filled.

Information Items:

Gayle Johnson reminded the Council of the upcoming Holden Evening Prayer service on August 20, 2014 in which Bishop Erwin would be attending.

A reminder was once again made regarding Rally Day on September 7 and Holy Cross Sunday on September 14.

Adjournment:

The meeting was adjourned at approximately 9:00 with the Lord's Prayer.

Next meeting: September 9, 2014

Respectfully submitted,
Bob Burrow, Recorder

rch
Church Council minutes
July 8, 2014

Mission Statement:
Rooted in God's grace to joyfully witness and serve.

Call to order: The meeting was called to order at 7:03 p.m. by Council President Gayle Johnson. The Christ candle was lit in advance for the meeting to begin.

Members present: : Bob Burrow, Randy Churchill, Nora Fajnor, Rick Gardner, Gayle Johnson, Susan Prosser, Sean Rose, Bev Rueckert, and Pastor Erik Goehner.

Sean Rose indicated that this would be his final meeting as a Youth Leadership representative on the Church Council. He will be attending college starting this fall and thanked the Council for having been given the opportunity to be a part of the Council. He apologized for leaving the meeting early, however, he has an evening flight lesson which he needed to complete toward his pilot license. The Council thanked him for his service and wished him all the best with the next chapter in his life.

Devotions: The devotion was provided by Nora Fajnor based on "wait until you get to the corner" which is predicated on faith, patience, and trust.

Caring Conversations: Susan Prosser led the caring conversation. In light of the recent 4th of July Independence Day celebration, Susan asked the group to share how they or their families became "Americans."

Body of Christ Report: The Council President announced that this would be deferred until the next meeting.

Action Items: Gayle Johnson, Council President, announced that there would be three action items added to the agenda.

Gayle Johnson introduced Marion Cole to the board. She is being recommended to join the Church Council. After further discussion the council voted unanimously to have Marion Cole be approved as a new Councilmember. The Council welcomed Marion and expressed their appreciation for her acceptance to being a member of the Council.

The minutes for the Council meeting of July 8, 2014 were discussed. Upon a motion to approve the minutes, the minutes were accepted with all in favor of the motion.

Discussion then took place as to whether action should be taken to approve Rally Day on September 7, 2014. Randy Churchill mentioned that Music & Worship supports scheduling it for that day. Further discussion took place as to the evolution of Rally Day and the proposed scheduling time. Upon a vote on the motion, Rally Day was approved to be scheduled on September 7th without any votes against the motion.

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With the roll-out of the revised church website, a question came up about the use on on-line payment options through the website. If on-line payments are to be used, a convenience fee of approximately 2.65% would be charged to the church for the service each time a payment is made. The payments could be for ongoing donations, one-time charges for events, or used in conjunction with fundraising activities. While the convenience charge would reduce the amount received, it was felt that this is a typical practice for on-line payments. Questions were asked whether there were any other options. Time would be needed to review those possibilities. Instead of holding up the new website further, a motion was made and a second was offered to authorize the program for a six month period and to review it at that point for continuation or modification should alternatives be available. Following a vote on the motion, all were in favor of the motion to allow the program to proceed.

Pastor Erik reviewed the recommendation from the Endowment Committee from their meeting in June. He indicated that they used the method for determining the amount of the distribution based on a rolling 3 year average to determine the amount available which is approximately \$12,000 this year. Based on that, the funding will allow for the 10 applicants be awarded \$1,000 each with an additional \$1,000 be directed to the ELCA Mission fund and \$1,000 be assigned to the Pastors' discretionary amount which gets used for Luther Social Services.

The recommendation was approved by the Council. A follow-up question was asked about the \$500 currently in the budget for the distribution process. It was identified that the amount was there as a placeholder and will be replaced with the \$12,000 amount. Additionally, it was recommended to send back information to the committee in order to expand the notification process. The Council was unanimously in favor of the recommendation from the committee along with the direction that the committee review the process in further detail and report back to the Council.

It was also recommended that the legacy funds for amounts under \$500 be combined into a common endowment fund. If the changes were to occur, a letter to the families of the persons having given the amounts that their amounts should be sent. Going forward, funds provided in the future would be directed toward specific categories to cover memorial projects with notification given when the funds are utilized or combined with other endowments. This would allow for the funds to be used in a more efficient manner rather than being placed on hold for an extended period of time. Following further discussion, it was moved that the funds be consolidated so that they would be used with proper notification of the respective families. The motion was approved with no objections as well as recommending that the procedures be revised to reflect the changes.

Gold Coast Chorus has explored the possibility of holding a concert series at Mount Cross in December. A preliminary request has been submitted for review pending a tour of the sanctuary and discussion of further scheduling details. In exchange for the use of the facilities, Gold Coast would offer a contribution to cover the expenses. Concerns were asked about any scheduling conflicts and the attendance numbers. Following further discussion, it was directed that Gold Coast be allowed to further investigate the facility and submit a formal request for review.

Reporting: It was noted that Pastor John is on vacation. He report can be viewed on-line. One mention was made that September 14th would be Holy Cross Sunday. Assistance will be needed for that event.

Pastor Erik expressed a big thank you for all the help with the Western States Youth Gathering. It was a tremendous success and a great time.

President Gayle Johnson indicated that Becky Riley had resigned from the Personnel Committee. Deborah Goebel had also tendered her resignation from the Church Council as her family was moving out of the area. She thanked both of them for their past service.

It was indicated that the Treasurer had forwarded information regarding the finances. The financials remained mostly the same. Tim Schneider can be reached via email should anyone have any questions.

The Budget and Finance Committee received the Audit Report. The Committee recommends that the Council receive the report for the record. The report indicates that the books are in good order. There was a recommendation that the CDC use standard forms. With no further discussion, the Audit Report was received for the record.

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Gayle Johnson reviewed the comments received at the listening post. She felt the need for the listening program to be continued on a semi-regular basis.

Vibrant Faith indicated that the shared packets are available for review. These will be distributed in August to the committees for their use. Susan asked for any comments or discussion.

The Council President gave an update on the status of the staffing positions currently being considered for filling. The advertisement for the Children, Youth and Family Ministry Director is ready to begin the recruitment. Following further discussion, it was moved to authorize the posting of the notice. The motion passed with all in favor.

Hannah Tasker will be leaving to attend the seminary following her last service on August 10th. It is necessary that her position be filled for the Praise Band Director. While there was agreement that the position needs to be filled, it was felt that the job description and duties be reviewed just to make certain that no changes are needed at this point. The notice for the position should be posted in order for the process to run concurrently. A motion was made that the position be posted and all in were in favor with one abstention.

Discussion took place to confirm whether the church service schedule would remain the same for the fall schedule. It was decided that the schedule would remain the same; however, the Sunday School schedule would be reviewed for its scheduling.

Information Items:

The August 24th church service will be held at the Bob Kildee Park at 10 am for the Worship in the Park Service.

Adjournment:

The meeting was adjourned at approximately 9:10 with the Lord's Prayer.

Next meeting: August 12, 2014

Respectfully submitted,
Bob Burrow, Recorder

Mount Cross Lutheran Church
Church Council minutes
June 10, 2014

Mission Statement:
Rooted in God's grace to joyfully witness and serve.

Call to order: The meeting was called to order at 7:02 p.m. by Council President Gayle Johnson. The Christ candle was lit in advance for the meeting to begin.

Members present: : Bob Burrow, Randy Churchill, Nora Fajnor, Rick Gardner, Gayle Johnson, Stan Patscheck, Megan Pitsch, Susan Prosser, Bev Rueckert, Tim Schneider, Pastor John Soyster, and Pastor Erik Goehner.

Devotions: The devotion was provided by Susan Prosser.

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Caring Conversations: Pastor John led the discussion based on “What is your mood?”

Body of Christ Report: Susan began by telling how she sent out cards and notes as part of the vibrant faith program. She sent cards to some of the congregation who have a difficult time getting to the church due to their being homebound. She has since become pen pals with some of the members as a result. Susan went on to say that the sharing of cards has given back to her almost as much as she believes that they benefit her pen pals.

Following discussion on the topic, a suggestion was made that a photo display of the church council be made and posted near the entrance of the church so that the congregation can become more familiar with those serving on the council in order to improve the lines of communication.

Bright Spots: Under the topic of Bright Spots, Susan Prosser presented Gayle Johnson with a card and a token of appreciation for her service this past year in coordinating the Sunday School program.

Action Items: The minutes from the last meeting were approved as submitted with the exception that Patti Stouch’s last name be included in the minutes.

It was then discussed that Bishop Erwin had expressed an interest in visiting Mount Cross as part of his outreach with the various churches in the region. It was decided that the Council would sponsor an evening program which would include an introduction of Bishop Erwin followed by a bible study with a reception in the Luther Hall. Light refreshments would be provided for the reception. Pastor John would make the arrangements as to the evening date for a visit in the next few weeks.

It was noted that a mini-van has been offered to the church by a member. The Council expressed its appreciation to the offer and directed that the Property Committee investigate the item in further detail as to any restrictions on the offer as well as a determination regarding the condition of the vehicle. It was noted that the church does have one van and there was the concern with the costs for insurance and maintenance of a second van, however, it was noted that it might actually be in a better conditions or possible serve the needs better. If not, other options might exist in order to take advantage of the offer. Randy Churchill volunteered to contact the Property Committee.

There were no other action items to consider.

Reporting: Pastor John reviewed his report. He made note about the upcoming summer programming. He also mentioned that the Church received thanks for the support of the ministry program in Africa for which some of the MBC funds were allocated. Pastor John also circulated the Synod Assembly book for review.

Gayle Johnson felt that in terms of improving communication with the congregation, it would be desirable to show more of the reporting information in the various newsletters.

Pastor Erik indicated that he will miss the June 29 church service since he will be attending the Western States Assembly. At the assembly, there will be approximately 600 youths attending. Hanna Tasker will be providing music for a portion of the program.

Pastor Erik also mentioned that he has been providing pre-marital counseling for several couples as the number of weddings has increased during the month.

Lastly, he mentioned that there were 9 volunteers during the day of service program on Saturday.

Gayle Johnson touched on the Milestone Ministries program and had hope that this will still be something that can be further incorporated into the programming at the church. In particular, she mentioned the range of ages at the service last week as a result of the life celebrations held for the recent graduates ranging from pre-school to college. Megan Pitsch added a comment about how she was asked if she were a graduate and she indicated she was as well as a former pre-school graduate.

Gayle Johnson also reported that she wanted to thank everyone for their support and efforts in all of the activities.

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She added that there is need for a Personnel Committee meeting to review the draft job description for the proposed new position. She asked that Bob Burrow fill in as a committee member in order to assist with the review. There were no objections.

She also indicated that Deborah Goebel will be moving as early as August. She will be leaving the Council and will be missed. In addition to Deborah's leaving the board, Megan Pitsch will also be leaving the council as she will be moving on to college. Her last meeting will be in August. It was asked that Pastor Erik nominate a replacement for Megan.

Gayle asked to make sure that all of the committee reports be posted on the web for communicating all of the information.

The Treasurer gave a summary of the financial reports. Tim began by reviewing the status of revenues and expenses. Both are running behind the budget levels. Tim answered questions as to various budget accounts by describing the current information. Tim indicated that not all of the bills have been received at this time to complete the prior month's total. There were also some revenues which were anticipated. Generally, the financial status is consistent with the budget but that includes closing the gap between expenses and giving in addition to continuing the need to monitor expenses.

Tim indicated that the Finance Committee is continuing to interview insurance companies.

Vibrant Faith: Susan and Bev gave an update on the Vibrant Faith program. Susan gave a summary of the 3 month plan for the summer. She gave an outline of a series of articles she was planning. The articles would use stories from council volunteers which would highlight how they serve in terms of tasks and functions they provide. She also noted that there will be Committee Leadership packets available in August. She asked that the Council representatives to the committees review the packets in order for the materials to be worked into the committee's work.

Information Items: Stan Patscheck discussed his plan for concentrating on the time and talent sheets in order to gain further involvement from church members. He will be developing a program which he feels will gain further representation in the church's needs.

Gayle noted that the Executive Committee will be looking at ways to better communicate all of the activities and discussions with the Church members. One way would be to continue the listening posts on a monthly basis as well as expanding the use of the comment cards. The comment cards would be forwarded to the appropriate committee for consideration and comments back to the Council.

Gayle gave additional information regarding the status of the job description for the proposed new staff position. It was hoped that the job description would be brought back to the Executive Board in July for further discussion by the Council that month as well.

Gayle also discussed the need for further input from the task force for the Sunday School in order to make recommendations regarding the schedule. Concerns still remain which need to be studied further in advance of the fall schedule.

The Council President mentioned the need for help with the Church picnic in August including the need for a coordinator for the event. Gayle mentioned the need to have all items added to the Master Calendar.

Lastly, Gayle asked if there were any further items to discuss. No additional items were mentioned.

Adjournment:

Following a motion and a second, the meeting was adjourned at 9:24 pm with the Lord's Prayer.

Next meeting: July 8, 2014

Respectfully submitted,
Bob Burrow, Recorder

Mount Cross Lutheran Church
Church Council minutes
May 13, 2014

Mission Statement: **Rooted in God's grace to joyfully witness and serve.**

Call to order: The meeting was called to order at 7:07 p.m. by Council President Gayle Johnson. The Christ candle was lit for the meeting to begin.

Members present: : Bob Brundage, Bob Burrow, Rick Gardner, Deborah Gobel, Gayle Johnson, Susan Prosser, Bev Rueckert, Lisa Saner, Tim Schneider, Pastor John Soyster, and Pastor Erik Goehner.

Devotions: The devotion was provided by Pastor John Soyster.

Caring Conversations: Pastor John discussed the topic, "Love One Another."

Body of Christ Report: Pastor John indicated that the report will include a report on the listening post and will be discussed later in the agenda.

Action Items:

In advance of the discussion about the use of the special funds, Pastor John provided a presentation on approaching the 50th anniversary and the road beyond. One of the tasks should be to update the list of the church's congregation. He then looked at possible threads using '50' as the theme for reaffirming the congregation's involvement. Examples were offered such as 50 hours of outreach, 50 people connecting with small groups, or raising \$50K for mission work.

A sub-committee to the Learning Committee gave a presentation. Patti summarized that there exists a need to invest in a third full time staff person to be a Director of Children, Youth and Family Ministries. She felt that this would help sustain a more healthy church. Patti also read a letter from Mike Laskey who is also with the group and also recommends the additional staff person.

Discussion took place regarding the funding of the position. The suggested funding plan would utilize a combination of special funds and budgeted funds.

Pastor Erik offered that the special funds be used partly for facilities and partly for staff in order to help focus on the goals of expanded youth and family engagement.

Further mention was made that a job description would be needed if the plan were to go forward.

A question was asked if there were any special restrictions on the use of the Holk funds should this be approved. The answer was that there would not be a conflict.

A motion was then made that "the council express its intent to designate \$80,000 including the use of the special funds for a new position for the Director of Youth and Family Services and that a specific budget amendment would be needed." A second to the motion was made and discussion followed.

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It was advocated that the council take action to move forward with this motion following the expression of this goal for the church. Training and tools would be necessary to insure the success of the program which would focus on the youth and young families to provide a more sustainable church.

It was indicated that other churches have a similar position which could assist Mount Cross in their review of the job description and qualifications as well as the duties.

It was felt that it could only be determined as to how long the position could be funded based on an adopted budget but that it hoped that the period of time to gage its success would be for a two year term.

Council President Gayle indicated that she had spoken with Randy Churchill who was not in attendance this evening but is in favor of the action.

A question was asked whether this should be adopted by the congregation as a whole. One response was offered that the Council could make the decision since it is in the adopted budget. However, it was felt that it be appropriately presented to the congregation for further clarification and input.

After additional discussion, a vote on the motion was conducted. The motion passed by a vote of 7 in favor and 1 opposed.

The minutes for the Council meeting of April 8, 2014 were discussed. The minutes were approved subject to certain minor grammatical corrections.

The Make Bake Celebrate Committee reported that the final total received was approximately \$17,000 including the tips for teens. The proceeds were broken down into a table showing the various amounts to be distributed to the different funds.

A motion to approve the allocations was seconded and approved with out objection.

Reporting:

Pastor John summarized his report which is available on the website. In particular he mentioned the “meet and greet” with the Bishop. Pastor John also indicated that the new website was scheduled to be rolled-out on June 1st. He gave a preview of the design for the new website.

Pastor Erik reviewed his report. He paid special note that two of the high school students led the lesson at their last meeting.

President Gayle Johnson indicated that her report was sent out and was available for review. She thanked all of those who attended the Bishop’s presentation.

Tim Schneider reviewed the Treasurer’s report. He summarized the revenue/expense report as a work in progress but is generally trending with revenues being down and expenses remaining below projections but may reflect timing considerations. He characterized the budget that it could be better but could also be worse. Tim also indicated that the Council is welcome to attend the upcoming insurance presentation.

Bob Brundage gave the report for the Property Committee. He indicated that the Hobart mixer will be sold to a studio. When asked what they would be using it for, he indicated that they plan to use it to mix materials used in the creation of special effects.

Bob also indicated that the defibrillator has many details which yet need to be considered before moving forward with it.

Lisa Saner gave the report for the Learning Committee. Lisa indicated that Sunday school term was ending this week. A reception for the staff was scheduled wherein an evaluation of the year would be discussed. Lisa also indicated that Vacation Bible School was coming up and that there would be CDC events as well.

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Susan Prosser reported that the Worship and Music Committee was planning for the outdoor service on August 24th. Susan also indicated that Pastor John was the acting committee chairperson and that Jim Prosser was now the committee chair.

Susan also indicated that the status report for the Leadership report included Vibrant Faith. Susan presented a handout and invited questions.

Information Items:

Gayle Johnson indicated that there will be a listening post scheduled to receive input and respond to questions regarding the use of the special funds.

The question was asked whether the schedule would change or remain the same during the summer period. After discussion, a motion was made and seconded that the schedule would remain the same. Following a vote, the motion was approved. The congregation would be advised that the schedule would remain the same.

Pastor John indicated that he would be meeting on Monday with Stan Patscheck to discuss stewardship in further detail. Bob Brundage indicated that he and Joan would be interested in volunteering as well.

President Gayle reminded everyone to work their respective committees to help in setting dates on the master calendar.

Adjournment:

Following a motion and a second, the meeting was adjourned at 9:16 pm with the Lord's Prayer.

Next meeting: June 9, 2014

Respectfully submitted,
Bob Burrow, Recorder

Mount Cross Lutheran Church
Church Council minutes
April 8, 2014

Mission Statement:

Rooted in God's grace to joyfully witness and serve.

Call to order: The meeting was called to order at 7:04 p.m. by Council President Gayle Johnson. The Christ candle was lit for the meeting to begin.

Members present: : Bob Brundage, Bob Burrow, Nora Fajnor, Rick Gardner, Deborah Gobel, Gayle Johnson, Stan Patscheck, Susan Prosser, Sean Rose, Bev Rueckert, Lisa Saner, Tim Schneider, Pastor John Soyster, and Pastor Erik Goehner.

Devotions: The devotion was provided by Stan Patscheck. There was a citation from I Corinthians and a discussion which included references from "the fractured church", the first responders after 9/11, and the theology of the cross.

Body of Christ Report: Stan Patscheck presented the report which revolved around the question: How does church help connect with God? The responses to the question when asked various members included comments

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such as; “When in the sanctuary I feel safe and surrounded by love” and “The sanctuary is well maintained.” Stan then asked the follow-up question: How does church help you to connect with others? Responses to this question fielded comments such as “serving on committees”, “fellowship”, and “service.”

Vibrant Faith:

Susan Prosser reviewed various Vibrant Faith efforts. One of the programs will include providing tools to bring faith practices into the home. This would be done through a link on the church’s website to the Vibrant Faith website.

Susan also reviewed some of the Palm Sunday and Easter activities in support of the church service and Sunday school. She identified that there will be materials available for the younger and older students on Palm Sunday in support of the sermon.

Reporting:

Pastor Erik indicated that his report is on the church’s website. He stated that Mount Cross youth will be helping out and attending the upcoming Western States Youth conference at CLU. The conference will have approximately 500 attendees.

Pastor Erik also reviewed a ministry success story involving a household that recently experienced the loss of a loved one.

Pastor John expressed his appreciation to Pastor Erik for his support of the family during their time of need.

Pastor John indicated that on May 6, 2014 the conference assembly will include a “meet the Bishop.” He felt that this might be a opportunity for church council members to attend the meeting. He will have more details to follow.

Pastor John indicated that there is an altar guild vacancy.

In addition, Pastor John indicated that he was looking forward to the opportunity to teach the pre-school students about the prayer garden at the request of the CDC.

Council President Gayle Johnson reviewed various items with the council. She indicated that the master calendar will be worked on in June so that all activities can be viewed collectively in order to avoid any conflicts.

Gayle expressed her appreciation to everyone for their efforts with the Tent Sunday.

The Treasurer, Tim Schneider, gave his report. He started off with some good news in that the interest rate on the church mortgage will be lowered. This will reduce the mortgage payment and result in savings to the church.

Tim indicated that the council needs to provide signatory authorization for the new investment advisor. He also indicated that action was needed to close out the old checking account and to move the balance (approximately \$15,000) to the active checking account.

Tim stated that the financial update was a bit early to report on. Generally speaking, Tim indicated that income was lower than projected and that expenses were also running behind at this point. The lower revenue has caused an impact on the cash assets. He indicated that there is some difficulty in projecting monthly averages as revenues and expenses can run a bit seasonally.

A motion was made to close the Pacific Western account and to transfer the balance to County Commerce as soon as practical. The motion received a second and was approved unanimously.

A motion was made to authorize the Council President, Vice-President, Budget & Finance Committee Chairman and Council Treasurer to have signatory responsibility on the new investment account. A second was made and the motion was approved unanimously.

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It was proposed that Robert Harrell formerly with LPL (Lifetime Planning) and now with MFA Wealth Services be retained as the advisor to Mount Cross. Mr. Harrell was previously selected to represent the church but recently moved to the newer firm. The Budget and Finance Committee remains satisfied with the performance and recommends the change. The motion was made to maintain the relationship with the investment advisor and to transfer the investment to MFA Wealth Services. Following a second to the motion, the motion was approved with no dissenting votes.

Bob Brundage gave a summary of the Property Committee report which is on the website. He indicated that a student may be submitting a request to do an Eagle Scout project for the church. Bob also indicated that the painting of the sanctuary is complete and that carpet cleaning will be done soon. He also asked that all church members keep an eye on the facility by being aware of who is there and what is going on just to be on the safe side.

Lisa Saner gave the report for the Learning committee.

Information Items:

Gayle Johnson discussed the Pilot Program and wondered whether there was need for a new survey based on the recent modifications which were made. There was concurrence that there not the need for a formal survey at this point but informal review will continue for the time being.

Stan mentioned the possibility of having a table at the first two weekends in May for outreach.

Susan Prosser reviewed the attendance numbers for the recent services.

Gayle gave some information about Sunday school.

A reminder was made regarding the upcoming Lenten Soup Supper for which the Council will be responsible. A sign-up list is available and there are still some slots to fill.

Action Items:

The minutes for the Council meeting of March 11, 2014 were discussed. The minutes were approved following a discussion which included changing the minutes to reflect "hot cross buns" in the discussion under Easter memories.

The recent Make/Bake/Celebrate program was discussed. The event proved to be very successful both in terms of fellowship and finances. After deducting approximately \$6,500 for expenses and start-up costs for next year, approximately \$16,500 would be available for support.

It was further indicated that the Make/Bake/Celebrate committee was recommending that the kitchen drain be repaired as well as the parking lot light pole as maintenance items.

The executive committee recommends that \$13,175 from the Make/Bake/Celebrate proceeds be allocated in the budget for funding specific programs from those requested. A motion was made along with a second. The motion for the allocation of the funds into the budget was unanimously approved.

A request that budget amendments be made to fund \$700 for choir music and \$500 for bell choir sheet music was discussed. The budget included these items but no allocation was made. The materials are needed for their on-going program. A motion was made, seconded and approved with no further discussion.

Stan Patscheck gave an update on the status of the review of the list for use of the special funds. Stan has been working on the preliminary review of the list of items discussed at this year's retreat. He hopes to have further information shortly so that further discussion and prioritization can be discussed.

Susan Prosser requested that a budget amendment be made to allocate the proceeds from the free-will offerings at the Council sponsored hot dog lunch be assigned to the account for Council Sponsored Events. The amount was

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nominal but can then be used for future activities. The request was authorized following a motion and second with discussion only being that the Council sponsored lunch was a nice event.

Bev Rueckert indicated that she and others were working two grant requests. The grants have an upcoming submittal date. She indicated that a request could be made for up to \$5500 to the Southwest California Synod ELCA and \$1800 to the Warner Trust. The grants have specific requirements and may require matching funds. It was felt that the funds could support some of the goals of the church particularly in the area of youth and family programs such as Sunday school. Following further discussion, a motion in support of submitting the grant requests was offered. After a second on the motion, the motion was approved with no objections. The Council President was authorized to sign the requests on behalf of the Council.

Adjournment:

Following a motion and a second, the meeting was adjourned at 9:00 pm with the Lord's Prayer.

Next meeting: May 13, 2014

Respectfully submitted,
Bob Burrow, Recorder

Mount Cross Lutheran Church
Church Council minutes
March 11, 2014

Mission Statement: **Rooted in God's grace to joyfully witness and serve.**

Call to order: The meeting was called to order at 7:05 p.m. by Council President Gayle Johnson. The Christ candle was lit for the meeting to begin.

Members present: : Bob Burrow, Randy Churchill, Nora Fajnor, Deborah Gobel, Gayle Johnson, Susan Prosser, Sean Rose, Bev Rueckert, Pastor John Soyster, and Pastor Erik Goehner.

Also in attendance was Rick Gardner.

Devotions: Pastor Erik offered a discussion on respectful conversations with diverse groups and beliefs based on "How to Have Fearless Conversations with Others" from a book he was reading. He then led the group in prayer.

Caring Conversations: Susan Prosser led a discussion on Lenten traditions and offered remembrances of past Lenten services and practices. Shamrocks and pretzels were handed out to the group. The Vibrant Faith Committee will be handing them out following Sunday's service ahead of St. Patrick's Day. The shamrock is often thought to symbolize the Holy Trinity. Pretzels recall Lenten food items and the shape reflects an old form of prayer with "arms crossed."

Others offered some of the Lenten traditions they recall including Pancake Day, suppers with soup, Lenten devotions and hot cross buns.

Body of Christ Report: Bev Rueckert reviewed the connection program with church members she was working on. As part of the church's outreach with members, she and others would make calls to individuals to see if there was anything that they would like to discuss about Mount Cross. Further discussion took place by the group to discuss how the program would carry forward.

Bright Spots: It was mentioned that the Many Meals Team indicated that there are open slots for volunteers.

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The Music and Worship Team is looking for an altar guild leader.

The group was reminded that Sunday Service before St. Patrick's Day would be "Go Green" day.

Pastor Erik indicated that 3 new groups had joined the church as members.

Council Member Appointment: The appointment of Rick Gardner to the Council was considered. Following discussion, a motion and a second to the motion were offered. It was unanimously approved. Rick Gardner was elected to the Council with a hearty welcome.

Vibrant Faith: Susan Prosser discussed that as part of the leadership development program, last year the Council adopted a covenant which was signed by Council. The covenant supports the relationship for working comfortably together and is a written commitment to be respectful to one another. With the newly configured Council for 2014, she mentioned that it might be appropriate for the Council to once again sign the covenant.

It was moved and seconded that the Council once again express its support of the covenant and that the Council again sign the document. The motion was approved with no dissenting votes.

The Council discussed how the Vibrant Faith group could help support the revised service times. It was offered that Vibrant Faith would complement the efforts to insure the success of the service times and programs.

Reporting:

Pastor Erik reviewed his report stating that six students benefitted from scholarship support for winter camp. He indicated that this was a powerful opportunity for the students as they might not have been able to experience it otherwise.

Pastor John indicated that Adult Sunday school would start this next week at 10 am. He added that the church is looking toward their 50th anniversary in 31 months.

Gayle Johnson indicated that the Executive Committee met and discussed a variety of items. These included contacting members, support for the new schedule, and reviewing time and talent reports among other topics.

Gayle Johnson went on to give the Treasurer's report since the Treasurer, Tim Schneider, was not able to attend this evening. The preliminary report for the year to date shows that actual income is less than that anticipated in the budget. Expenses are also currently running less than that budgeted as well. Once the report has been finalized, the numbers will be available.

The revised Pilot Program is now underway. The Council will continue to monitor it and will report on its status in the next couple of months.

Tent Sunday is coming up. The Council will be hosting the food reception following the event. Gayle circulated a sign-up list and asked for volunteers to help.

The Council will be hosting a Lenten soup supper. Volunteers are also being requested to help with the dinner.

Action Items:

The minutes for the Council meetings February 1, 2014, February 11, 2014, and February 18, 2014 were considered. A motion was received along with a second. During discussion on the motion it was mentioned that a request was made to include the account references for the keyboard purchase in the minutes of February 18, 2014. The minutes were approved as amended with no objections.

It was indicated that the Make/Bake/Celebrate event was coming up. Gayle reviewed the list of auction items and activities. It was indicated that the response is looking good for another successful event. The Council was asked to continue to spread the word about the event.

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The use of the special funds is still under study and review. Gayle indicated that if anyone is interested in helping out, the assistance would be greatly appreciated. Discussion did take place on some of the key programs identified for consideration. Particularly, the possible sanctuary improvements and staffing options were discussed. More discussion will be taking place on this once additional information is available.

The agenda item on calendaring was carried over to a future meeting.

The meeting was adjourned at 9:00 pm with the Lord's Prayer.

Next meeting: April 8, 2014

Respectfully submitted,
Bob Burrow, Recorder

Mount Cross Lutheran Church
Church Council minutes
Special Meeting
February 18, 2014

Mission Statement: **Rooted in God's grace to joyfully witness and serve.**

Call to order: The meeting was called to order at 7:12 p.m. by Council President Gayle Johnson. The Christ candle was lit for the meeting to begin.

Members present: Bob Brundage, Bob Burrow, Randy Churchill, Nora Fajnor, Deborah Goebel, Gayle Johnson, Stan Patscheck, Megan Pitsch, Susan Prosser, Bev Rueckert, Lisa Saner, Tim Schneider, Jean Scott, Pastor John Soyster, and Pastor Erik Goehner.

Devotions: Pastor Erik led the meeting with a prayer.

Meeting agenda: Council President Gayle Johnson indicated that this was a special meeting to address the schedule; however, she indicated that there was need to consider one additional item.

Action Items:

It was indicated that there was a need to purchase a new keyboard for the Faith Band. Bob Brundage indicated that the Finance Committee had reviewed the proposal and indicated that the amount of approximately \$1,000 was available for the purchase.

There was a motion and a second in support of the request. Following further discussion on the motion it was felt that designated fund balances such as memorial funds or similar funds be used. The motion was passed with all in favor except for 1 to direct the Treasurer to use the designated fund balance and memorial funds for the purchase.

The Council President then indicated that the Council was here to further discuss the worship schedule. The Council reviewed various alternatives as to options for the schedule and types of service as well as the time for Sunday school.

It was felt that it might be of benefit to have an informal poll as to the options.

A question was asked whether the music groups would be available for the various alternative times. The consensus was that they would be available.

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Additional options for service times were presented. Follow-up questions were asked whether this would start yet this school year and whether there would be a summer schedule. It was generally felt that any change should be implemented shortly so that it could be tested and that the issues with Sunday school times would be ameliorated.

The desire was that if a change were to be made that it should not be just a step but a move to schedule to be used going forward.

Other logistical issues were discussed such as the return to daylight savings time.

Further polling took place on some of the preferred alternatives. The preferred alternatives involved two or three service times with Sunday school being at the time of one of the service times so as to avoid any overlap for the families and Sunday school staff.

After further discussion, the preference was that the first service time would start at 8:30 and the second time would start at 10:00 with Sunday school being at 10:00 as well. The discussion then evolved as to when the schedule should be implemented.

A motion was made to have this placed on the next Council agenda for adoption. Following a second on the motion, discussion took place. Ultimately, motion was made to amend the motion to implement the new schedule in March. The original motion was withdrawn so that the vote could take place on the revised motion.

The motion was unanimously approved by the Church Council for the revised schedule in an effort to address the issues which were found with the Pilot Program schedule during this interim period. It was the decision of the Council to launch the new schedule as early as the beginning of March once a specific date was identified by Executive Committee.

Council President Gayle Johnson indicated that there being no further business on the agenda, the meeting was adjourned at 9:40 pm with the Lord's Prayer.

Next meeting: March 11, 2014

Respectfully submitted,
Bob Burrow, Recorder

Mount Cross Lutheran Church
Church Council minutes
February 11, 2014

Mission Statement: **Rooted in God's grace to joyfully witness and serve.**

Call to order: The meeting was called to order at 7:04 p.m. by Council President Gayle Johnson. The Christ candle was lit for the meeting to begin.

Members present: : Bob Brundage, Bob Burrow, Randy Churchill, Deborah Gobel, Gayle Johnson, Stan Patscheck, Susan Prosser, Sean Rose, Bev Rueckert, Lisa Saner, Tim Schneider, Jean Scott, and Pastor Erik Goehner.

Also in attendance were Norah Fajnor and Rick Mann.

Devotions: Gayle Johnson began the meeting with the devotion, "Knowing God's Will."

Meeting agenda: Council President Gayle Johnson made changes to the organization of the agenda so that items could be moved ahead for earlier consideration. There were no objections.

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Council nominations: The appointment of Nora Fajnor to the Council was considered. Following discussion, Susan Prosser made the motion for the appointment. The motion and second was made. It was unanimously approved. Nora Fajnor was elected to the Council.

Bright Spots: Susan Prosser mentioned that she felt that the annual meeting and potluck were very successful. The attendance and outreach to the congregation led to good fellowship. A question was asked to the attendance numbers. It was reported that approximately 70-something were in attendance.

Lisa Saner expressed her thanks for letting her be on the Council. She was excited for the opportunity.

It was mentioned that another bright spot was that the Sunday school class led by Patti Stouch made Valentines cards for shut-ins.

Vibrant Faith: Susan Prosser and Bev Rueckert led a short program “Vibrant Faith in a Nutshell.” The program was a refresher for returnees and an introduction for new members. The program was enjoyed by the Council.

Body of Christ Report: Gayle outlined a process for the year and asked members to schedule times each month for the upcoming cycle. She wanted to concentrate on contacting church members who might not be attending as much to find out reasons why.

Reporting:

Rick Mann reported that the Property Committee had met on certain items regarding the church. He first indicated that the rear door to the play area would be replaced shortly. Comments were made that the addition of a window in the door was a good idea.

Rick then went into the details regarding the re-painting of the church sanctuary. He indicated that the painting would be Ken Borjas Painting and would occur during the last week of February. The painting would be on the inside only. A satin finish was selected for the wall where the PowerPoint presentations are made to maximize the visibility. Rick went into details regarding the logistics of moving the pews and the equipment. The Council expressed its appreciation for the committee’s efforts.

Pastor John’s report was available for review on the website.

Pastor Erik reviewed his report which was also available on the website. He expressed appreciation to Office Manager Sherri and the El Salvador group from Holy Trinity for a presentation to the 3D Group.

Pastor Erik went into details regarding the first communion group of students. He indicated that there are 14 students.

Tim Schneider reviewed the treasurer’s report. Tim reviewed the January revenues and expenses. While revenues were down, expenses thus far had also been lower than budgeted. Further discussion took place as to how reserves were accounted for when they are used to cover expenses.

Tim further indicated that the Budget and Finance Committee also looked at the issue of insurance and would like to entertain quotes for the policy. The accidental coverage level is changing under the current policy.

Tim also inquired as to how the endowment funds are used. It was indicated that the Council would make the final decision on how they are allocated.

Jean Scott indicated that the CDC Board met last Thursday. She indicated that they would like to make a request for furniture and playground equipment to be added to the list under consideration for Special Gift funding.

Lisa Saner added that the CDC silent auction and the Spring Sing had a good response this year.

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A discussion took place about the schedule regarding the upcoming camps and the possible need for Pastor Erik to attend. He indicated that he would check into it and have discussions with the confirmation families so that any scheduling conflicts could be minimized.

Nora Fajnor gave the report on the Fellowship Committee.

Pastor Erik added that the March 9 Crop Walk was coming up and that the Mt. Cross team would be coordinating their efforts for the fundraising this year.

President Gayle Johnson indicated that there are two open spots on the Church Council and that she was looking for names for consideration. In response to a question, it was indicated that there are 13 spots on the council in addition to the 2 youth representatives plus the CDC representative.

Gayle Johnson indicated that discussion on the use of the special funds would take place in March. It was also mentioned that there was a need for calendar of information so that events and programs would not conflict.

It was discussed that the Church theme, "Faith Connections" (used for the Annual Meeting), be used for the activities during the rest of the year.

Further discussion took place about the need for the committees to list their inventories and needs so that they can be helped where necessary and that requests can be properly programmed into limited resources. In particular, the Make, Bake, Celebrate time frame for programming requests will be the beginning of March.

Action Items:

The minutes for January 14, 2014 and the January 21, 2014 meetings were approved with the note that the budget that was recommended was not the budget from the Finance Committee. A motion was received along with a second. The minutes were approved as noted with no objections.

The minutes from the February 1, 2014 meeting were carried over.

The Council then took up the discussion of the Worship and Sunday school schedule. Council members Gayle Johnson, Bev Rueckert, and Susan Prosser attended meetings held with the Sunday school teacher, the Worship and Music Committee and the Praise Band. Summaries of the comments were received from those attending as to issues with the Pilot Program schedule. In particular, the Sunday school teachers felt that there was not adequate time for Sunday school.

In particular, the Sunday school teachers felt that there was not adequate time for Sunday school. Attendees at both meetings strongly expressed that they did like the children's message during the worship services.

It was mentioned that some families like to have their children attend Sunday school even though they might not attend a service. If a major emphasis was to be on families, extra efforts should be considered for accommodating the needs of families, especially children.

It was mentioned that there is the need to make adjustments to the time schedule, but it needs to be considered well and not just respond to a deadline. However, it was felt that some time should be given for any revision soon if there was to be some opportunity to demonstrate the schedule before summer.

A variety of alternative schedules were discussed. Each schedule has certain benefits but no "one size fits all" schedule appeared.

Further discussion took place on the components of the services including music types. The elements of traditional and contemporary services were also discussed.

The Council President indicated that more discussion was necessary on the issue. Gayle asked that everyone do some research such as looking at other schedules. She felt it was necessary that a follow-up meeting take place in

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order to stay on track for any changes. After further discussion it was decided that a special meeting would be held on February 18, 2014 at 7:00 pm.

A vote was taken following the motion and second. All were in favor with no one objecting.

The meeting was adjourned at 10:12 pm with the Lord's Prayer.

Next meeting: February 18, 2014

Respectfully submitted,
Bob Burrow, Recorder

Mount Cross Lutheran Church
Church Council minutes
February 1, 2014

Mission Statement: **Rooted in God's grace to joyfully witness and serve.**

Call to order: The meeting was called to order at 1:00 p.m. following the retreat which started earlier that day and involved a discussion on service times and use of special funds.

Members present: : Gayle Johnson, Bev Rueckert, Stan Patscheck, Deborah Goebel, Megan Pitsch, Bob Brundage, Susan Prosser, Tim Schneider, Randy Churchill, Jean Scott, Pastor Erik and Pastor John. Bob Burrow later joined the meeting at 1:50.

Council nominations and appointments: The following appointments were made:

- Lisa Saner was appointed to the Council.
- Barbara Sletten was appointed to the Endowment Committee.

Election of Officers:

- President - Gayle Johnson was nominated by Susan Prosser and elected
- Vice president - Stan Patscheck was nominated by Randy Churchill and elected
- Recorder - Bob Burrow was nominated by Susan Prosser and elected
- Appointment of Treasurer - Tim Schneider accepted and was elected
- Appointment of Financial Secretary - Jenny Christensen was elected

Review of Committees:

It was discussed that not every committee needs a liaison if it has strong leadership.

Randy mentioned that Mutual Ministry would be good to reactivate.

Concerns were expressed that the Budget Committee should be strong because of the issues with budget and potential shortfall of pledges.

Discussion took place whether to not calling a Caring Committee because there is currently no committee.

Personnel committee - Bob Burrow is reviewing how this committee might function.

Property committee always would welcome new members.

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There is need to strengthen the Stewardship Committee especially with budget issues and need for new push for a year-round stewardship committee.

The Worship and Music Committee needs some strengthening as we are trying to arrive at some new times and formats

Does the Vibrant Faith Task Force continue? Susan and Gayle did great job. There is a desire to keep this task force going to help champion the Vibrant Faith process.

Certain committees don't need a liaison since there are Council representatives.

Pilot Program:

The Council reviewed two alternate schedules to the current Pilot Program schedule. A straw vote favored Schedule 1. A further discussion on the alternatives ensued. Schedule 2 was also discussed.

The effect on visitors and families was further discussed as well as how it would further promote vibrant faith issues.

Gayle Johnson was concerned about the issue of Sunday school.

Pastor John felt that it would be good to gage the reaction of the choir and bell choir.

It was suggested that any changes possible be layered in.

The Council reviewed the attendance statistics.

Gayle Johnson asked if there was a motion.

A motion was made in support of adopting Schedule 2 but with an 8:30 start for the first service. The motion received a second. There was further discussion on the motion with regard to service times and content.

Following further discussion, the motion was amended to adopt the Schedule but not with the 8:30 start time. The motion was seconded. The vote was in favor of the amended motion with all in favor except for one no vote.

There was unanimous support not to change the name of the service to "Vintage" service but to leave it as "Traditional" for the time being.

The Council took a break at 3:00 and reconvened at 3:15.

The Council felt that any changes should be reviewed by the Sunday school and music groups to get their input.

It was also felt that there would need to be input and outreach via the newsletter, perhaps by February 28th with a March 1 implementation.

Gayle Johnson planned to meet next Sunday with the Sunday school leaders.

Pastor John would meet with the Worship Committee. Gayle asked that meetings be held with the Music Committee and Pastoral staff.

Use of Special Funds:

The Council discussed the use of the special funds with possible focus on the patio and sanctuary based on the input received earlier today. Randy Churchill felt that a task force be formed to review the input received and to report back including some recommendations.

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A desire was expressed to have rough estimates included. Bob Burrow asked whether this would affect moving forward with the current budget for the position for the Youth Coordinator. Gail asked that the list be kept available for possible activities in the future beyond the existing special funds.

It was felt that the Property Committee, the Finance Committee and the Learning Committee might be involved. Stan Patscheck volunteered to be involved.

Action Plan:

The request was made for everyone to think of ideas as to how further outreach could be made. Discussion took place with regard to personal contact and outreach. Pastor John mentioned that he has the list of families for further outreach.

The meeting was adjourned at 4:00 with the Lord's Prayer.

Next meeting: February 11, 2014

Respectfully submitted,
Bob Burrow, Recorder

Mount Cross Lutheran Church

Church Council minutes
December 10, 2013

Mission Statement:

Rooted in God's grace to joyfully witness and serve.

Call to order: The Christ Candle was lit and the meeting was called to order at 7:05 p.m. by President Randy Churchill.

Members present: Randy Churchill, Gayle Johnson, Susan Prosser, Denise Sobolik, Tim Schneider, John Colby, Deborah Goebel, Herb Holler, Bob Burrow, Scott Fajnor, Bev Rueckert, and Pastor Erik Goehner. Jean Scott was present as the CDC representative.

Devotions: Randy Churchill led devotions.

Caring Conversation: A "template" for a proposed Christmas letter from the council to the congregation was used as a discussion topic of what the council has achieved over the past year.

Bright Spots: Herb Holler reported that as a member of the Budget & Finance committee he was having a hard time seeing any bright spots currently. He also expressed concern over the declining attendance at the contemporary service.

Committee bright spots:

The "Colby Report" was reinstated in September and a yearend report will be given to Pastor John.

The CDC is now on Yelp, a ratings and review website.

The Sunday School Christmas program is Sunday night. All are invited.

The Christmas Concert was wonderful. Good job to all who were involved with it. Service & Missions has a lot going on as usual. There is discussion on how to focus Christmas giving without spreading the congregation thin through all the special end of the year appeals.

The Thanksgiving Eve offering of approximately \$560 was dedicated to the Vieths of Lutheran Bible Translators.

Mt. Cross has received a "Thank You" certificate from the ELCA Malaria Campaign for their generous support of that program. To date, Mt. Cross has given over \$10,000 and ranks in the top 150 ELCA churches (out of over 10,000 churches) in supporting the program.

To date, \$450 in free will offerings has been raised for the Make-A-Wish foundation from the Birthday Bash fellowship event.

The Birthday Bash was a wonderful event with a lot of positive energy generated. Good job fellowship committee!

New Staff Recommendation from Learning Committee: The learning committee recommends that the hiring process be started for a part time position of Children's Ministry Coordinator. The position would be about 20 hours a week and would pay \$15/hour. **It was moved and seconded that the council consider the Learning Committee recommendation to hire a Children's Ministry Coordinator for 2014.** During discussion the duties for this new position were further explained to include the coordination of volunteers, coordination of nursery staff, being in charge of supplies for the children's ministry activities, overseeing Sunday School and special events. It was also emphasized that the person in this position needs to be a delegator of the various duties and not the person responsible for actually carrying out all of the duties. Given the current budget concerns, there were also questions as to whether we could afford to staff this position. That questions remains to be determined by the Budget and Finance committee after the council decides whether or not to move forward with the position. **The vote was called for and the motion passed with 1 abstention.**

Vibrant Faith: A brainstorming activity was held to get input from the council members of ideas on how to use the donation from the Holk Family Trust. The ideas from this session will be grouped into categories and brought to the next meeting for ranking.

Reporting:

Pastor John's Report: Pastor John was not able to attend this council meeting due to a prior commitment. His full report can be seen online at www.mountcross.com/john-c.htm

Pastor Erik's Report: Pastor Erik gave 2 quick examples of how Mt. Cross is continuing to touch lives. A former high school student has resumed coming to Sunday services and when approached by Erik about possible volunteer opportunities, offered to join all of them! The second story involved a man with developmental disabilities who was being served through the home communion ministry. When he passed away last fall, Pastor John officiated at his graveside service. The church has recently learned that the man left a \$10,000 gift to the church in his will. These stories show that we can never underestimate the impact we may have on an individual's life or the importance of the seeds that are planted in our youth.

A full report from Pastor Erik can be seen online at www.mountcross.com/erik-c.htm .

President's Report: Due to time constraints, the president deferred his report until the next meeting.

Treasurer's report—Tim Schneider reported the preliminary numbers for giving are much closer to being on par

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with the pledged amounts and that expenses continue to be under budget. For the past several years, there has been an anonymous end of year stock donation of about \$10,000 that has gone into the general fund. To date this gift has not been received.

Regarding the hiring of someone to move furniture in the PLC and Luther Hall for church events, the church will need to pay Workman's Comp insurance for this person. The premium will be about \$230 a year for this position. It was moved and seconded that someone be hired for set-up and take down of Luther Hall and the Parish Life Center for church events and that this person be covered under Workman's Comp insurance. During discussion it was questioned whether the money has been budgeted in the 2014 budget and whether there should be a separate category for this position in the budget. The Budget & Finance committee will follow up with these questions. The CDC will actually be hiring the person and the church will reimburse the CDC for their pay. For now, the office manager will be the point person for requests of set-up/take down.

The original motion was amended to add that the church will be reimbursing the CDC for the set-up services. The amended motion passed unanimously.

The treasurers reports are available online at <http://www.mountcross.com/balance-c.pdf>
<http://www.mountcross.com/compare-c.pdf> <http://www.mountcross.com/budget-c.pdf>

Update/feedback on the new schedule implementation: There is one more week remaining for surveys to be turned in. Handouts were given to the council members and they were asked to look over the survey responses and then provide feedback in the categories of: goals accomplished, proposed modifications, and unmet goals/continuing needs. This information is requested to be back at the church office by the first of the year.

Process for hiring non-called staff: Bob Burrow has met with Pastor John, Randy Churchill and the personnel committee to look at the current procedures and policies. Some questions to be addressed in this process include: who does the job evaluations, who sets the compensation and how grievances are addressed.

Presentation of 2014 draft budget: A packet was given to all council members with the draft budget. The pledged income amount is down from last year even though the number of pledges received was the same and based on past year's draft budget shows a shortfall of \$110,555. There was lengthy discussion on the budget. Where can expenses be trimmed? How can income be increased? Alert the congregation to this situation and while not being alarmist, suggest they prayerfully reconsider their pledges. Any and all suggestions/revisions should go to the B&F committee ASAP so they have time to make revisions before presenting the budget at the next council meeting.

Leadership Retreat: The retreat will be a full day event and it was suggested that the day end with spouses being invited to attend a dinner with the council members. There will be further discussion at the next council meeting.

Action Items:

Approval of minutes: It was moved and seconded that the minutes from the November 12, 2013 meeting be approved. The motion carried.

Annual Meeting: The annual meeting will be on 1-26-14 with a potluck dinner to follow. The council members are being asked to help organize the event.

Approval of the contract for upgrading the church website: It was moved and seconded to approve Pastor Erik's request for approval of a \$2700 contract, to be paid in 3 installments, for the upgrading of the church website. During discussion, it was mentioned that this might be a good place to use some of the money recently donated by Richard McMurry. After discussion, the motion was amended and seconded to increase the budget by \$2700 in the appropriate account to pay for the website upgrade contract with the treasurer determining the appropriate account. The motion and amended motions both passed unanimously.

The meeting was adjourned at 9:40 p.m. with the Lord's Prayer.

Next meeting: January 14, 2014

Devotions—Megan Pitsch

Body of Christ Report/Bright spots—Sean Rose

Respectfully submitted,
Denise Sobolik, recorder

Mount Cross Lutheran Church
Church Council minutes
11-12-13

Mission Statement: **Rooted in God's grace to joyfully witness and serve.**

Call to order: The Christ Candle was lit and the meeting was called to order at 7:05 p.m. by President Randy Churchill.

Members present: Randy Churchill, Gayle Johnson, Stan Patscheck, Susan Prosser, Denise Sobolik, Tim Schneider, John Colby, Herb Holler, Bob Burrow, Megan Pitsch, Sean Rose, Scott Fajnor, Bev Rueckert, Pastor Erik Goehner and Pastor John Soyster. Jean Scott was present as the CDC representative. Melissa and Gordon Henry were present as well.

Devotions: Tim Schneider led devotions.

Caring Conversation: Council members sat in pairs and discussed what dreams they have had that have come to pass.

Bright Spots: John Colby reported hearing comments both that the new service schedule is “too early” and “too late” but all agree it is nice to have a fuller service. There were also conflicting reports about the amount of time in between services. Some thought there was too much time others thought there was not enough time.

Committee bright spots:

The fellowship committee is “ecstatic” that so far over 100 people have signed up to attend the Birthday Bash potluck dinner.

Budget & Finance committee reports that the budget process is underway; however, they still need salary updates from the Executive Committee and Personnel Committee.

The learning committee has scheduled a conference call with Jim LaDoux next week to review their staffing concerns and questions.

The Service and Missions committee has a full page of accomplishments!

Thrivent Choice Dollars: Melissa Henry spoke to the council about Thrivent Choice Dollars. Last year, Mt. Cross received over \$3000 from TCD and so far this year has received over \$4000, however, there is no designation in the church budget for this money. Currently, it just goes into the general fund and is used to cover expenses. It is felt that if a separate line item is added to the budget for this money and it is used for special projects, more people may be inclined to donate their TCD to Mt. Cross. After discussion, it was decided that the Budget and Finance committee would report back to the council at the December meeting about how the money was spent in the past, what the projection is for future donations, and the possibility of creating a separate line item in the budget for this money.

Vibrant Faith: Vibrant Faith has been going on at Mt. Cross for just over a year now and it is time to begin the

Church Council Meeting Archived Minutes

process of evaluating VF and discussing where we go from here. After watching a short video called “When you thought I wasn’t looking” the council was given a handout to complete that asked the questions “what has been accomplished with VF” and “what has yet to be accomplished”. Council members were given a few minutes to complete the questions on their own, then the answers were shared in small groups and ultimately with the whole council. These answers will provide information and direction as we look at where to go from here with Vibrant Faith.

Reporting:

Pastor John’s Report: Aside from the full report on the website, Pastor John asked the council to begin considering whether or not it is too early to start planning for the church’s 50th anniversary.

A full report from Pastor John can be seen online at www.mountcross.com/john-c.htm

Pastor Erik’s Report: Pastor Erik recently had the opportunity to officiate at the wedding of a former confirmation student! He mentioned a Bright Spot from talking with a family that considers Mt. Cross their home church although they do not come to Sunday services. They have children in the CDC and attend VBS... Pastor Erik is working with other Lutheran pastors in the area to see about the possibility of opening some sort of Fair Trade Store or network in the area. More information on that idea as it progresses. Erik and Desta have been asked to lead a retreat at El Camino Pines on January 10-12, 2014. In asking for the council’s permission to be gone from our campus that Sunday, he received an enthusiastic response that it was felt this would come under community outreach from our church and while we were thankful he asked for “permission” as long as the other pastor was ok with his absence we fully supported him.

A full report from Pastor Erik can be seen online at www.mountcross.com/erik-c.htm .

President’s Report: Randy reported that he had met with a general contractor about their possibly doing furniture moving for the church in the CDC, PLC and sanctuary when we have large events. The contractor was not able to take on this job, but suggested we follow up with our janitorial contractors and see if they would be willing/able to do these jobs. That will be done and information will be passed to the council

There is the possibility of our setting up a YouTube account so we can post sermons, Sunday services... This was seen as a possible big boost to the home ministry.

Randy would like to see the Mutual Ministry team reactivated by next year’s council.

The council was also urged to closely examine how they can help the CDC, either emotionally or financially.

After a recent request to serve alcohol after a funeral service, it was felt that the council may need to revisit the alcohol policy in the near future.

Reminder—annual reports need to be in by 1-1-14.

There was a question regarding the publishing of the Executive Committee minutes. They are currently not posted due to confidentiality concerns, however, there are limited times when confidentiality is an issue and at those time, redacted minutes could be posted. The EC will discuss this further.

Treasurer’s report—Tim Schneider reported that the trends with giving and spending are continuing as usual. We are currently about \$30,000 behind on giving. In order to inform the congregation of this shortfall and hopefully increase giving, notices about the financial situation will be placed in the Grapevine and bulletins.

The treasurers reports are available online at <http://www.mountcross.com/balance-c.pdf>
<http://www.mountcross.com/compare-c.pdf> <http://www.mountcross.com/budget-c.pdf>

Update/feedback on the new schedule implementation: A draft version of an evaluation form was available online for council members to review. The questions on the evaluation are all based on the goals that were set for the pilot program. The council discussed the questions being posed and also how the evaluation would be disseminated to the congregation. There will be a variety of formats available for people to receive and respond to the evaluation. After discussion and hearing no objections from the council members, it was decided that the evaluation process would begin as soon as possible.

Process for hiring non-called staff: Bob Burrow has met with Pastor John to begin this process. They hope to have a draft available to share at the next council meeting.

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Stewardship Update: The baskets have all been returned and there was about a 60% response rate. The preliminary giving numbers can be found in Pastor John's report.

Nominating Committee: The committee has begun their process. An update of their work is available on the web site.

Leadership Retreat: The council was asked how many would be willing to attend an overnight leadership retreat in February. There was no clear response or "mandate" so the Executive Committee will continue to work on this.

Action Items:

Approval of minutes: The minutes from the October 8, 2013 were approved as written.

Annual Meeting: The annual meeting will be on 1-26-14 with a fellowship event to follow the meeting. The council was asked if they agreed with the idea of having the council be in charge of the meeting and fellowship. There was agreement for having the council take leadership on this event. A "chairperson" will be determined at a later date.

Consolidation of memorials & legacy giving under Endowment: The council was asked to consider having the Endowment committee act as guardian of the memorial funds and to be in charge of the legacy giving campaign. The monies would be kept separate, but the committee members would have oversight of the memorial money as well as the endowment fund. **It was moved and seconded that the Endowment committee members would also serve as an oversight committee for the memorial funds and legacy giving. The motion passed.**

Approval of contract to update the church website: The church website has not been updated for at least 4 years. The council was asked to consider approving a contract to update the website. These updates might include switching to a new server with a larger capacity, possible online donations and videos. The contract amount is for \$1350. Although there was consensus that the update was a good idea and the price was more than fair, there was concern as to whether the technology committee had been asked to participate in this process and where the money was to come from. This is being referred back to the Technology committee and the communications task force for further review and recommendations.

Budget request: It was requested that the council approve the inclusion of \$6250 into the budget request for VF in 2014. The emphasis next year for VF will be on providing resources and support to households in their faith formation. **It was moved and seconded that the council recommend to the Budget & Finance committee a budget request in the amount of \$6250 for Vibrant Faith. The motion passed with 1 opposing vote.**

A second budget request was made that would recommend the Budget & Finance committee add a new line item into the budget for the church council and initially fund that line with \$2000. These funds would be used to cover the expenses when the council hosts congregational activities. **It was moved and seconded that the council recommend to the Budget & Finance committee the inclusion of a new line item in the 2014 budget for the church council and that the line item initially be funded with \$2000.** During discussion, the question was raised as to how the figure of \$2000 was arrived at. Since this is a new line item, there is no history to look back at, however, looking at some of the activities the council did host last year, it was felt that \$500 per event was a reasonable amount. There was also discussion as to whether the council should be taking on so many additional responsibilities and if that might be scaring off potential council members. **The motion passed unanimously.**

Brainstorming activity for the use of the Holk memorial funds: Due to time constraints, this item was deferred to the next meeting.

The meeting was adjourned at 9:15 p.m. with the Lord's Prayer.

Next meeting: December 10, 2013

Devotions—Randy Churchill

Body of Christ Report/Bright spots—Herb Holler

Respectfully submitted,
Denise Sobolik, recorder

Mount Cross Lutheran Church
Church Council minutes
October 8, 2013

Mission Statement: **Rooted in God's grace to joyfully witness and serve.**

Call to order: The Christ Candle was lit and the meeting was called to order at 7:00 p.m. by Vice President Gayle Johnson.

Members present: Gayle Johnson, Stan Patscheck, Susan Prosser, Denise Sobolik, Tim Schneider, John Colby, Deborah Goebel, Herb Holler, Bob Burrow, Megan Pitsch, Sean Rose, Pastor Erik Goehner and Pastor John Soyster. Jean Scott was present as the CDC representative.

Devotions: Herb Holler led devotions.

Caring Conversation: A “free association” discussion on a master serving a slave.

Bright Spots:

Committee bright spots:

The personnel committee is working on the organization for the hiring process.

The learning committee reports a good group of energetic people signed on for Sunday School.

Budget & Finance will be asking for budget requests from committees.

The property committee has purchased and will be installing a new covering for the patio “tent” structure.

The youth report that Josh & Jeremy Graziani are great Sunday school teachers for the high school group.

The endowment committee reports that 10-12 families have worked with a consultant to set up legacy giving.

Service & Missions reports that a small group from Mt. Cross will be going to Tijuana, Mexico to build a house. They are thankful for gifts from the congregation that help to make this trip possible. Also, the new coffee cart is being consistently well attended.

And—several church members helped out on Coastal Cleanup Day to clean the Channel Islands harbor and the baranca in Camarillo.

The CDC reports having great energy and excitement among the board members. There will be a CDC Open House on 10-20-13. All are invited and encouraged to attend.

Worship & Music reports that the new service schedule seems to be going well. The new Praise Band Director is bringing good energy to the band as well.

Church Council Meeting Archived Minutes

Vibrant Faith: So far in the VF process, for Goal #1, developing leadership, most of the emphasis has been on having the council develop leadership skills. It is felt that now it is time to shift the focus and begin to plan other leadership activities. The annual leadership retreat held at the beginning of the year may undergo a format change next year to accommodate that shift in focus. What the new format may be is still under discussion by the Executive Committee.

Another item from the initial VF report that needed attention was marketing and communications. The council was provided with a copy of the “Communications Audit” prepared by Jim LaDoux for their review. One item of note was that we need to be sure there is consistency of terms between all of our forms of communication. We will be starting to look at the church communication tools and ask the questions: “Who are they intended for?” “What needs to be communicated?” And “Is it being communicated?” It was proposed that an ad hoc committee be formed to help with formatting and overseeing the communications.

The stewardship baskets are being prepared to send out and VF mealtime prayer cubes are being included for households that may not have received one yet.

VF and Learning--- Beverly Ruckhert and Gayle Johnson recently attended a workshop and came back with a lot of new ideas and insights. Some of those ideas included: the church needs to be good for the WHOLE community. This may mean cross generational or intergenerational activities. Another positive thought was the reminder that most people do not leap into new things. Most people shuffle and that is ok—as long as they keep going!

The VF contract will be concluded at the end of February 2014. There was discussion on whether to renew the contract or go to “ala carte” services. A decision needs to be made so that it can be budgeted for in the upcoming budget process. Before any decisions are made, we need to look back at what has been achieved in the last year. What is different about our congregation now? What else needs to take place? Council members were asked to think about these questions and to take them to their various committees for feedback as well.

Reporting:

Treasurer’s report—Tim Schneider reported that the preliminary numbers for September continue as in previous months. Pledged and loose plate incomes are slightly ahead of budget, while the lag in non-pledged giving is starting to increase. However, expenses continue to be below budget so overall things are ok for the time being.

A request by the property committee for an additional \$5000 to their budget to cover unexpected expenses was approved however, they still need an additional \$800. The question was raised as to where that money should come from. The Budget & Finance committee recommended the money come from the unused money from the children’s ministry position. However, the learning committee was wary of their fund being used as a “contingency” fund. The matter is being referred back to the B&F committee.

The church needs to make a selection for the new Portico insurance plan before 10-14-13. The “Gold Plan” is the one that is the most comparable to the current plan, although it does have slightly higher premiums and co-pays. **It was moved and seconded that the church opts for the Gold Plan with Portico. The motion passed unanimously.**

The treasurers reports are available online at <http://www.mountcross.com/balance-c.pdf> <http://www.mountcross.com/compare-c.pdf> <http://www.mountcross.com/budget-c.pdf>

Pastor Erik’s Report:

A Fun With Faith assistant has been hired. Jessica Webster is a CLU student. She will be paid per event. She was the FWF assistant last year and did some activities over the summer as well.

The office staff is trying out a new email service. It is a free service called Mail Chimp that includes some templates and formats.

Pastor Erik posed as a question for consideration what some of the different ways of measuring involvement and church connections might be. Instead of just looking at how many people are on site on Sundays, it might be better to look at how many are there in total during the entire week. It might also be good to look at involvement in offsite activities.

A full report from Pastor Erik can be seen online at www.mountcross.com/erik-c.htm .

Pastor John's Report:

Newly revised Time & Talent sheets were passed out for council members to review. They will be going out in the stewardship baskets.

Pastor John would like the Thanksgiving Eve offering to be designated for Lutheran Bible Translators, Rob and Eshinee Veith. It was moved and seconded to designate the Thanksgiving Eve offering for Lutheran Bible Translators, Rob and Eshinee Veith. The motion passed unanimously.

A full report from Pastor John can be seen online at www.mountcross.com/john-c.htm .

Executive Committee Report: The new Sunday morning schedule seems a bit rushed to the Sunday school staff and teachers but there is good energy.

An email has been received from a church member regarding Mt. Cross's position on Bound Conscience. The email requested that a committee be formed to see what the feeling of the congregation is toward a Bound Conscience position. The Executive Committee is recommending that no action needs to be taken on this request based on previous council discussions on the topic.

The church is still working to get a "furniture wrestler" to move furniture around in the preschool area before and after church events that use that space.

As of the last EC meeting, no comment cards regarding the new Sunday schedule had been received. The transition after the 1st service is still a difficult transition, but staff is working to make it an easier transition. The next step is to move to active solicitation of input regarding the new schedule. We should remind the congregation why we made the changes and ask if we are succeeding.

A flow chart has been created to outline the process for hiring non-called church staff. It was handed out to the council members for review. Bob Burrows will continue to work with Pastor John on this.

Learning Committee: There is a discussion underway about hiring a part time staff person to assist with VBS, Fun With Faith, Sunday School, Family Faith Nights... The committee is not ready to formally request a position at this time. They will be discussion this further with Jim LaDoux during a conference call. There is a definite need for more volunteers and someone to be in charge behind the scenes.

CDC Report: There is concern over the low enrollment in the CDC. At the October meeting, the staff discussed how they might be able to extend the CDC hours to better meet the changing needs of the community. They will go more into depth on this topic at the November meeting.

Budget & Finance Committee: The generous contribution from the Holk memorial has still not been spent. There needs to be a project or projects for this money to be used on. Please check with your committees for possible ways they might have of putting the money to use.

Property Committee: The property committee thanks the council for the increase in their budget to cover the unexpected repairs around the church.

Welcome Committee: There is a need for help with the visitations to potential new members each week. There are currently only a few people helping out with this so the council members are being encouraged to help out with calling visitors and welcoming them to Mt. Cross.

Action Items:

Approval of minutes: The minutes from the September 10, 2013 were approved with the correction from the Youth report that the high school group will not be attending a "mini national youth gathering" but the Western States Youth Gathering.

The minutes from the August 6, 2013 and August 13, 2013 meetings were approved as written.

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Nominating Committee: Someone is needed to contact the nominating committee to alert them to start their meetings. Gordon Goebel will contact the committee. Pastor John will contact the council members with expiring terms to see about their willingness to continue serving on council.

Miscellaneous items:

Craig Selbrede, son of Keith & Diane Selbrede, has been diagnosed with stage 4 throat cancer.

There have recently been 3 memorial services at the church.

There is a long list of members with prayer concerns.

Scott Fajnor is home tonight with his wife who is recovering from surgery.

The council is asked to keep all these people in their prayers.

The meeting was adjourned at 9:00 p.m. with the Lord's Prayer.

Next meeting: November 12, 2013

Devotions—Tim Schneider

Body of Christ Report/Bright spots—John Colby

Respectfully submitted,
Denise Sobolik, recorder

Mount Cross Lutheran Church
Church Council minutes
September 10, 2013

Mission Statement: **Rooted in God's grace to joyfully witness and serve.**

Call to order: The Christ Candle was lit and the meeting was called to order at 7:00 p.m. by President Randy Churchill.

Members present: Randy Churchill, Scott Fajnor, Gayle Johnson, Stan Patscheck, Susan Prosser, Denise Sobolik, Tim Schneider, John Colby, Bob Burrow, Megan Pitsch, Sean Rose, Pastor Erik Goehner and Pastor John Soyster. Jean Scott was present as a CDC representative.

Devotions: Megan Pitsch led devotions.

Caring Conversation: What is one of the most difficult choices you have ever had to make?

Bright Spots: Tim Schneider spoke with 1 person who expressed pleasure with the flexibility of the congregation in trying new things (new schedule!).

Committee bright spots:

The learning committee has done a lot of preparation for the new schedule and is hearing positive remarks about the new schedule.

The Lifelong Learning Catalog given out on Rally Day was well received.

A dinner was held last Sunday to kick off the new Sunday School year and for orientation to Sunday School. There was good attendance at the dinner.

We have a chairman for the Stewardship Committee (Keith Selbrede)!!!

Vibrant Faith: The revised Covenant, worked on at the last meeting, was presented to the council for discussion. The intention is that this covenant will be signed yearly by all council members. It was also felt it would be a good idea to give potential council candidates a copy of the covenant prior to their accepting the nomination so they will know what is expected of them. The only suggested revisions were grammatical revisions. **It was moved and seconded to adopt the covenant as revised. The motion passed with 1 abstention.** The covenant will be in the church office for signing.

There was discussion of making better use of the Taking Faith Home bulletins and the creation of Faith Boxes for each family. There was a suggestion that maybe some of these ideas could be incorporated into the stewardship baskets.

There was a general discussion on how the presentations for the new schedule went. There was a consensus that the overall feeling about the change is positive. People have expressed a “willingness to try” the new schedule.

Reporting:

Treasurer’s report—Tim Schneider reported that there is a change to the benefits package offered to church employees (currently only the 2 pastors). Instead of only 1 plan offered, there will now be 4 plans offered. The church has until mid-October to make a choice on a new plan. The plan would not go into effect until next year, so any premium increases... would not be reflected in this year’s budget. The Budget & Finance committee has made a recommendation that the Personnel Committee look into the various plans and choose one based on the needs of the pastors. Randy Churchill (Personnel chairman) will call the committee together for this matter and bring it back to the council at the next meeting.

The preliminary August numbers show that the pledged amounts are keeping up with what was budgeted but the non pledged amounts are lagging behind. The expenses continue to be below budget.

Due to a bank merger, the church is currently being charged a monthly service fee for their checking account. Alternative banks are being looked into and it is probable that in the near future the church will change banks.

With a newly hired secretary, the church is down one signer for checks. The Budget & Finance Committee recommends that the new office manager, council President, council Vice president and treasurer be made signers for the checking account. **It was moved and seconded that Council President Randy Churchill, Vice President Gayle Johnson, Treasurer Tim Schneider and office manager Sheri Groenveld be authorized to sign checks for the church. The motion passed.**

The church has had 3 Visa cards for personnel use. Both pastors have a card and the card that Marilyn Gardner used has been canceled. **It was moved and seconded to authorize Sheri Groenveld to have a Visa card to use for church expenses.** During discussion the question was raised as to whether Sheri is bonded. She is not, but the church insurance policy does have for officers and employees loss coverage. **The motion passed.**

The treasurers reports are available online at <http://www.mountcross.com/balance-c.pdf>
<http://www.mountcross.com/compare-c.pdf> <http://www.mountcross.com/budget-c.pdf>

Budget & Finance Report: Herb Holler reported that the property committee has sent a memo to the B&F committee requesting an increase in their budget. Due to unusually high maintenance and repair costs, they have exhausted their budget. They are requesting an increase of \$5000, from \$9000 to \$14000. The B&F committee agrees with the request. **It was moved and seconded to approve a \$5000 increase to the property committee budget.** During discussion, the question was raised as to where this money was going to come from. After discussion, the **motion was amended to approve taking the \$5000 from the property committee designated funds. The motion passed.**

There have been 2 monetary gifts given to staff members who have left their positions (Caroline Hobbs and Marilyn Gardner). The B&F committee recommends that the money for those gifts be taken from the Children’s Ministry budget line, since that money has been virtually untouched all year. **It was moved and seconded to take the money for monetary gifts for Caroline Hobbs and Marilyn Gardner from the Children’s Ministry budget line. The**

motion passed.

The B&F committee is starting the process to create a new budget for next year. Notices will be going out to the committees asking for their budget requests.

Pastor Erik's Report:

Welcome to Hannah Tasker as the new Praise Band leader.

The former Crossbeams group, now called 3D is going well and attracting people from outside Mt. Cross. He is also seeing people make good personal connections during the group time.

A full report from Pastor Erik can be seen online at www.mountcross.com/erik-c.htm .

Pastor John's Report:

Welcome to Sheri Groenveld as the new church secretary.

A full report from Pastor John can be seen online at www.mountcross.com/john-c.htm .

President's Report: Randy reported that he is working on restarting the Mutual Ministry Committee.

Fellowship Committee Report: The committee would like to advertise church wide events in the local Acorn newspaper. Is prior approval needed? Are there any restrictions? No to both questions, but they should check with the Welcome committee to make sure there is not double coverage. It was also suggested to use a "press release" instead of an ad for free advertising!

CDC Report: Jean Scott reported that the CDC has started in on their new school year. The registration is currently low (81 vs. ~118 in the past) and staff hours have been cut. They are offering referral incentives to try and boost enrollment. They are also selling T-shirts and e-script as fundraisers. Back to school night is October 20 and all council members are invited and encouraged to attend. During discussion, the question was raised as to whether the CDC is meeting the needs of the church and the community and also how the church can help and support the CDC. Jim LaDoux from Vibrant Faith has spoken with the CDC director and the pastors will be talking with him more about the CDC during their next conference call.

Youth Report: Megan Pitsch reported that the Sunday morning high school class will be changing their format. Each Sunday of the month will be held in a different spot with one Sunday possibly having an evening meeting instead of the morning meeting.

The tentative plans for the next summer trip are to attend a mini national youth gathering in Thousand Oaks and then take a second trip camping on the Channel Islands.

Miscellaneous: The question was raised about reminder postcards regarding the new worship schedule and whether the new secretary knows about mailing them out. Both Pastor John and Susan Prosser will follow up with Sheri to make sure the postcards get mailed out.

Action Items:

Approval of minutes from the August 6th, 2013 council meeting: It was moved and seconded to approve the minutes from the August 6, 2013 council meeting. The motion carried.

Approval of minutes from the August 13th, 2013 council meeting: It appears that the minutes from this meeting were never posted to the web site. Denise will make sure they get posted and they will be approved at the next meeting.

The meeting was adjourned at 9:05 p.m. with the Lord's Prayer.

Next meeting October 8, 2013

Devotions—Herb Holler

Body of Christ Report/Bright spots—Randy Churchill

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Respectfully submitted,
Denise Sobolik, recorder

Mount Cross Lutheran Church
Church Council minutes
August 6, 2013 [August 13 minutes are below]
Mission Statement:
Rooted in God's grace to joyfully witness and serve.

NOTE: This meeting was held in place of the Executive Committee meeting regularly held on the 1st Tuesday of the month. The council will meet again next Tuesday (their regular meeting night) as a Vibrant Faith committee to focus solely on Vibrant Faith matters.

Call to order: The Christ Candle was lit and the meeting was called to order at 7:02 p.m. by President Randy Churchill.

Members present: Randy Churchill, Scott Fajnor, Gayle Johnson, Stan Patscheck, Susan Prosser, Bev Rueckert, Denise Sobolik, John Colby, John Stava and Pastor John Soyster.

Devotions: Denise Sobolik presented a multi-media devotional.

Bright Spots: Bev Rueckert had a long conversation with a family about their bright spots for the congregation. They said that they love the church, the Bible studies and the sermons. However, they reported feeling very stressed and conflicted by having their elementary age children at the service and not feeling able to fully concentrate on the service. They would like to see the service structured differently or have other possibilities for the children that might alleviate having to juggle the needs of the children versus listening to the sermon. They also expressed a strong desire for more in depth Bible learning for the children.

Vibrant Faith: Vibrant Faith was not addressed at this meeting since it will be the sole focus of the meeting next week.

Reporting:

Treasurer's report—Tim Schneider was not able to attend this meeting. Randy reported that he does not know of any significant concerns the council should be aware of. The treasurers reports are available online at <http://www.mountcross.com/balance-c.pdf> <http://www.mountcross.com/compare-c.pdf> <http://www.mountcross.com/budget-c.pdf>

Pastor Erik's Report: Pastor Erik is on vacation with his family and was not able to attend this meeting. A full report from Pastor Erik can be seen online at www.mountcross.com/erik-c.htm .

Pastor John's Report: Pastor John reported that:

- When Bob Burrow was appointed to the council at the last meeting, he was also made a CDC liaison. However, the CDC has appointed a liaison from their board to the council, so a new position will need to be found for Bob. Pastor John and the Executive Committee will follow up with Bob on this matter.
- A full report from Pastor John can be seen online at www.mountcross.com/john-c.htm .

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Praise Band Leader Search Committee: John Stava reported that a committee is in place and a meeting is pending. However, in the meantime, a potential candidate has become available for the position. She was vetted during the original hiring process, but was unable to take the job at that time. She is now available to take the job and is interested in being considered for it. John has spoken with several band members, and they enthusiastically endorse this person for the position. The search committee will convene and meet ASAP in order to make a recommendation to the personnel committee and hopefully move the hiring for this position forward quickly.

Church Picnic update: Susan reported that progress continues in the planning for the service in the park and picnic after the service on August 23rd at Bob Kildee Park. There will be a variety of activities for all ages as well as opportunities for outreach activities and faith formation activities.

Action Items:

The church is currently experiencing plumbing problems and there is no water available on site until the problem is fully corrected. The cost will likely run over the \$1000 limit requiring council approval, but the exact amount is not known at this time. It was moved and seconded to approve the property committee's repair of the water line/pressure regulator no matter what the cost. The motion carried.

Approval of minutes from the July 9, 2013 council meeting: It was moved and seconded to approve the minutes from the July 9, 2013 council meeting. The motion passed.

Hiring of the new church secretary: Denise was excused from this portion of the meeting since she is a candidate for the position under discussion. Gayle Johnson took minutes during this discussion. It was moved and seconded for the position to be offered to the one applicant the personnel committee recommends. The motion passed.

Regarding the benefit package to be offered to the new employee: It was moved and seconded that the church offers a benefit package through the ELCA for the employee only. The motion passed.

It was moved and seconded that if the employee declines the health package, the church will add an amount to the salary in lieu of the benefit. The motion passed.

It was moved and seconded that if the employee wants to add their family to the health benefits package it will be at their own expense. The motion passed.

Regarding the job title: It was moved and seconded that the title for the job will stay as Secretary/Office Manager. The title can be revised with the personnel committee in the future. The motion passed.

Worship & Sunday School Schedule changes: The council members were presented with a letter being proposed to be sent out to all church members immediately, if approved by the council. There was discussion as to what the Sunday school time is going to look like. There are general ideas being worked on for that, but it will continue to be a work in progress. It was noted that the letter lists the time for the contemporary service as 10:45-11:30 -- a 45 minute service as opposed to the full hour service that was voted and approved on by the council. There was a consensus among the council members that the worship service time should stay at 1 hour. It was moved and seconded to approve the letter presented to the council with the change in the schedule for the contemporary service to 10:45-11:45. The motion passed.

Rally Day: For a variety of reasons that make sense for this year, we will have 1 Rally Day on Sept. 8th between services. We can resume the multiple Rally Days next year if we want.

The meeting was closed at 9:00 p.m. with the Lord's Prayer.
Next meeting August 13, 2013 --- The council will meet as a Vibrant Faith Committee
Next *regular* council meeting: September 10, 2013
Devotions—Megan Pitsch
Body of Christ Report/Bright spots—Tim Schneider

Respectfully submitted,
Denise Sobolik, recorder

Mount Cross Lutheran Church
Church Council minutes

August 13, 2013

Mission Statement:

Rooted in God's grace to joyfully witness and serve.

NOTE: This meeting was held primarily for Vibrant Faith matters. A few business items were taken care of before starting on Vibrant Faith.

Call to order: The Christ Candle was lit and the meeting was called to order at 7:00 p.m. by President Randy Churchill.

Members present: Randy Churchill, Gayle Johnson, Susan Prosser, Bev Rueckert, Denise Sobolik, Deborah Goebel, Bob Burrow, John Colby, Megan Pitsch, Pastor Erik Goehner and Pastor John Soyster.

Devotions: Susan Prosser gave the devotion.

Praise Band Leader: Based on a recommendation from the Praise Band Leader Search Committee, it was moved and seconded that Mt. Cross hire Hannah Tasker to serve as the director of the Contemporary Worship Service Praise Band, effective immediately, and that the terms of her employment be outlined in an appropriately revised Employment Agreement. During discussion, it was noted that this has not gone through the Personnel Committee, but since time is of importance to get the position filled, we just need to be sure that all the appropriate paperwork is completed correctly. The motion passed.

Praise Band Leader Pay: Based on a recommendation from the Praise Band Leader Search Committee, it was moved and seconded that Mount Cross pays Hannah Tasker a salary of \$1,000 a month. During discussion, it was noted that the previous PBL received an annual salary of \$9300. It was felt that the extra money was not out of line with the job description and amount of work required for the job. There was also discussion that the contract provided to Hannah should be worded in a general way to allow for flexibility in the event we change the format of the Contemporary service at a future date. The motion passed.

New Secretary Benefits vs. Pay: Due to an error in the way the previous secretary's contract was read, at the last council meeting, the council voted to allow the new secretary to either take benefits or receive an additional \$4000 a year in pay. There was an action taken by the council several years ago that provided the secretary position would be eligible for benefits but not for extra money if they benefits were declined. The council therefore needs to amend the motion that was passed at the last meeting. It was moved and seconded that the church pay all the insurance costs (self only, not family) for the secretary position, however, if the secretary declines the benefits, there will be no additional pay. The motion passed with 1 abstention.

Vibrant Faith:

Reminder to all council members: Sunday the 18th, after both services, there will be a presentation in the PLC on the new service schedule that will be starting on 9-15-13. All members are encouraged to attend at least one presentation and answer questions if they are able or take notes and pass along comments/questions to the Pastors.

Reminder: There will only be 1 Rally Day this year. It will be on September 8th.

Does the council need to have 2 meetings again in September? After discussion, it was decided to only have 1 meeting, on the regular second Tuesday, but to try to keep business items short and quick to allow more time for VF.

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The remainder of the meeting time was spent reviewing the Church Leaders Responsibilities, Covenant and Expectations. Susan Prosser will provide an updated form for the council to sign at the next meeting based on the comments from the meeting tonight.

The meeting was adjourned at 8:45 p.m. with the Lord's Prayer.
Next meeting September 10, 2013 ---
Devotions—Megan Pitsch
Body of Christ Report/Bright spots—Tim Schneider

Respectfully submitted,
Denise Sobolik, recorder

Mount Cross Lutheran Church
Church Council minutes
July 9, 2013

Mission Statement:
Rooted in God's grace to joyfully witness and serve.

Call to order: The Christ Candle was lit and the meeting was called to order at 7:05 p.m. by President Randy Churchill.

Members present: Randy Churchill, Scott Fajnor, Deborah Goebel, Gayle Johnson, Stan Patscheck, Susan Prosser, Bev Rueckert, Denise Sobolik, Tim Schneider, John Colby, Bob Burrow, Pastor Erik Goehner and Pastor John Soyster.

Appointment of new council member: It was moved and seconded to appoint Bob Burrow as a member of the church council for the remainder of the term that was vacated at the last meeting. Bob will also serve as the CDC liaison. The motion passed.

The council members sang Happy Birthday to Pastor John.

Devotions: Bev Rueckert led devotions with a great demonstration of "holy" Christians and how we gain strength as a team working together.

Caring Conversation: Pastor John had the council break apart into groups of 3 or 4 and discuss favorite times on family vacations when the family was drawn together.

Bright Spots: Susan Prosser spoke with 1 person about their bright spots for the congregation. They reported being happy with both pastors and the good sermons. They like most of the music and enjoy the fellowship between services and would like the 2 services to remain after summer. They expressed a need for an Altar Guild Handbook in the sacristy. Denise replied that there is currently one in the sacristy but she will make sure it is placed out more noticeably.

Committee bright spots:

- R 5 new communion ministers have been commissioned
- R \$1700 was raised by service and missions. Half of the money will go to Holy Trinity Church in New Jersey for disaster relief and half will go to Oklahoma for tornado relief.
- R 9 men were at the Tuesday morning Bible Study (a new record!)

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- R Fellowship has enjoyed the help from the various committees for summer hospitality.
- R Having tables and chairs on the patio enhances people lingering and talking more.
- R 2 new families joined the congregation last Sunday. Both are from the CDC.

Vibrant Faith: The goal for the meeting tonight was to adopt a new Mission Statement, Core Values, “Elevator Speech” and Tag Line. Pastor John started the process with a brief overview of each of these items. After discussion the following items were adopted:

- v Mission Statement: Rooted in God’s grace to joyfully witness and serve.
- v Core Values: Intimacy with God.
 - Inspiring Worship
 - Intentional Faith Development
 - Compassionate Outreach
 - Caring Community
- v Tag Line: Connected to God. Connecting with people.

The elevator speech will be worked on at the next meeting.

Also at the next meeting, the council will work on an adoption of a covenant. A sample copy has been emailed to each member. All are asked to review it before the next meeting and come with suggestions, revisions and questions.

The council was reminded that page 70 of the Surface to Soul book has good guidance tips and strategies for leading meetings... All were encouraged to use the book and its suggestions for their various committee meetings.

Reporting:

Treasurer’s report—Tim Schneider reported that the finances of the church remain about the same: still behind in income but also behind on expenses.

He also reported that the church has not been giving out W-9 forms to people who are hired to perform service to the church. He has given the forms out to regular employees with their paychecks, but in the future all people hired by the church need to be given this form prior to their performing work for the church.

The treasurers reports are available online at <http://www.mountcross.com/balance-c.pdf> <http://www.mountcross.com/compare-c.pdf> <http://www.mountcross.com/budget-c.pdf>

Pastor Erik’s Report:

- Twelve youth and three adults went on the annual high school summer trip—this year to the San Francisco area.
- Pastor Erik will be attending a course at Cal Lutheran next week so he will be out of the office during the day.
- He was able to spend part of last week at Mt. Cross Lutheran Camp in Santa Cruz doing some continuing education and spending time with his family.
- An update on the family with a child needing rehab treatment. The student has started in a treatment program and the family has gathered money from a variety of resources to pay for the program. They are still short about \$100 per month (total \$1200 for the year long program). It was moved and seconded that the church provides the additional \$1200 (in monthly payments) to the family for the rehab program. The motion passed.

A full report from Pastor Erik can be seen online at www.mountcross.com/erik-c.htm .

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Pastor John's Report: Pastor John reported that:

- The search for a new church secretary is moving forward.
- He is still working on the plans for the day/month of service.
- As a result of discussions at the last council meeting, he has created a sample flow chart that outlines the steps and responsibilities for hiring a new church staff member. Copies were handed out to council members for review and comments. Hopefully this chart, or something similar can be adopted at the next council meeting.
- He held 2 separate opportunities for members to attend an information session on the election of the new synod bishop. Approximately 12 people attended each session and the sessions went well with all people showing respect for the viewpoints and questions of each other. He asked that the council members keep their ears open for any other questions or concerns that may be out among the congregation on this topic. He is completely open to having for sessions for people to vent or gain information on the topic. He is also available for 1-1 office time if anybody wants to contact him for that. Council members who are questioned by members on this topic are urged to refer them to Pastor John.

A full report from Pastor John can be seen online at www.mountcross.com/john-c.htm .

Action Items:

Approval of minutes from the June 11, 2013 council meeting: It was moved and seconded to approve the minutes from the June 11, 2013 council meeting. The motion carried.

Church Picnic: Jim Prosser is leading the church service in the park/picnic. A signup sheet was sent around to the council members so they could personally sign up or sign up their committee for an area(s) of responsibility for the picnic. Jim will follow-up with those who have signed up.

Learning Committee Proposal for a pilot program called "The Connection":

Gayle Johnson gave a brief history of this proposal and an outline of the new service that is being proposed. The service would be a way to bring faith formation more directly into a worship service, build up Sunday School attendance, and promote connections between church members. The pilot program would run from September to May with the traditional service at 9:00 (no changes are proposed for that service) and The Connection service to be at 10:30. This would continue to provide for the 30 minutes of fellowship between the services that many members have expressed an interest in keeping. The program would be reviewed at least every 2-3 months and possibly every month and would have an end of year review next May to determine if it should be continued.

There was lengthy discussion of the proposal. Several concerns were voiced including:

- § Would the Sunday school time allotted allow for the strong connections that have been built in the past?
- § Other learning programs in the church should be strengthened so more learning opportunities are offered for children and families.
- § How will this affect families who regularly attend the 1st service?
- § How will "drop off" kids be handled during the service?
- § Sunday School should be scheduled for 30 minutes to allow for "travel time" in and out of the sanctuary.

It was moved and seconded to approve the Learning Committee Proposal for a pilot program called "The Connection" to be started in September 2013 and continue through May 2014 with the schedule to be a traditional service at 9:00 and The Connection to be at 10:30. The motion passed with 6 votes in favor of the approval and 2 abstentions.

After the vote, there was discussion as to how the pastors would be informing the congregation of the new service and schedule. It was agreed that information should be given out soon and often.

Miscellaneous items: The Fellowship committee has requested "their" Rally Day be on 9-15. Service & Missions likewise requests the date 9-8 for "their" Rally Day. The Learning committee would like to be out on the 1st Rally Day.

The meeting was closed at 10:10 p.m. with the Lord's Prayer.

Next meeting August 13, 2013

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Devotions—Denise Sobolik
Body of Christ Report/Bright spots—Bev Rueckert

Respectfully submitted,
Denise Sobolik, recorder

Executive Committee Meeting **Sunday, July 14, 2013**

This additional meeting of the EC was called for the purpose of discussing the motion that was passed at the council meeting on July 9, 2013 regarding the implementation of the Learning Committee's proposal for a pilot program tentatively called "The Connection". Since the night of the council meeting, there have been several concerns voiced that the council may have moved too hastily on this project, that the meeting did not end with enthusiasm for the pilot program, and that the program was not ready to be rolled out and implemented.

This EC meeting was open to all members of the council.

The meeting was called to order at 3:00 by Randy Churchill.

Executive Committee members present were Randy Churchill, Gayle Johnson, Pastor John, Pastor Erik, Susan Prosser and Denise Sobolik.

Church Council members present were: Scott Fajnor, Herb Holler and Bev Rueckert.

Guests present were: Mike Laskey

The meeting was opened by Randy inviting all to offer a time of silent prayer followed by a prayer from Pastor John. A candle was lit to remind us of Christ's presence with us as we met.

Randy started the meeting by stating that his intended goals for the meeting were to create a plan for the new service and to leave the meeting with "1 voice" for all the council members.

The goals for the new service were outlined from the recently adopted Core Values as:

- v Intentional faith development
- v Inspired Worship

An additional goal from Vibrant Faith was to build trusted relationships.

At the onset of discussions there was a general agreement that we should continue with the 2 service worship schedule. There was lengthy discussion as to the times for the worship services, how Sunday school would fit into those times, and whether or not to implement the "Connections" service or continue with the contemporary service as it is.

Some questions raised were:

- Have the families with young children been provided an opportunity to give their input into this new schedule/service?
- Is there a clear "mandate" from the congregation to go down to 2 services or is it the rumblings of a vocal minority?
- Why are kids not coming to Sunday school?
- Will changing the service schedule increase or decrease attendance?

Several schedules were proposed and discussed during the meeting. Those proposals included:

- 8:30 – 9:30 Traditional service

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9:30 – 10:30 Fellowship

10:00—Sunday school starts in the classrooms with the teachers

10:30 – 11:30 Contemporary service

10:45---Sunday school children come to sanctuary for the remainder of the service.

· 9:00 – 10:00 Traditional service

10:00 – 10:30 Fellowship

10:00 – 10:45 Sunday school

10:30 – 11:30 Contemporary service

10:45 –Sunday school children come to sanctuary for the remainder of the service.

**Under this proposal, the Sunday school staff would not have fellowship time.

· 9:00 – 10:00 Traditional service

10:15—Contemporary service starts with a Sunday school opening in the sanctuary including a song, birthday recognitions...

10:30-- Sunday school children leave for classrooms.

11:00—Sunday school children return to sanctuary for the remainder of the service.

11:30—End of the contemporary service

**This proposal is for a 1:15 long contemporary service. This proposal did not allow for a separate adult learning opportunity –separate from the children.

· 9:00 – 10:00 Traditional service

10:00 – 10:15 Fellowship

10:15 –Contemporary service begins

10:15—Sunday school starts in classrooms

10:45—Sunday school students come to sanctuary for the remainder of the service.

11:30—Contemporary service ends

** This proposal is for a 1:15 long contemporary service.

After lengthy discussion on the pros & cons of each of these schedules as they related to Sunday school, impact on various groups at church, fellowship opportunities... it was proposed that we keep the current summer schedule until 10-6-13 to allow more time for further discussion and working out of details. There was concern that not starting Sunday school until October would cause a loss in initial energy and momentum. This discussion generated new schedule proposals including:

· 9:00 – 10:00 Traditional service

10:00-10:15 Fellowship

10:15—Sunday School (format and length TBD)

10:30—11:45 Contemporary service

· 9:00 - 10:00 Traditional service

10:00 – 10:30 Fellowship

10:30 – 11:30 Contemporary service

**This schedule is exactly the same as the summer schedule.

**It was proposed that the last 3 weeks of September, Sunday school could meet during the fellowship time for “getting to know you” time...

During discussion of these proposals, it was felt that not enough emphasis was being given to Sunday school and the

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initial fall momentum would be lost.

After more discussion, another schedule was proposed that would keep us at 2 services and allow time for a full Sunday school.

- 9:00 – 10:00 Traditional service
- 10:00 – 10:15 Fellowship
- 10:15 – 10:45 Sunday school
- 10:45 – 11:45 Contemporary service

There was a consensus to approve this schedule starting on September 15, 2013.

The “Connections” service will not be implemented at this time.

The minutes of this meeting will be emailed to all council members. They will also be asked in that email to e-vote for approval of the new schedule.

The meeting was adjourned at 5:30.

Respectfully submitted by Denise Sobolik

Mount Cross Lutheran Church Church Council Minutes

June 11, 2013

Meeting called to order at 7:05 by Randy Churchill

In attendance: Pastor Erik Goehner, Pastor John Soyster, Randy Churchill, Susan Prosser, John Colby, Scott Fajnor, Deborah Goebel, Herb Holler, Gayle Johnson, Stan Patscheck, Carol Paul, Bev Rueckert, Tim Schneider, John Stava

Absent: Denise Sobolik, Sean Rose, Megan Pitsch

Guests: Mike Hobbs, Caroline Hobbs, Gordon Henry

Devotions: Stan Patscheck Father’s Day

Praise Band: Mike and Caroline Hobbs The job of the Praise Band leader is complex and demanding. The church would be well-advised to analyze the job; realize that outsiders will require greater pay; find more than one candidate to take the leadership role; and find an emergency fix to maintain the Praise Band. Band participation has fallen off due to 6 hours of practice for Sunday services as well as morale issues. Whose job is it to staff the leadership position?

Response: Council has been supportive of Praise Band. We would like to do what is needed to sustain and grow the band and its leadership. Q: Is there a relationship between Caroline’s leaving and fall-off of band participation. Started having smaller bands in January; Caroline announced that she would step down in November. Q: What was the question about Vibrant Faith? Someone at a Vibrant Faith meeting made a personal derogatory remark to someone in the band. John Stava reports that these are not uncommon issues faced by praise bands. Council feels it is urgent to deal with it now. Gayle and Pastor Erik gave some history on the search for a leader which has been done. There was not a formal search committee. There has been some response but none have panned out. Caroline, Pastor Erik, and Molly have been keeping the band going since Caroline stepped down March 31. Council needs to look at the problem with fresh eyes. Need to have strong third service for appeal to young families. Change of leadership may cause some people to leave in any organization. The Council had hoped when the third service was established that families with children would make a 2-hour commitment, one hour to Sunday School and then the 3rd service. Council wants the Hobbs’ to know that we spent time discussing Praise Band issues

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because it is so very important. QQ: Whose responsibility is it to search, interview and hire? Personnel Committee is technical, needs input of other committees. Worship & Music is important, has not been actively involved, but needs to be. Candidates for church secretary have to be interviewed by pastors; those working with Praise Band Director also need to be involved actively in search. Moved and seconded to form a search committee for hiring a Praise Band Director. A Council member will assemble a group to take search to a conclusion. Committee members will include Worship& Music, Personnel, 2 third-service worshippers, and a band member. Carried unanimously.

John Stava will get the committee together and Stan offered to help. Suggestion for invigorating congregational participation in singing might include using a small group of band vocalists instead of just one to lead the congregation.

Bound Conscience: Member Norm Williamsen is concerned that Mount Cross and its CDC sill be besmirched by newspaper coverage of the ELCA. Susan Prosser presented a review of Council's action (no action) on the 2009 Social Statement. The election of our new bishop, Guy Erwin, has opened this discussion again. LUTHER: "My conscience is captive to the Word of God." Publicly accountable, life-long monogamous same-sex partners are now considered **Denise, please check with PJ for the word he used here.**

We deeply respect each other based on our individual holiness. ELCA is going to try to live respecting each other's conscience.

A profound act of respect should not be a bland "neutral."

No motion. No action will be taken. Randy will discuss with Norm Williamsen.

Treasurer's report: Tim Schneider Financially we are in about the same good position as last month, about \$12,000 behind in income, \$30,000 behind on spending. Income from MBC was about \$26,000.00. After \$7,000.00 of expenses, the net was \$20,200. \$700.00 will be left in the account for seed money for next year (and a gift was made, also, specifically, toward seed money.)

Moved and seconded to approve allocation of MBC proceeds as previously recommended:

High school youth	summer trip	2,000.00
Learning	tablet computers	2,000.00
Property	church office cabinets	3,500.00
Fellowship	patio trash can	500.00
Fellowship	brochure holders & donation box	200.00
Learning	PLC resource center cabinets	3,000.00
Council	defibrillator	1,500.00
SUBTOTAL		\$12,700.00

Service & Missions	mission trip	\$1,000.00
	Holy Trinity Lutheran	
	Brant Beach, NJ	200.00
	LWR health kits	300.00
	Habitat for Humanity, Ventura	200.00
	New City Parish	200.00
	RAIN	200.00
	Teen Challenge	200.00
	ELCA Malaria Project	200.00
CDC	Scholarships	2,500.00
Lutheran Retreats, Camps & Conferences		1,000.00
SUBTOTAL		\$6,000.00
GRAND TOTAL		\$17,700.00

Discussion: ELCA Young Adult Mission scholarship has been omitted from recommendation because it has already been addressed and otherwise funded. High school youth will also receive \$1,500.00 donated as "Tips for Teens." If all funds are not required for this year's summer trip, they will be held for next year.

Gordon Henry suggested that the additional MBC funds available may be sent to New Jersey for Hurricane Sandy relief. He reported that coffee sales will be netting \$800 to split between Hurricane Sandy and Oklahoma tornado relief and that will also be supplemented with shirts and a free-will offering. He further informed Council that the Thrivent Chapter meeting has given Mount Cross a stipend for \$150.00. as well, which Service and Missions would

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like to use for the storm relief areas.

Other large projects are going to require more funding, eg painting the church.

Funding progress should be rechecked in September or so, to see what funds have been allocated or are just sitting in the account.

Pastor John report: on the web.

Pastor Erik report: A youth in our church would benefit from intense, year-long rehab costing \$2,400.00 per month. Some small scholarship is available. A large portion of the cost is on-line high school education during the program. Support partners will improve child's chances of being admitted to the program. Moved and seconded to be considered as a support partner, giving throughout the year. Discussion: A request needs to be submitted to Budget and Finance for funding. Endowment will also be requesting approval of proposal for this cause. Motion carried unanimously..

Committee reports:

Service and Missions Gordon Henry, Chair, presented check from Thrivent and asked that it might go to S&M to be sent for Hurricane Sandy and Oklahoma tornado relief, as above.

Personnel: Gayle Johnson Jessica Webster has joined Mount Cross as the Youth and Family Summer Assistant. Kayla Lindquist has been working in the nursery and will be joined by Shaun York.

Endowment: Carol Paul Approval requested for the allocation of funds as recommended by meeting and e-meeting:

5 high school graduate scholarships @ \$1250 each	\$6,250.00
At-risk youth program	1,250.00
Pastors' discretionary fund	1,000.00
ELCA Hong Kong missionary couple	1,000.00
ELCA Young Adult Missionary Nick Tasker	250.00
Lutheran Social Services	250.00
Lutheran Retreats, Camps and Conferences	<u>469.00</u>
TOTAL	\$10,469.00

So moved and seconded. Discussion: Pastor Erik's report included information from the prospective program that at-risk youth will benefit by being able to include on application that a support partner is in place. A budget amendment should be submitted [by Pastor Erik?] to request other funds to assist the family throughout the year. Motion carried.

A suggestion was also made by a council member that Endowment consider giving \$100 per year to any person who attends a Lutheran college or university.

The committee is also encouraged to inform the congregation who is benefiting from the Endowment Fund.

Approval of minutes: Motion to approve minutes from April and May minutes was made and seconded.

Correction to change "moved" to "used" **BUT I DIDN'T GET WHERE THE CHANGE WAS TO BE MADE!**

Randy said he would help Denise with it. But it was Pastor Erik who asked for the change so he should be able to point it out and correct this, too. Sorry. I was just so tired by this time that I couldn't keep up anymore. ;/

Action items: Agenda items have already been addressed or will wait till next meeting due to the late hour.

Bright spots: Stan Patscheck Like most other reports, his interviewees cited fellowship and choice of services is good; stated he would like larger gathering areas for when we have church-wide events.

Vibrant Faith: Susan Prosser Unable to do the Vibrant activity planned due to time constraint. Invitations were sent for the next meeting with Jim LaDoux on July 1. Look for minor changes to "Taking Faith Home." Chapter 3 graphics by Pastor John suggesting changes in Core Values and Mission Statement, and proposals for Elevator Speech and Tag Lines.

Meeting adjourned at 9:30 with prayer.

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Next meeting: July 9, 2012 at 7 pm Parish Life Center
Devotion: Bev Rueckert
Body of Christ Report: Susan Prosser

Respectfully submitted,
Carol Paul

Mount Cross Lutheran Church
Church Council minutes
May 14, 2013

Mission Statement:

To know God through care, compassion and creative worship.

Call to order: The Christ Candle was lit in the middle of the circle of tables and the meeting was called to order at 7:10 p.m. by President Randy Churchill.

Members present: Randy Churchill, Scott Fajnor, Deborah Goebel, Gayle Johnson, Stan Patscheck, Carol Paul, Susan Prosser, Bev Rueckert, Tim Schneider, Denise Sobolik, Pastor Erik Goehner and Pastor John Soyster.

Devotions: Gayle Johnson led devotions.

Caring Conversations: Pastor John presented the image and idea of a drive in theater to the council. Without the big screen at the theater you would not know what direction to point your car in to see the movie. Likewise with the church, if we have not taken the time to discern what God's preferred future for Mt. Cross is, we can't know what direction we should be going. He passed out paper for each member to write a 10 word summary to describe Mt. Cross. There was time for discussion of these summaries when all were finished writing.

Bright Spots: Carol Paul interviewed one family with young children. They saw the bright spots in the church as the fellowship, energy in the church (3rd service) variety of things for young kids to do and the volunteer opportunities to work with the children.

Bright Spots from Committees:

Randy Churchill recommended that everybody should read the committee reports on the website to see just how active this church is!

Learning: Gayle Johnson reported that they are getting closer to staffing decisions. The Thursday night study of the book of Ruth during the month of May has been VERY well attended (~20 each session). The theme for VBS this summer will be Son West Round Up.

Fellowship: The committee would again like to request support from other committees for the summer fellowship times between services. Several spots have been signed up for, but there are still more to be filled. ~40 people are signed up for the annual hockey party. The committee is also starting to work on activities for fall.

Property: This coming Saturday will be a work day in the sanctuary to get all the lights in working order. Help is needed to move pews. There have been some surprise costs recently (water heater) so the committee will probably have to ask for more money in their budget line later in the year.

Worship & Music: The tent event was a big success—including the picnic lunch that followed. The new summer schedule will start on 5/26/13. There will be 2 services. The traditional service will be at 9:00 and the contemporary service will be at 10:30 with fellowship time in between the services. We will be having our service in the park at the end of August. Pastor John will do follow-up to see if Freedom Park might be an alternative to Mission Oaks Park.

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CDC: The CDC has held their Spring Sing and they raised \$1500 from raffle tickets for baskets of goodies. Summer school enrollment and plans are underway. Enrollment for summer looks good and the theme will deal with countries around the world. June 9th, the 25th anniversary of the CDC will be celebrated during the worship service. There will be a blessing of the CDC students who have graduated and will be starting Kindergarten, a \$2500 check from MBC will be presented to the CDC and the council will be hosting the fellowship event on the patio between services with an anniversary cake.

Make, Bake, Celebrate: It was moved and seconded that a “Thank You” be sent to the MBC committee on behalf of the church council. The motion passed.

During further discussion of MBC it was mentioned that some people may have felt they could not attend the event due to the cost of the tickets. Council members should be sure to spread the word around that there are lots of events at Mt. Cross that do not cost any money. And, if somebody is eager to attend an event, but cannot due to financial reasons, there are ways that can be addressed as well (“donated” tickets...). Nobody should feel that they cannot attend a church event due to money concerns.

Personnel Committee: There is a lot of positive energy coming from the personnel committee and a lot going on with the committee. Their full report is online and all are encouraged to take the time to read it.

Youth: Pastor Erik reported that over the previous weekend, 5 high school youth had gone to Carpenteria to help put on a worship service for many church members who were enjoying a weekend camp-out there. This coming Sunday is Confirmation Sunday and 8 youth will be confirmed.

Vibrant Faith: Chapter 2 from the Surface To Soul book was the focus of discussion during the VF time. This chapter encourages relationship building in order to prepare the church leaders, and then the congregation members, to become AAA Christians. Pastor John commented that the use of caring conversations during the worship services has generated “good buzz”. Everyone was reminded that they do not need to be afraid to get out of their pews during this time! More use of caring conversations is in the works for the near future for the newsletter, Facebook... Council members were encouraged to contact the church office if they have stories to share. They were also encouraged to engage in caring conversations outside of the church arena.

Chapter 2 questions:

#1—“*What congregational events or experiences have had the greatest impact on building community among the people of your congregation?*” Council members had a lot of input into this question. The answers included: MBC, Tent Event, summer fellowship, youth summer trips, VBS, Fun With Faith, ELCA Youth gathering in New Orleans, potluck dinner at the annual meeting, Vibrant Faith weekend, Easter Sunday, Christmas concert and potluck dessert, Lenten soup suppers, Thanksgiving Eve service and pie social, meals for families with new babies or home from the hospital, Many Meals, involvement in service projects (Habitat for Humanity...), weekend golf tournament, choir, Tijuana service trips, hockey party, Project Peace, rummage sale, softball teams.

#5 “*What are three ways you could be more intentional about having caring conversations within your congregation?*” The answers to this question included: build them into the worship service, having Caring Conversations in print that may then spark further conversations, provoke patio conversations, have caring conversations at meetings and small groups. It was also mentioned that we need to be sure to provide plenty of opportunities for practicing and modeling caring conversations.

Miscellaneous VF information:

The Learning committee is recommending that VF prayer cubes be purchased for all church families and distributed in the fall stewardship baskets.

Jim LaDoux will be in this area the last weekend of June and has available times for meeting with Mt. Cross. Do we want to schedule additional time with him? After discussion, it was decided to plan for a Thursday, June 27th

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evening meeting. This meeting may tentatively be for council and committee members. Other meetings may take place as well during the weekend—Pastor John, Gayle and Susan will follow up with those possible dates/times.

Reporting:

Treasurer's report—Tim Schneider reported that the April financial statements are available online now. Pledged giving is slightly ahead of budget however, loose plate income is significantly less than was budgeted for. The good news is that expenses are under budget as well. So “we haven’t spent the money we haven’t received”! The treasurers reports are available online at <http://www.mountcross.com/balance-c.pdf>
<http://www.mountcross.com/compare-c.pdf> <http://www.mountcross.com/budget-c.pdf>

Audits: Audits of the CDC and the church have been completed. Most of the concerns raised in the CDC audit from last year have been addressed this year. The budget and finance committee recommends that both audits be approved and sent on to the synod.

Financial advisor paperwork: New paperwork needs to be filled out for the financial advisor (Robert Harrell) with signatures for those authorized to have access to the account. It was moved and seconded to have the President, Vice-President, Treasurer and Budget & Finance Committee chairperson as signatories on the investment account. The motion was passed.

Summer intern funding (Budget Amendment #3): The Budget & Finance committee has recommended the funds for the summer intern position (\$1160) be moved from the Children’s ministry line item to the line item for staff salaries. It was moved and seconded to authorize the recommendation of the B&F committee. The motion was passed.

Action Items:

Approval of minutes from the April 9, 2013 council meeting: The minutes do not appear to have been posted to the website for online viewing, so the approval of the minutes was deferred to the June meeting.

MBC Distribution of funds: The final amount raised from the MBC event has not been calculated yet so the distribution of funds was deferred to the June meeting.

Budget Amendment #4: Pastor Erik made a request to transfer money from his book allowance line item to his continuing education line item so that he can take a class at Cal Lutheran. It was moved and seconded to authorize the transfer of funds from Pastor Erik’s book allowance into his continuing education allowance to cover the cost of his class at Cal Lutheran. The motion passed.

Budget Amendment #5A: It was moved and seconded to authorize spending \$3500 of the MBC funds (\$1000 for LRCC who will be onsite next weekend, so we can personally give them the check and \$2500 for the 25th anniversary gift to the CDC on June 9th). The motion passed.

Facebook Update: The way the new Mt. Cross Facebook page has been set up, there are only 4 administrators who can post as “Mt. Cross”. The administrators are Pastor John, Pastor Erik, Marilyn Gardner and Desta Goehner. It has also been set up so that no photos posted on the page can be tagged. So far, the page has generated about 100 “likes”. There was no action needed for this item—it was purely informational for the council.

Rally Day: This year Rally “Day” will cover 4 Sundays in September. There have been no assignments yet as to who will have which Sunday on the patio. If you have specific requests, contact Pastor John.

The meeting was closed at 9:05 p.m. with a prayer from Pastor John followed by the Lord’s Prayer.

Next meeting June 11, 2013
Devotions—Stan Patscheck

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Body of Christ Report/Bright spots—Stan Patscheck

Respectfully submitted,
Denise Sobolik, recorder

Mount Cross Lutheran Church
Church Council minutes
April 9, 2013

Mission Statement:

To know God through care, compassion and creative worship.

Call to order: The Christ Candle was lit by Pastor John and the meeting was called to order at 7:00 p.m. by President Randy Churchill.

Members present: Randy Churchill, John Colby, Scott Fajnor, Deborah Goebel, Herb Holler, Gayle Johnson, Stan Patscheck, Carol Paul, Megan Pitsch, Susan Prosser, Sean Rose, Tim Schneider, Denise Sobolik, John Stave, and Pastor John Soyster.

Devotions: Susan Prosser led devotions on the topic of forgiveness.

Caring Conversations: Following the devotion, Susan Prosser invited the council to add their thoughts on the topic of forgiveness.

Bright Spots: Scott Fajnor asked a few church members what they saw as bright spots at Mount Cross and the responses included: our pastors, the diversity of the congregation, consistency at Mt. Cross, Vibrant Faith showing

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the willingness for change that is needed for growth, the facility upgrades, youth education opportunities, fellowship. Low spots were also mentioned. These included: burnout among volunteers, having 3 services that seem to be sparsely attended, no joyfulness in the services—the music seems “dirgish”. A bright spot highlighted by council members was the recent sending out of Easter cards to various church members. Both those who sent cards and those who received them were pleased with this idea.

Reporting:

Treasurer’s report—Tim Schneider reported that he is currently doing updating and adjusting to the full financial statements. The current statements will not be posted on the web until he has completed this task—which he hopes to be done with soon. The trend over the last few months has shown that giving is slightly below the amount budgeted, loose plate donations are almost twice as much as budgeted and expenses are slightly lower than budgeted for. The treasurers reports are available online at <http://www.mountcross.com/balance-c.pdf> <http://www.mountcross.com/compare-c.pdf> <http://www.mountcross.com/budget-c.pdf>

“Colby Report”—John Colby reported that he has now collected attendance data for 1 full year. The question now is what to do with that data. He will meet with Pastor John to go over the names of those who have not been attending. There was discussion of possibly having small group gatherings and inviting some of those whose attendance has dropped off. Gayle Johnson and possibly the Fellowship Committee will work with John on this idea.

Action Items:

Approval of minutes from the March 12, 2013 council meeting: It was moved and seconded to approve the minutes as written. The motion passed with no discussion.

Make Bake Celebrate Funds Distribution List: The following list was presented to the council for discussion:

• High school youth summer trip	\$2000 (does not include \$\$ from tips)
• Learning committee (tablet computers)	\$2000
• Property committee (office cabinets)	\$3500
• Fellowship committee (patio trash cans)	\$500
• Fellowship committee (brochure holders...)	\$200
• Learning Committee (PLC cabinets)	\$3000
• Church council (defibrillator)	\$1500
SUBTOTAL	\$12,700

• Service & Missions (mission trip)	\$1000
• Service & Missions (NJ church donation)	\$200
• Service & Missions (LWR health kits)	\$300
• Service & Missions (Habitat for Humanity)	\$200
• Service & Missions (New City Parish)	\$200
• Service & Missions (RAIN Project)	\$200
• Service & Missions (Teen Challenge)	\$200
• Service & Missions (ELCA Malaria Project)	\$200
• CDC (scholarships)	\$2500
• LRCC	\$1000
SUBTOTAL	\$6000

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The total is \$18,700 with 68% of the money being used for “local projects” and 32% of the money being used for outreach projects. There was discussion on using this list for the “ads” for the upcoming event and whether the monetary amounts should be advertised just in case the goal was not met and distributions needed to be cut back. It was decided to announce the projects that would receive money from the event but not to announce any potential monetary amounts until after the event. No vote was taken at this time. A vote will be taken after the event when a finalized distribution list is presented to the council.

Budget Amendment: Herb Holler reported that the Budget & Finance committee had recently met with the new investment manager, Bob Harrell. An amendment had been passed at the 12-11-12 council meeting authorizing payment for Bob Harrell’s services to not exceed \$1800.00 per year. Upon further discussions with Bob Harrell, the B&F committee learned that his fee would be paid directly by the investment fund. The B&F committee therefore recommended an amendment to the motion from 12-11-12 as follows:

Mr. Harrell will not receive direct funds from Mt. Cross. The cost of the Investment Manager and the Investment fund will be taken from the proceeds of the investment fund. The funds presently in the Schwab Accounts will be reinvested into the accounts recommended and approved by the B&F committee which includes the church treasurer. The funds will be invested with a cost of 1.65% annually. A contract will be signed with Mr. Robert Harrell of Lifetime Planning Inc. as our investment manager.

It was moved and seconded to approve the amended motion as presented by the B&F committee. The motion carried.

Request for funds for budget amendment #2

Pastor Erik presented a written request for a budget amendment that would give a \$2000.00 donation to Nick Tasker to be used for the Young Adults Global Mission program for the ELCA. His proposal is to use money from an anonymous donation made to the church to help spread the good news of Jesus. The budget amendment is a \$0 cost amendment. It simply shifts the money to a new line item in the budget.

It was moved and seconded to approve a budget amendment that would create a new income account and to transfer \$2000.00 for “local outreach” line 28.376 in designated funds to the new account to be used as a donation to Nick Tasker for the YAGM program. The motion carried with no discussion.

Request for funds for budget amendment #3

Pastor Erik presented a written proposal to hire 1 or 2 college students for the summer to help run junior high and possibly young adult events. His proposal was for 10 hours a week at \$10.00 an hour for 12 weeks for a total of \$1200.00. He proposed using money from line item 81510 in the budget for the Children’s ministry position.

It was moved and seconded to allow Pastor Erik to proceed with the hiring of 2 college students for summer work for no more than a total of \$1200.00.

During discussion, the question was raised as to why this did not go to the budget and finance committee and/or the learning committee before being presented to council. Pastor John spoke on behalf of Pastor Erik and mentioned that it might have had to do with the time constraint of hiring the students who will be returning home from college shortly. Another question was raised as to why the money from the vacant Children’s ministry position had to be used and whether a new line item could be added to the budget. There was also discussion as to the job description and duties for this position. Pastor Erik would work with the personnel committee to develop the job description and for the hiring process.

It was moved and seconded to approve the concept of hiring 1 or 2 college students for the summer and to spend up to \$1200.00 as decided by the B&F committee and the personnel committee. The motion carried.

Staff Concerns: Pastor John informed the council that the personnel committee would be meeting later in April to discuss and move forward with filling the several vacancies in church positions. In addition to the Praise Band

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director and church secretary, a new nursery attendant will need to be hired after 4/21/13.

Reviewing goals:

Susan Prosser reviewed the objectives for Goal #1—enhancing leadership capacities. She handed out a packet of information to all council members. The packets included information on VF webinars, Facebook parties and calendars for tracking personal VF goals and assignments. She reminded everyone to be sure to educate others in the congregation about VF and the use of rituals and the uses of the Taking Faith Home resource.

Gayle Johnson reviewed the objectives from goal #2---faith formation. There is a VF kit located in the church office. Objects from the kit can be checked out for use by members. She reminded everybody that it may seem to be tedious work now, at the beginning but to remember that we are working toward the long term goal of Gods preferred future for Mt. Cross. There was discussion about having an all congregation event after the “tent event” service at the end of the month. It was decided to have a hot dog/hamburger picnic on the patio after the service, hosted by the council. Gayle will lead the event and would like to look to the youth for some help with the event as well.

There was a suggestion that the council also take a Sunday during the summer for a fellowship event. That will be discussed more in the future.

The meeting was closed at 9:00 p.m. with the Lord’s Prayer.

Next meeting May 14, 2013
Devotions—Gayle Johnson
Body of Christ Report/Bright spots—Carol Paul

Respectfully submitted,
Denise Sobolik, recorder

Mount Cross Lutheran Church
Church Council minutes
March 12, 2013

Mission Statement:

To know God through care, compassion and creative worship.

Call to order: The meeting was called to order at 7:02 p.m. by President Randy Churchill. Following the call to order, Pastor Erik lit a Christ Candle as a reminder that Christ is present with us during our meeting. He then led the council in a moment of silent reflection and offered an opening prayer.

Members present: Randy Churchill, John Colby, Scott Fajnor, Herb Holler, Gayle Johnson, Megan Pitsch, Susan Prosser, Sean Rose, Bev Rueckert, Tim Schneider, Denise Sobolik, Pastor Erik Goehner and Pastor John Soyster. Non members present were Kevin Churchill, Bob Cole, Rick Mann, Marion Cole, and Melissa Henry.

Devotions: John Colby read his recently created God story for the devotion.

Caring Conversations: The council was divided up into small groups and asked to take five minutes to discuss the question: “What do you consider to be key turning points in your life?”

Bright Spots: Gayle Johnson asked a few church members what they saw as bright spots at Mount Cross and the responses included: our community outreach, the service and missions committee and their work, the choir, the creativity of Pastor John, the involvement of young families and the praise band. The conversation was then opened to the council members to report any bright spots they have witnessed. Randy Churchill commented on all the council members who made the effort to attend the Vibrant Faith weekend showing their commitment and enthusiasm for the process. Susan Prosser told about a joint project between Mt. Cross, Habitat for Humanity and Thrivent to help an elderly woman in Oxnard bring her home up to code by doing several repair jobs around the house. John Colby mentioned that he has been seeing people who have been away from the church for a while returning to the church. Scott Fajnor offered his thanks for all the people around the church who do so much.

Reporting:

Treasurer’s report—Tim Schneider reported that the preliminary numbers he had presented for February turned out to be overestimated. With current numbers in he reported that expenses are currently lower than budgeted for. He also reported that the donation from the Holk Family Trust has been received by the church (\$100,000). The full treasurers reports are available online at <http://www.mountcross.com/balance-c.pdf> <http://www.mountcross.com/compare-c.pdf> <http://www.mountcross.com/budget-c.pdf>

Service & Missions—Bev Rueckert reported that on March 29th & 30th members of the S&M committee will be painting Luther Hall prior to the new carpeting being installed. They are eager for any volunteers to come and help them out! She also reported that the committee had a discussion about the potential need for a portable defibrillator on site. This would tie in with the CPR training that all the CDC staff receives. The unit could be purchased with money from MBC. During discussion it was mentioned that if a unit is purchased, it should be one that is intended for non-professionals to use. Another comment was that it might be a good idea to get a unit that can be used for both children and adults. Since a request was made to use MBC funds for this purchase, the Executive Committee will consider it when they consider the other requests for MBC fund distributions.

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CDC-- Carol Paul informed the council that the CDC would be raffling off gift baskets as a fundraiser and that tickets would be available for members of the congregation to purchase.

Continuing Education:

Pastor John passed out a new VF book for all council members (Surface to Soul) and then played 2 short video clips to highlight where we do NOT want the church to go (a “me” church”) and where we DO want the church to go (“His” church). He then asked all the committee chairs to take a moment at the beginning of their meetings to light a candle like we did at the beginning of this meeting. He passed around a basket of candles so each chair person could have a “starter” candle for their next meeting. He also recommended that at the beginning of meetings there should be a caring conversation or story sharing opportunity. This opportunity is going to be incorporated into the Sunday school opening as well. A full report from Pastor John can be seen online at www.mountcross.com/john-c.htm.

Pastor Erik reiterated the importance of the liaisons/chairs for committees. They take back the spirit of the council to their meetings and emphasize that council and committees are partners. He mentioned a postcard that was recently received by the church from a Lutheran church in New Jersey that was heavily damaged in Hurricane Sandy. That church is requesting donations to help with the rebuilding of their church. He is currently looking into having Mount Cross purchase some art works made from their damaged piano and then having the art auctioned off at the MBC event. A portion of the proceeds from the MBC event would then be donated to the church. As a final thought, he noted that Mount Cross strives to make a difference in the lives of people and as an example, he shared that he attended El Camino Pines Winter camp with several confirmation youth last weekend and saw firsthand how the camp experience was a big part in shaping their faith. Scholarships given by the church had enabled some of the students to attend the camp and have that faith shaping experience. A full report from Pastor Erik can be seen online at www.mountcross.com/erik-c.htm.

Action Items:

Kevin Churchill presented a snapshot view of this year’s MBC event. This is the 4th year with the “new” committee handling the event. The theme for this year is “Message in a bottle” with a beach inspired theme. He asked that since the entire church benefits from this event, he would like the entire church to help with the event. He had a prepared list of ways the different committees could help. The tent will be available for use by any group that would like to use it Friday night and Sunday night. There was then a discussion on the policy of serving alcohol beverages (wine & beer) at the event. Gayle asked that there be clarification on whether alcohol would only be served until dinner and not after. Others commented that it is nice to have a glass of wine with dinner. There was concern that, although there has been no specific problem of overindulgence in the past, it has the potential to become a problem. Susan recommended that as church leaders any council members attending the event, along with the MBC committee members should be aware of any overindulgence and step in to correct the problem.

It was moved and seconded to authorize the MBC committee to serve beer and wine at the 2013 event. During discussion it was asked whether whole bottles would be available for purchase to take back to tables. After further discussion on that topic, an amended motion was made to not allow bottles of wine to be sold and taken to the dinner tables. The motion was seconded and a voice vote was taken. The vote results were unclear, so a hand vote was then taken. That vote had a total of 6 “yes” votes and 4 “no” votes. The motion was passed.

The original motion to authorize the MBC committee to serve alcohol was then voted on with a voice vote. That vote also had unclear results so a hand vote was taken. The vote had a total of 8 “yes” votes and 2 “no” votes. The motion passed.

During further discussion of the MBC event, there were comments that it would be good if information regarding what the money raised is to be used for and how money raised in the past was spent. The Executive committee will work with other appropriate committees to make sure that this happens.

Approval of minutes from the February 2, 2013 council meeting: It was moved and seconded to approve the minutes with the correction that Susan Prosser is a co-coordinator for Vibrant Faith and not a liaison.

Approval of minutes from the March 3, 2013 ad hoc council meeting: It was moved and seconded to approve the minutes with the correction that Megan Pitsch was present. An additional correction was made to the motion for

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approval of the carpet replacement contract. The minutes should show that the motion was amended to include and amendment to the 2013 budget to increase income by \$1000 from a designated gift for the carpet replacement and to similarly increase the expenditure account for Carpet by \$1000. This is budget amendment #1 for 2013.

Reviewing goals:

Debriefing from the Vibrant Faith weekend: The report prepared by Jim LaDoux has been emailed to all council members. The report includes 2 main goals for our congregation (to enhance leadership capabilities and faith formation) with a 3rd goal to be added by June. The goal for council members for April is to receive the Surface to Soul book and read chapter 1.

Gayle reviewed Goal #2 dealing with Faith Formation. The learning committee will be reviewing the celebrations of milestones. She is also looking into tangible ways to use the "Take Faith Home" insert. It is currently being included in the Sunday bulleting, but may also be added as a web link and/or posted on our website. Gayle also reminded the council members that the church mission statement is on the agenda head and they should get to know it well!

During discussion it was mentioned that the upcoming Easter breakfast would be an ideal place to have the congregation practice some of the caring conversations. It was also mentioned that it might be a good idea to remind the congregation again "why" we are doing VF. As council members, we are immersed in it, but the rest of the congregation may not have as much of a feel for why we are doing this.

The process of Vibrant Faith requires that we be able to share concerns. To do this there needs to be a level of trust and respect from and for each other.

Randy Churchill purchased prayer cubes and passed them around for all present to take one.

Susan Prosser passed out binders for any council members who needed one to be able to organize their council and VF materials.

Evaluate Meeting: Gayle commented that it would be good to get all the information that Susan collected during meeting (bright spots...) out to the council members via email.

Miscellaneous: Gayle reminded the council that they were signed up to host the next Lenten soup supper. Help is still needed for clean up after the dinner.

Pastor John informed the council that as of 9-1-13, Marilyn Gardner will be retiring as church secretary.

The meeting was closed at 8:57 p.m. with a prayer from the prayer cube followed by the Lord's Prayer.

Respectfully submitted,
Denise Sobolik, recorder

Mount Cross Lutheran Church
Council Minutes February 2, 2013

The meeting was called to order at 8:35 a.m. by President Susan Prosser at the Camarillo Boys and Girls Club. Susan also offered her thanks for the wonderful support and enthusiasm shown at the annual meeting and potluck dinner.

Members present were Randy Churchill, John Colby, Scott Fajnor, Herb Holler, Gayle Johnson, Stan Patscheck, Carol Paul, Susan Prosser, Bev Rueckert, Tim Schneider, Denise Sobolik, John Stava, Pastor Erik Goehner and Pastor John Soyster. Sean Rose was present as a youth liaison.

Introductions were made around the table and then Pastor John opened the meeting with a devotion and prayer.

Pastor John started the meeting with an overview of the council basics. During this time, a sheet was passed around for council members to sign up for the Body of Christ Report. The questions for this year will be: "Where do you feel you are being filled by Mt. Cross?" and "Where do you feel you still need to be filled?" During the review of the council basics, it was suggested that the definition and role of the Executive Committee should be expanded/clarified in the council handbook and on the website. It was also suggested that the handbook have better clarification of the various committees and that new vocabulary be used that is less "churchy".

ELECTION OF NEW COUNCIL OFFICERS

PRESIDENT

Prior to nominations for President there was a lengthy discussion of the role of the president and the upcoming Vibrant Faith Process. Should there be "co-presidents" so one could handle council business and the other VF? Should the vice president be made the chair of VF? It was decided that the being council president was a big enough job and that person should not be the chairperson of VF as well. However, the president and VF chairperson would need to work closely together and should have a good working relationship.

Susan Prosser was nominated for President. She declined the nomination.

Randy Churchill was nominated for President. The nomination was seconded. Randy declined the nomination.

After more discussion and questioning of other members about their potential interest in being nominated for president, Randy Churchill accepted the nomination for President. The vote was called for and Randy was elected council President for 2013.

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Randy took over running the remainder of the meeting.

VICE PRESIDENT

Nominations were opened for Vice President.

Susan Prosser was nominated for Vice President with Gayle Johnson nominated as co-chair for VF. The nomination was seconded.

Gayle Johnson was nominated for Vice President with Susan Prosser as the VF liaison. That nomination was seconded.

Susan Prosser declined the nomination for Vice President.

The vote was called for **Gayle Johnson** as VP and Susan Prosser as VF Liaison and both were elected.

RECORDER

Nominations were opened for Recorder. **Denise Sobolik** was nominated and seconded. She accepted the nomination and was elected recorder for a 2nd term.

FINANCIAL SECRETARY

Pastor John informed the members that **Jenny Christensen** has agreed to serve as Financial Secretary for another term. It was moved and seconded to appoint Jenny Christensen as the Financial Secretary. The motion passed.

TREASURER

It was moved and seconded to re-affirm the appointment of **Tim Schneider** as treasurer. The motion passed.

COMMITTEE LIAISON ASSIGNMENTS

Budget & Finance Committee	Herb Holler & Tim Schneider
Caring Committee	John Colby
CDC Representative	Carol Paul
Property Committee	Stan Patscheck
Fellowship Committee	Scott Fajnor
Service & Missions Committee	Bev Rueckert
Worship & Music Committee	Denise Sobolik
Learning Committee	Deborah Goebel
Mutual Ministries	VACANT
Personnel Committee	Randy Churchill
Youth Representatives	Sean Rose & Megan Pitsch
Welcome Team	Stan Patscheck
Stewardship Committee	John Stava
Endowment Committee	Carol Paul
House Missions/Small Group	VACANT

The meeting was adjourned for a 10 minute break and was called back to order at 10:10 a.m.

VIBRANT FAITH

Susan Prosser led the discussion on Vibrant Faith and the upcoming onsite visit scheduled for March 2-3, 2013. The agenda for that weekend has been set and will be passed along to the council members. They are encouraged to attend as many of the sessions that are relevant to them and their committee liaisons as possible. The final session will be on Sunday 3-3-13 after the morning worship services and it will give the council members an

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opportunity to offer feedback about the weekend and the sessions to Jim LaDoux, our consultant.

All council members were reminded to please submit their leadership surveys directly to Jim LaDoux if they have not done so already.

If anybody hears any negative comments or questions about VF that they cannot answer, please refer that information to Susan Prosser or one of the pastors.

All of the information about the upcoming VF onsite visit and the various sessions will be delivered to the members of the congregation in fliers, bulletins, newsletters...

REPORTS

Pastor Erik's Report--- Pastor Erik will be leading a class with the Boy Scouts called "God & Church". There are currently three 8th grade boys taking the class. Tim Thompton is helping with the class as well.

The group formerly known as Crossbeams is now known as 3D (Dessert, Devotions, Discussion) and has met for the first time under their new afternoon dessert format. Pastor Erik hopes to have a new leader for the group in place over the summer.

Pastor Erik will be gone one Sunday in February and one in March. During the Sunday in February, Pastor John will also be on vacation. This brought up the question about how the church office handles an emergency when both pastors are off. We are fortunate to currently have a retired Lutheran pastor as a member of the congregation (Gene Leiter) and he will be on call in the event that both pastors are unavailable.

The full report can be seen online at www.mountcross.com/erik-c.htm .

Pastor John's Report---Pastor John reported that he will be in Minnesota in February for a continuing education event and the week after he returns he will be on vacation.

Last year, he committed to calling every member of the congregation on their birthday and received positive responses from those calls. This year, he will be calling couples on their wedding anniversary. There was discussion about that leaving some members of the congregation "out" and he was asked to reconsider making the birthday calls again. No decisions were made, but it was also mentioned as a possibility that Pastor Erik might make calls to those members who are not married.

The full report can be seen online at www.mountcross.com/john-c.htm .

Treasurers Report---Tim Schneider reported that the preliminary numbers show giving is down substantially. However, these are *very* preliminary numbers so there is no need for action, just careful watching of the trend. There was discussion about the Simply Giving program and whether that info was given to new members. It is given to them in their new member packets. It was also suggested that reminders could be printed about Simply Giving in the bulletin and that online donations through our website would be beneficial.

The full treasurers reports are available online at <http://www.mountcross.com/balance-c.pdf>
<http://www.mountcross.com/compare-c.pdf> <http://www.mountcross.com/budget-c.pdf>

COMMITTEE REPORTS

Fellowship- There was discussion about the Lenten Soup Suppers. The Fellowship committee would like various committees to sign up for clean-up after the suppers so they (Fellowship) can attend the service after the dinner.

Even though it is still early, the Fellowship committee would like people to start thinking about taking on a Sunday for the summer themed Sundays so that less of the work/planning falls on the Fellowship Committee. There has been a great response to the themed Sundays and these should be continued this summer. Also, as a reminder, the summer schedule will run from Memorial Day to Labor Day this year.

Endowment-- Carol Paul reported that on Sunday 2-23-13 after the 3rd service there will be a Willing Witness

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Workshop with Greg Shephard from Thrivent. Lunch will be served during the workshop.

Colby Report-- John is hoping to have an end of the year “report” available by the next council meeting.

NEW BUSINESS

Approval of contract for postage meter— The contract for the postage meter is up for renewal and since it is a contract requiring longer than a 1 year commitment of service, council approval is needed. The renewal would be for 51 months and would be an extension of the current monthly lease rate that has been in effect since 2004. It was moved and seconded to approve the renewal of the postage meter contract. During discussion the question was raised whether the church used the meter enough to justify the expense. The machine is used daily and is an integral part of the office supplies. The motion carried unanimously.

Salary adjustment approval--- Susan Prosser brought a salary adjustment recommendation from the Executive Committee. It is recommended to continue the bookkeeper stipend for 1 additional month (January) for Marilyn Gardner since she worked with the new bookkeeper during that month to ensure a smooth transition. The money could come from the Misc. Payroll budget line item. It was moved and seconded to approve the salary adjustment as recommended by the Executive Committee. There was no discussion. The motion passed unanimously.

Make Bake Celebrate --- Pastor John brought up an item from the MBC committee. They would like formal council approval to continue doing the MBC in the same fashion they have done for the last few years (tent rental...). It was moved and seconded to allow the MBC committee to proceed with their plans as they have done the last 2 years.

During discussion there was a comment about other ways to anchor the tent that would not require piercing the asphalt. Those suggestions will be followed up with the MBC committee.

A question was raised regarding the new alcohol policy and whether the MBC committee needed to submit a formal request to serve alcohol. Per the new policy, the MBC committee will need to submit a formal, separate request to the council to serve alcohol at MBC.

Another question was raised as to how and if the new contract policy is different for the MBC committee. If they sign for \$1000 plus contracts and the event does not have enough proceeds to cover the costs, the church is liable to pay the contracts.

It was moved and seconded to allow the chairman of the MBC committee to sign contracts for the 2013 MBC event as they have done in the past, and to have the contracts filed with the church office. The motion passed unanimously.

There was further discussion about MBC and how much money raised at the event last year has yet to be spent and if it is not spent, has it been re-budgeted? There was further discussion about letting the congregation know what has been done in the past with money raised at MBC as well as what requests have been made for the money raised at this year's MBC. Since the MBC committee does so much work planning and running the event, maybe the council or committee chairmen could take over the “advertising” of how the proceeds from the event are used.

The meeting was adjourned at 11:15 a.m. with the Lord's Prayer.

Next meeting—March 12, 2013 7:00p.m. Parish Life Center

Respectfully submitted by Denise Sobolik, recorder

Mount Cross Lutheran Church
Council Minutes March 3, 2013

This ad hoc meeting of the council was called by President Randy Churchill just prior to a session of Vibrant Faith for the express purpose of approving a proposed contract for carpet purchase and installation. The meeting was called to order at 1:50 p.m.

Members present were Randy Churchill, John Colby, Scott Fajnor, Herb Holler, Gayle Johnson, Stan Patscheck, Susan Prosser, Bev Rueckert, Carol Paul, Tim Schneider, Denise Sobolik, John Stava, Pastor Erik Goehner and Pastor John Soyster.

Randy presented the contract details, including the information for the lowest bid of \$9644.00. It was moved and seconded to approve the contract from Sunshine Carpet in the amount of \$9644.00 to include carpeting and installation. During discussion it was mentioned that \$1000 has been donated by a CDC family member to be used toward the carpeting costs. The motion was amended to include the information regarding the \$1000 donation.

The motion passed unanimously.

The meeting was adjourned at 1:55 p.m.

Respectfully submitted by Denise Sobolik, recorder

Mount Cross Lutheran Church **Council Minutes January 8, 2013**

The meeting was called to order at 7:05 by President Susan Prosser.

Members present were Randy Churchill, John Colby, Allison Easley, Scott Fajnor, Herb Holler, Gayle Johnson, Stan Patscheck, Carol Paul, Susan Prosser, Denise Sobolik, John Stava, Pastor Erik Goehner and Pastor John Soyster. Sean Rose was present as a youth liaison. New treasurer Tim Schneider was also present.

The meeting was opened with a prayer by Pastor Erik.

The minutes from the previous meeting were approved with the correction that the annual meeting is on 1/27/13 and not 2/27/13 as written in the minutes.

Report from the Body of Christ—Pastor John did the interviews for this month and since it was a new year, he chose to revamp the questions a bit. The questions for this year are: Are there areas of your life you feel you have been filled through your participation at Mount Cross? Is there an area that is in need of filling at Mount Cross? He received basic answers that Mount Cross was doing a good job of providing what the respondents needed.

Pastor Erik's Report---Pastor Erik reported that Caroline Hobbs is stepping down as leader of the Praise Band. There is currently a search for a new leader. Caroline will continue to lead the band through 3-13, with the help of Pastor Erik and Molly Scriven. A 2nd annual young adult Christmas party was held with approximately 13 people in attendance. It was good to see former youth back from college and reconnect with them. Young adults also helped during the worship service on 12-30-12. John Colby commented that a donation from Crossbeams in the amount of \$200 has been made to the Cal Lutheran Music department in thanks for their providing entertainment at a recent Crossbeams luncheon. The full report can be seen online at www.mountcross.com/erik-c.htm .

Pastor John's Report---Pastor John reported that one of the prayer shawls that was recently blessed has been sent to Newtown, CT. He will also be attending a clergy "summit" here in town hosted by a local church and open to all denominations on how to address the fallout from the recent events in CT. The full report can be seen online at www.mountcross.com/john-c.htm .

Treasurers Report---Randy Churchill reported that the church finances continue to be in good shape. The end of year financial report continues to show income greater than budgeted and expenses less than budgeted. The full treasurers reports are available online at <http://www.mountcross.com/balance-c.pdf> <http://www.mountcross.com/compare-c.pdf> <http://www.mountcross.com/budget-c.pdf>

COMMITTEE REPORTS

Endowment-- Carol Paul reported that there has not been a meeting since the last council meeting. She also

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reminded the council of the upcoming lunch/workshop with Greg Shephard on 2-24-13 relating to Legacy Giving.

Small Groups—John Stava reported that he is still working on this and trying to figure out the best way to handle it. He is hoping the Vibrant Faith process will give him some assistance and direction.

Children's Ministry—Gayle Johnson reported that the Sunday School Christmas program was a big success with over 140 people attending the program and pizza dinner. She asked for council direction on getting rid of the library book carts, the rolling TV cart and the TV. There is a plan in the works to have new ways to deal with these items and in the interest of saving space she would like to get rid of the carts and TV. It was moved and seconded to give the learning committee authorization to sell or donate the church owned library carts, rolling TV cart and TV. The motion passed unanimously.

Youth—Sean reported that the high school youth are planning a trip to Disneyland in the near future. They are also looking into the possibility of going to a college fair one night instead of having a regular coffee house meeting.

NEW BUSINESS

Vibrant Faith Update—Susan Prosser will email out the leadership survey to the council members. At this time, she is only interested in input from them as to who they view as “leaders” that should receive the survey. Our on site visit with VF has been scheduled for March 2-3, 2013. There is no schedule yet as to what will be happening over those 2 days. Pastors John and Erik continue to work on the congregational profile for VF.

Nominating Committee update-- Gayle Johnson reported that there are 6 council spots to be filled and she has confirmed 5 nominations. There is still an opening for at least one more person to be added to the nomination list. She still has calls out and is hoping to fill in the last spot soon.

Colby Report/Attendance project---John has identified 19 families who used to attend services regularly and who have not been to church (or signed the red notebook) in the last 3 months. He will follow up with Pastor John regarding these families.

Annual Meeting Plan—Susan Prosser met with the Fellowship Committee regarding the annual meeting/dinner. Representing the executive committee, she volunteered the council members to do clean-up after the dinner to alleviate some of the work the fellowship committee is doing to put on the dinner. Susan requested that the council members have a visible presence at the dinner and to please spread themselves out around the room. She will be providing something vibrant and fun for each council member to wear to help identify them as council members. The council will also be providing light entertainment/games during the dinner. Childcare is being provided and Sean Rose was encouraged to invite the youth to attend since they are voting members of the church as well. The video introduction to Vibrant Faith will also be shown during the dinner.

Leadership Retreat—The leadership retreat will be held on Saturday February 2, 2013 at 8:30 a.m. at the Boys & Girls Club. There will be a brief organizational council meeting after the leadership portion of the morning where new officers will be elected and liaisons to the committees will be selected.

Council Installation-- Installation of the council members will be on Sunday February 3, 2013 at all 3 services. All council members will be installed—not just those newly elected.

Set up/take down of Luther Hall-- Pastor John gave the council members a chart of the proposed needs for setting up/taking down Luther Hall along with the associated costs and where the money would be budgeted from. Hiring for this position will first be advertised to the congregation. Pastor John requested any input regarding the chart be sent to him. This discussion will be continued at the February meeting.

Recommendation of 2013 budget to Congregation—The recommended budget was presented to the council. It includes a 3% salary increase for employees. This budget proposes to use ~\$20,000 from the reserve account to balance it. Almost \$15,000 of that will probably come from the Holk trust once that money is actually received by

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the church leaving ~\$5700 to be used from reserves. That is less money than was budget from reserves the previous year (and none of that money had to be used). Randy Churchill recommended an amendment to the budget for a 1 time debt reduction payment to the principle on the mortgage. He suggested an additional \$10,000 be taken from the reserves and applied to the mortgage principle. This was last done in 2011 with an additional payment of \$9600. After discussion, it was moved and seconded to add an amendment to the recommended 2013 budget allowing for a 1 time, \$10,000 debt reduction payment to the mortgage. The motion passed unanimously. It was then moved and seconded to accept the recommended budget, with the added amendment, to bring to the congregation at the annual meeting. The motion passed unanimously.

Allison Easley was thanked for her time and service on the council.

Susan Prosser, Randy Churchill, Tim Schneider, and Marilyn Gardner were thanked for all their hard work on the budget.

The meeting was adjourned at 9:10 p.m. with the Lord's Prayer.

Next meeting—February 2, 2013 8:30 a.m. at Boys & Girls Club

Respectfully submitted by Denise Sobolik, recorder

Mount Cross Lutheran Church Council Minutes December 11, 2012

The meeting was called to order at 7:05 by President Susan Prosser.

Members present were Randy Churchill, John Colby, Scott Fajnor, Herb Holler, Gayle Johnson, Carol Paul, Susan Prosser, Denise Sobolik, Bill Stoll, Pastor Erik Goehner and Pastor John Soyster. Megan Pitch and Sean Rose were present as youth liaisons.

Devotions were led by Susan Prosser.

The minutes from the previous meeting were approved with the correction that the final amount for the Vibrant Faith contract will be \$5200.00 and not \$4200.00 as was in the minutes.

Tim Schneider was introduced to the council as the new treasurer and bookkeeper. He will also be an active member of the Budget & Finance committee. As the new treasurer, he will be added to the bank signature card (Timothy J. Schneider). Richard Mann will be removed from the signature card. Harland Randolph Churchill will have his designation on the signature card changed from treasurer to council member. Susan Bing Prosser will continue to be listed as president on the signature card and Marilyn F. Gardner will continue to be listed as the office manager.

Report from the Body of Christ—Susan Prosser interviewed a long time church member. They listed as needs a place for worship and inspiration and pastors who provide spiritual support and counseling. To offer, they said that they regularly attended Sunday services, could offer financial support and volunteered around the church.

Pastor Erik's Report---Pastor Erik reported that the Crossbeams fellowship is currently looking for new leadership. They are looking into a new format for the group. Instead of a luncheon, they are going to try having a mid-afternoon potluck dessert reception. Pastor Erik has received an initial Vibrant Faith questionnaire and is working on filling it out. The official contract from Vibrant Faith has not been received yet. Eighteen students recently went on the Never-ending Night. The night also included a service project of putting together gift boxes for Operation Christmas Child. The full report can be seen online at www.mountcross.com/erik-c.htm .

Pastor John's Report---Pastor John reported that during Lent there will be Saturday afternoon workshops on end of life issues. He reminded the committee chairs/liaisons since it is the end of the year, they should thank their committee members for their service and ask if they would like to continue on the committee or would like to bow out. In mid-February, he will be attending a mid-winter convocation in Minneapolis. The full report can be seen online at www.mountcross.com/john-c.htm .

Treasurers Report---Randy Churchill reported that the church finances continue to be in good shape. The full treasurers reports are available online at <http://www.mountcross.com/balance-c.pdf>
<http://www.mountcross.com/compare-c.pdf> <http://www.mountcross.com/budget-c.pdf>

Prior to the committee reports, Susan Prosser informed the council of the annual, anonymous stock donation to the Mt. Cross investment account. There was another donation made this year at the end of November, as usual, in the amount of about \$10,000. After discussion from the council, it was decided there should be a thank you written, on behalf of the council, in the newsletter. Susan will take care of writing the thank you.

COMMITTEE REPORTS

Caring--- John Colby continues to work on the list of new volunteers for caring tasks for the coming year. He also asked whether money from the Crossbeams account could be used to make a donation to the CLU music department after having a quartet come and sing at a Crossbeams luncheon. It was agreed that would be a good idea and John will follow-up to see how much money is available and how much can be donated.

Endowment-- Carol Paul commented that since the recent donation from the Holk Family Trust is an unrestricted

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donation and it is up to the council to decide where the money is spent, she hoped that the council would put at least some of the money into the endowment fund. Pastor Erik commented that starting in late February there would be a Willing Witness Workshop along with temple talks to focus awareness on legacy giving.

Welcome--- Susan Prosser questioned the latest minutes and why Pastor John was listed as a new member sponsor. Pastor John will follow-up on that issue.

Children's Ministry—Gayle Johnson reported that the Sunday School Christmas program will be this coming Sunday with a pizza dinner prior to the program. There are currently about 140 people signed to attend the dinner. After looking over the budget, it was decided there was enough money through the end of the year to provide nursery service at the 1st service. There was a question regarding the library and there are plans to build shelves for the library, the committee is just looking for the money to complete the project.

Personnel---Gayle Johnson reported that the evaluations have been completed.

Service& Missions—Bill Stoll requested council approval for the distribution of Lenten Calendars from ELCA World Hunger. The calendars come at no cost to the church. It was moved and seconded for the council to support the distribution of the ELCA World Hunger calendars for lent. The motion passed unanimously. There was also an update on the Home to Stay program. The Mt. Cross team is currently being used to help out other teams. They do not have a family of their own and it is not likely they will have one in the near future. The program has not progressed as quickly as the creators had hoped and they are having problems finding families for the program.

Worship& Music— On 12-23-12 there will be one service at 10:00. Christmas Eve services will be at 5:00, 8:00 and 10:00. December 30, 2012 will also have only one service at 10:00. That service will incorporate collage age students in a variety of positions.

Youth—Sean reported that the high school youth held a Christmas coffee house. The hike planned for last month was cancelled due to rain. Megan reported that in January the high school youth will be going on a trip to Disneyland.

Before moving on to new business, Scott Fajnor questioned whether there was a policy in place to fill vacant council positions mid-year. Pastor John replied that the church constitution allows the council to appoint someone to fill a vacancy.

NEW BUSINESS

Permission to serve alcohol on church property-- A formal, written request was made by Melissa and Gordon Henry to have a champagne toast at the reception after they renew their wedding vows. It was moved and seconded to grant them permission to have the champagne toast. During discussion, the question of a need for additional insurance was raised. It was felt that since only a champagne toast was being done and no money was being exchanged that no additional insurance was needed. The motion passed unanimously as presented.

Vibrant Faith Contract—The actual contract has not arrived at the church yet so there is no action needed on this item. It is anticipated that the council will receive an initial survey in January.

Nominating Committee update-- Gayle Johnson reported that the committee has met and the process is underway of finding potential new members for the church council. Two more people would be good to have on the ballot to bring the council to its maximum number of 13 members.

Colby Report/Attendance project---John will continue to track attendance through the Christmas season. Pastor Erik commented that maybe the council members could help to follow-up with absentee members.

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Investment Management recommendation--- Randy Churchill made the recommendation that the church hire a professional investment manager to handle the current Schwab investment account (which has a balance of approximately \$197,000). Currently, the treasurer reviews the statements from the account, but there is no “management” of the money. The budget and finance committee has made this suggestion over the last few years, but no action has been taken on it as of yet.

It was moved and seconded that the church hire Robert Harrell of Lifetime Planning Inc., to be the investment manager of the reserve funds for the calendar year 2013 with the cost of the manager not to exceed \$1800.00 and the fees to be taken from the proceeds of the investments.

During discussion, the question was raised about using Thrivent instead and supporting a Lutheran organization. Susan Prosser replied that in a previous interview with Thrivent regarding investment managing, they could not provide a good return percentage unless the money was locked in for a 2 year term. Since this money is a working reserve the church needs to have immediate access to it so this was not deemed a good fit for the church needs. After more discussion, it was noted that it would be best to do something for at least the next year rather than let the money sit again while we wait for the new council to review this and take action on it. This manager can be reviewed again next year and the council can determine if they want to move forward with him for another year. The original motion was put to a vote and passed unanimously.

Presentation of the requested budget---Herb Holler presented the budget as outlined by committee requests. The budget committee was able to meet all the committee requests and there were no cuts in this budget. The budget will be emailed to the council members for review prior to the next council meeting when the final budget will be presented to the council.

Annual Meeting---The annual meeting will be on February 27, 2013. The fellowship committee is looking for direction from the council on the meal to be served. After discussion, it was agreed the meeting would be held first at 4:00 followed by the meal at approximately 5:30. The meal will be a potluck with the theme of VIBRANT (colors, flavors...). The fellowship committee was asked to leave time during the meal for other programming regarding Vibrant Faith that will be provided by the Executive committee.

Proposal for set-up/take-down of Luther Hall---There was discussion regarding hiring someone for this position and a misconception was cleared up that somebody had already been hired. Someone has been hired for 1-2 events only and not on a permanent basis. There was discussion on the amount to be paid for this job and it was agreed that more information was needed on that topic. There was a consensus among the council members that the job should be advertised to the congregation with a firm end date for application. If there is no response from the congregation the job can then be opened up outside the congregation.

The meeting was adjourned at 9:30 p.m. with the Lord’s Prayer.

Next meeting—January 8, 2013

January Devotions—OPEN

January report from the Body of Christ—OPEN

Respectfully submitted by Denise Sobolik, recorder

Mount Cross Lutheran Church **Council Minutes November 13, 2012**

The meeting was called to order at 7:00 by President Susan Prosser.

Members present were Randy Churchill, John Colby, Allison Easley, Herb Holler, Gayle Johnson, Stan Patscheck, Carol Paul, Susan Prosser, Denise Sobolik, Bill Stoll, and Pastor John Soyster. Megan Pitch and Sean Rose were present as youth liaisons.

Devotions were led by Bill Stoll.

The minutes from the previous meeting were approved with the correction of the report from Tim Thompson. After Tim's presentation to the council, it was moved and seconded to adopt the recommended changes to Mount Cross Lutheran Church By-laws for the congregation related to the Mission Endowment Fund as presented by the Endowment Committee for consideration by the congregation at the next annual meeting. The motion passed. The required publication for congregational action will take place.

Report from the Body of Christ—Randy Churchill found that when asking people the BOC question, the focus quickly changed to the issue of little cups for communion. His report was therefore, that the consensus of people he talked to would like to see the return of little cups for communion.

Pastor Erik's Report---Pastor Erik was not able to be at the meeting due to family matters. Pastor John reported on his behalf that the Praise Band director, Caroline Hobbs has recently asked for her job description to be restructured so that there would be 2 part time leaders and she would not be responsible for organizing the 3rd service music every Sunday. The full report can be seen online at www.mountcross.com/erik-c.htm .

Pastor John's Report---Pastor John had nothing major to pass along from his report that is posted online at www.mountcross.com/john-c.htm .

Treasures Report---Randy Churchill reported that the church finances continue to be in good shape. Tim Schneider will be taking over as the new treasurer/bookkeeper and will be receiving the bookkeeper stipend. He will be attending council meetings, Executive committee meetings and Budget & Finance meetings. The full treasurers

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reports are available online at <http://www.mountcross.com/balance-c.pdf> <http://www.mountcross.com/compare-c.pdf> <http://www.mountcross.com/budget-c.pdf>

COMMITTEE REPORTS

Executive Committee—Susan Prosser informed the council that a payroll audit had been completed at the request of the Worker’s Compensation insurance carrier. It showed that the payroll was overstated and the church may be due some rebates on premiums paid. The church will continue to give publicity to the ELCA website for disaster relief but will not be taking collections ourselves at this time.

Budget& Finance—Herb Holler reported that Ken Riles is a new member on the committee. The committee is still discussing earthquake insurance for the church. They are gathering budget information and will review it at their next meeting and then present it to the council.

Caring--- John Colby will be going through the new Time and Talent reports to look for new recruits for “caring” jobs.

CDC—Carol Paul reported that the attendance is still down in the CDC. They are looking into the possibility of an endowment fund for the CDC that could be used for scholarships, salaries and keeping the fees competitive.

Children’s Ministry—Gayle Johnson reported Sunday School attendance is slightly better than last year. There are now more opportunities for adult education. There will be a Sunday School Christmas program with a pizza dinner before the program. Jessica Webster, a CLU student, has been hired, and has started working as the Fun With Faith assistant.

Property—There was a good turnout for the last church workday. There are pine trees around the property that need to be removed and/or trimmed. An artificial Christmas tree has been donated to the church and will be used this Christmas.

Personnel---Gayle Johnson reported that the committee has met. The choir, bell choir and praise band members are being asked to give input into the music staff evaluations. Pastors John and Erik will be taking care of the other staff evaluations.

Service& Missions—Bill Stoll reported that there has not been a meeting since the last council meeting. He did report that we are again doing a joint Gifts of Hope campaign with Ascension Lutheran Church. There will also be 2 more Sundays to take advantage of buying Fair Trade gifts on the patio.

Stewardship—All of the stewardship baskets have been returned to the church. Jenny Christensen has been out of town and has been unable to open the last of the pledge envelopes and generate a tally of the number returned and the amounts pledged. She will be doing all of that when she returns home. There was discussion about whether having the baskets circulate around neighborhoods for 2 weeks was too short of an amount of time. It seems that in the past, they have been out for 3 weeks. There will be follow-up with neighborhood captains on this issue.

Worship& Music—Denise Sobolik reported that at the last meeting the committee decided to return to using little cups for communion on the same schedule that was used prior to the summer schedule (1st & 3rd Sundays). This will start in December. Barbara D’Addario is stepping down as coordinator of the Classical Concert Series. Worship & Music is looking at how to move forward with the concerts as there is a general consensus that no one wants to see the series end.

Youth—Megan Pitch reported that the high school youth have met twice for their Coffee House sessions and that there are 4 high school youth helping with confirmation. Sean Rose reported that the high school Sunday School attendance is low and they are looking at ways to boost it. They are currently doing a project making an ark out of popsicle sticks and may auction it off for MBC. There is a youth hike planned for November 18th. The last Many Meals had a lot of youth volunteers there to help.

NEW BUSINESS

Attendance Project-- The Executive Committee noted that there has been a slump in attendance since fall and wondered if the Colby Report could provide any information regarding that. The data does not show what services people are attending, so it may be difficult to make that sort of analysis. Pastor John will follow up with John Colby to see who has not been coming to services and proceed from there.

Vibrant Faith— The informational meeting went great and following the meeting Susan Prosser had a follow up conversation with the representative from VF. Susan reviewed the proposed process that would be followed if the church entered into a 1 year contract with VF. The cost for a 1 year contract would be \$3600.00 plus approximately \$1600.00 more for an onsite visit for a total cost of \$4200.00 The Executive Committee has discussed the proposed 1 year contract and recommends that Mount Cross move forward with the VF process. After discussion, it was moved by Randy Churchill that the council enthusiastically wishes to lead the congregation forward by accepting the recommendation of the Executive Committee to negotiate a 1 year contract with Vibrant Faith Ministries which may include 2 on site visits and to begin in early 2013. The motion was seconded by Bill Stoll and was unanimously passed.

Thanksgiving Eve Offering-- The Executive Committee recommends that the Thanksgiving offering be donated to the special project for Many Meals that will provide a \$10 gift card to all meal recipients on our night of meal service in December. It was moved and seconded to approve the recommendation of the Executive Committee. The motion passed unanimously.

Alcohol Policy at Mt. Cross--The following policy was presented to the church council for approval:

It is the policy of the elected Church council of Mt. Cross Lutheran Church that alcoholic beverages may only be served on church property with the specific advance permission of the church council. Requests of this nature must be submitted in advance of regular council meetings and contain information regarding the nature of the event, the persons to attend, the hours and the food and beverage proposed for service. Each request will be considered on a case by case basis and prior actions of the council will not be considered precedents.

After discussion, it was moved and seconded to approve the recommended policy with the added provision that the council approval may include added constrictions or requirements. The motion passed with 1 dissenting vote.

Annual Meeting-- The annual church meeting will be held on January 27, 2013. There was discussion about whether there should be a new format for the meeting this year. The fellowship committee is in charge of hosting the dinner for the event and would like some sort of direction from the council. Gayle Johnson will follow-up with Melissa Henry from the fellowship committee regarding the council discussion on the meal for the meeting.

Nominating Committee—Gayle Johnson will convene a committee in December. Information regarding current terms will be sent out prior to the meeting. If anybody wants to change their term of service on council they should let Gayle know as soon as possible.

Church Treasurer-- Randy Churchill moved that the council appoint Tim Schneider as the church treasurer and bookkeeper effective January 1, 2013 and that Tim be compensated with a stipend from the church. The motion was seconded and was passed unanimously.

The meeting was adjourned at 9:10 p.m. with the Lord's Prayer.

Next meeting—December 11, 2012

December Devotions—Susan Prosser

December report from the Body of Christ—Susan Prosser

Church Council Meeting Archived Minutes

Respectfully submitted by Denise Sobolik, recorder

Mount Cross Lutheran Church **Council Minutes October 9, 2012**

The meeting was called to order at 7:05 by President Susan Prosser.

Members present were Randy Churchill, John Colby, Scott Fajnor, Gayle Johnson, Stan Patscheck, Carol Paul, Susan Prosser, Denise Sobolik, Bill Stoll, Pastor John Soyster and Pastor Erik Goehner. Megan Pitch and Sean Rose were present as youth liaisons.

Devotions were led by Randy Churchill.

The minutes from the previous meeting were approved with the correction of the Welcoming Committee now being called the Welcome Team.

Report from the Body of Christ—Denise Sobolik interviewed 1 member. What they need from their church is more pastor led adult learning opportunities on days other than Sunday. What they have to offer the church is their time in various positions around the church.

Tim Thomson from the Endowment Committee was present to discuss the recommendations from the committee for changes to the by-laws to the endowment fund. Tim will work with the Executive Committee to work out the specifics for a gift acceptance policy for the endowment fund.

Pastor Erik's Report---Pastor Erik reported that the Endowment Fund recently received a \$100,000 donation from the estate of Rose Holk. He also still has 4 free tickets to the New City Parish fundraiser/award event. Mt. Cross and the Many Meals program have received a Love In Action award from the synod. Pastor Erik's full report can be seen online at www.mountcross.com/erik-c.htm .

Pastor John's Report---Pastor John reported that Pat Gallagher has asked to resign from the council for personal reasons. PJ asked for feedback on the new Rally Day schedule (5 Sundays vs. 1 Sunday). There was discussion from the council that it was good in that it allowed more in depth information from each group spotlighted however, if somebody missed a Sunday they would miss the events from that Sunday. It was also noted that groups taking sign-ups did not receive any more sign ups than they had in previous years. The stewardship baskets will go out on Sunday the 14th and be collected back on the 28th. Pastor John's full report can be seen online at www.mountcross.com/john-c.htm .

Treasures Report---Randy Churchill reported that the church finances continue to be in good shape. He also reported that the workers comp insurance has been renewed with the existing carrier. The full reports are available online at <http://www.mountcross.com/balance-c.pdf> <http://www.mountcross.com/compare-c.pdf> <http://www.mountcross.com/budget-c.pdf>

COMMITTEE REPORTS

Executive Committee –Susan Prosser commented to the council about the recent internet issues the church office had. The issue has been resolved for the short term, but a long term solution needs to be found since the internet is the communication link for the congregation. She also gave the council information about a request from LRCC to use our phone directory to help publicize a fundraising concert they will be having. It was decided by the Executive Committee not to allow the use of the directory for fundraising, but that the church would offer other forms of support to publicize the concert. Susan has signed and filed the property tax exemption forms with the county assessor's office.

Budget& Finance—Randy Churchill reported that the emails for budget requests for the upcoming year have gone

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out. The B&F committee has discussed the idea of having the ushers count the loose money in the offering plate and has decided to not move forward with this procedure at the current time.

Fellowship—Scott Fajnor asked for the date of the 2013 annual congregational meeting so the committee can begin planning an event to coincide with the meeting. The meeting will be on 1-27-13 but the format is yet to be determined. Pastor John will follow up with the fellowship committee.

Children's Ministry—Gayle Johnson reported that so far there has been no response for the part time Fun with Faith position that was advertised. They will continue looking for someone to fill that position.

Service& Missions—Bill Stoll reported that Mt. Cross will not have an official Relay for Life team this year. There will be a blood drive in 2 weeks. There is a potential service opportunity between Thrivent and Habitat for Humanity in the Brush with Kindness project. There is \$2500 in grant money available to help with refurbishing a home. More information on this opportunity will be given to the congregation at a later date.

Worship& Music—There was a lengthy discussion over the recent decision made by the W&M committee to discontinue the use of little cups for communion at the 1st and 2nd services. It was felt that before this decision was made, the congregation should have been informed of it and the reason(s) why. W&M committee will review the decision at their next meeting.

Youth—Megan Pitch reported on a youth event at a church in Santa Barbara where they helped with restoring a garden with other area youth. Sean Rose reported that a summer trip has been decided on. They will be going to San Francisco for service projects and then into Northern Ca for a rockin' waters camp. They expect to be gone about 7 days.

NEW BUSINESS

Attendance Project-- John Colby continues to work on this project.

Vibrant Faith—There will be an informational event on 11-4-12 that the entire congregation will be invited to attend. This will serve to inform the congregation of the services and the process involved with Vibrant Faith. It was noted that since this will be covering all aspects of the church life, it should not just be the children's ministry team who is in charge of the event and that council members should also take active roles in helping for the event.

Church council table on 10-14-12 The last Sunday in the spotlight will include the church council. People are needed to man the table on the patio and also to speak during the services about why they are on the church council.

The meeting was adjourned at 9:15 p.m. with the Lord's Prayer.

Next meeting—November 13, 2012

November Devotions—Bill Stoll

November report from the Body of Christ—Randy Churchill

Respectfully submitted by Denise Sobolik, recorder

Mount Cross Lutheran Church **Council Minutes September 11, 2012**

The meeting was called to order at 7:05 by President Susan Prosser.

Members present were Randy Churchill, John Colby, Allison Easley, Herb Holler, Gayle Johnson, Stan Patscheck, Carol Paul, Susan Prosser, Denise Sobolik, Matthew Sobolik, Pastor John Soyster and Pastor Erik Goehner. Megan Pitch was present as a possible new youth liaison.

Devotions were led by Herb Holler.

The minutes from the previous meeting were approved as written.

Lisa Saner, new president for the CDC board was introduced by Carol Paul. Lisa named new CDC board members and invited everybody to the upcoming CDC Open House which will be celebrating their 25th anniversary.

Report from the Body of Christ—Herb Holler interviewed 2 members. One said they need comfort and support from the church and they can offer the church their help with Sunday services. The other member said their need from the church is for religious services, sermons, etc. They are a willing and enthusiastic worker wherever help is needed at the church.

Pastor Erik's Report---Pastor Erik thanked the congregation for his recent time off. He reported having a good time with family and going on a good hiking trip. He invited the council to a service on 11-3-12 at Holy Trinity Church in Inglewood where Mt. Cross will be honored for their long time support to New City Parish. He has 4 complimentary tickets to the event and anybody interested in going should see him. Others are invited to attend at their own expense. More information has been obtained regarding Vibrant Faith consultants. Holy Trinity in Thousand Oaks is using Vibrant Faith and a consultant will be in town on 11-4-12. The consultant has offered to come to Mt. Cross to either start the evaluation process or just for a Q&A session regarding their services. It was moved and seconded to have them come for a Q&A visit with an anticipation of up to a \$200 cost for lodging and meals. The motion was approved. Megan Pitch was introduced. She is a junior at Camarillo High School and is interested in the youth rep position. This is the last meeting that Matthew Sobolik will be attending as he is leaving for college soon. Pastor Erik's full report can be seen online at www.mountcross.com/erik-c.htm .

Pastor John's Report---Pastor John is happy to report that the copier is finally out of his office! New City Parish had to pass on the donation because they found the copier to be too expensive for them to maintain. Habitat for Humanity of Ventura County was very pleased to get the copier. There has been no interest in the New Mexico property from either the local church or Habitat for Humanity, so the process will be started to return the property to the developer. This coming Sunday starts the ministries in the spotlights. Pastor John reminded the committees that they are each responsible for set up and take down of any tables that they may need for their morning. In response to his request to feedback from the Faith Infusion introduction last Sunday, the council reported that it was well done and seemed to be well received. The stewardship committee will be working on identifying people to potentially give "Temple Talks" during the various Sundays. Pastor John's full report can be seen online at www.mountcross.com/john-c.htm .

Treasures Report---Randy Churchill provided profit and loss reports and balance sheets for the council. All areas continue to look good and there are no foreseeable problems or shortages. The full reports are available online at <http://www.mountcross.com/balance-c.pdf> <http://www.mountcross.com/compare-c.pdf> <http://www.mountcross.com/budget-c.pdf>

COMMITTEE REPORTS

Budget& Finance---Randy Churchill asked the committees to start gathering budget requests and get them turned in so the budget and finance committee can begin creating a budget for the new fiscal year. After discussing possible ways for the ushers to count the cash from the offering plates before putting the money into the bank bags, it was decided this was proving too difficult to do, especially for the potential loss of 4% of the offering. This idea is being put on hold for the time being. Pastor Erik asked if 2 people should be walking the bank bags from the sacristy to the vault in the office. There will be more review of this suggestion by the B&F committee.

Caring Committee---John Colby is looking for someone to lead Helping Hands and for a coordinator for emergency meals. Janet Colby has taken over sending out greeting cards to members.

CDC---Carol Paul reported that the board is optimistic about this school year for the CDC. A total of 118 students are needed to make the budget and there are currently 111 students enrolled. At this point they are in a better financial position than they were at the start of last school year. The carpeting in the nursery and Luther Hall is badly in need of replacement.

Welcome Committee---Allsion Easley reported that at the last meeting the committee discussed how they wanted to present themselves on "their" Rally Day. She also asked for information regarding a budget for the welcome committee. She will follow up with Marilyn to get that information. A new ad for the church has been placed in the Acorn.

Children's Ministry---Gayle Johnson reported that there was a Sunday school teacher orientation last Sunday that was well attended. Sunday school will start on 9-23-12. The new schedule for Fun with Faith is out. Gayle again expressed her appreciation for all the people who are volunteering their time for the Sunday school program.

Property Committee---Stan Patschek reported the committee has continued to discuss the painting of the sanctuary. They are going to get a new bid from the painter and provide him with possible new dates for the painting to take place.

Stewardship Committee-- Pastor John reported that the baskets will go out on 10-14-12 and will be returned to the church on 10-28-12. They will follow the same basic procedure as in past years.

Worship& Music---The new pew Bibles have arrived. They will receive a bookplate before being placed in the pews. The Sundays before Christmas and New Year's will each have 1 service. The 23rd will be a traditional service and the 30th will be a blended service. There was discussion on the church picnic. Church attendance was up over the service in the park; however, picnic attendance was down. The W&M committee will follow up more on reviewing this topic.

Youth---Matthew Sobolik reported that the youth held a thank you brunch last Sunday for the donors to the New Orleans trip. Megan Pitch reported that a youth leadership meeting has been held and they have started looking into possible trips for this coming summer.

NEW BUSINESS

Budget Amendment #11 This is to reflect the actual income from VBS and authorize the expenses that supported the program. It was moved and seconded to increase income account #753000 (VBS fees and donations) by \$1870.07 to \$4435.07 and to increase expense account #83330 (VBS) by \$1870.07 to \$ 5740.07. The motion passed.

Budget Amendment #12 this is to reflect changes that occurred when Mt. Cross rescinded their participation in the voluntary state unemployment insurance program. It was moved and seconded to create a new income account for Payroll Reimbursements in the amount of \$1086.70 and increase expense account #81910 (Misc. payroll) by \$1086.70 to a total of \$51026.70. The motion passed. (Note---this covers the church only. The CDC will make amendments to their budget for the amounts they received.)

Attendance Project-- John Colby has given data on attendance to Pastor John. Pastor John will now begin to follow up with those who have not been attending church.

Fun With Faith Assistant---Since there is not going to be a new hire for the Children's ministry position for several

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months, Gayle Johnson requested that a small portion of the money budgeted for that position be used for a temporary, part time position to help with Fun With Faith. The position would be for the 2 times a month the program meets at the church and would be for approximately 8 hours a month. This person would be in charge of set up and clean up as well as helping with the craft and or game activities. This would free up the pastors to focus their attention to the lessons being taught for each event. It was moved and seconded to approve the advertising and hiring of a Fun With Faith Assistant. The motion passed.

Agenda item #3 (Budget building process) was covered during the committee report.

Agenda item #4 (Stewardship campaign) was covered during a committee report.

Agenda item #5 (Worker's comp insurance) was taken off the agenda.

Agenda item #7 (Vibrant Faith contract) was discussed and had action taken during Pastor Erik's report.

Pastor John shared a short introductory video about Vibrant Faith with the council.

The meeting was adjourned at 8:50 p.m. with a moment of silence in remembrance of 9/11 and prayer from Pastor Erik, followed by the Lord's Prayer.

Next meeting—October 9, 2012

October Devotions—Randy Churchill

October report from the Body of Christ—Denise Sobolik

Respectfully submitted by Denise Sobolik, recorder

Mount Cross Lutheran Church Council Minutes August 14, 2012

The meeting was called to order at 7:00 by President Susan Prosser.

Members present were Randy Churchill, John Colby, Allison Easley, Scott Fajnor, Herb Holler, Gayle Johnson, Stan Patscheck, Carol Paul, Susan Prosser, Denise Sobolik, Matthew Sobolik, John Stava, Bill Stoll, Pastor John Soyster and Pastor Erik Goehner.

Devotions were led by Denise Sobolik.

The minutes from the previous meeting were corrected as follows—Budget Amendment #8 should have been listed as Budget Amendment #7. The minutes were approved as corrected.

Report from the Body of Christ—John Stava received comments that the church was friendly and welcoming and no suggestions for improvements. Respondents felt they were overcommitted in what they were doing for the church already.

Pastor Erik's Report---The high school youth had a good trip to New Orleans for the ELCA Youth Gathering and have already had their reunion gathering. The congregation provided about \$20,000 in support for this trip. Original plans were to add a trip to Slidell, LA but the church in Slidell was already fully booked so that had to be cancelled. VBS week was a big success. There were about 110 children enrolled and a lot of youth helpers. Pastor Erik's full report can be seen online at www.mountcross.com/erik-c.htm .

Pastor John's Report--- Thanks to an anonymous donor, the church van has been detailed and had a thorough maintenance job done on it. Reminder that any changes you wish to have made to the Time and Talent Reports are due soon to Pastor John. The synod office would like contact info for all council members. There was a signup sheet passed around for members to give the information if they desired. Please remember to keep thinking of ways

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to use the new theme “Faith Infusion” in areas of the church. Rally Day will look different this year. It will start on Sept. 9th with an introduction of the new theme, but no information fair as in past years. Instead, the information fair will be held the following 5 Sundays, with a different emphasis each Sunday. After some discussion, it was moved and seconded to proceed with the alternative Rally Day schedule as presented to the council. The motion passed. There will be discussion and evaluation of the changes at a later date. Pastor John’s full report can be seen online at www.mountcross.com/john-c.htm.

2011 Audit Report---Mary Goodenough, chair of the audit committee was present at the meeting to review the audit findings and answer any questions. Both the church and the CDC were audited. The Budget & Finance committee was able to provide a lot of help with items the audit committee did not have access to or were not in their areas of expertise (e.g. insurance). Both audits show things are in good shape. A few recommendations were made to the CDC regarding some of their bookkeeping practices that made it difficult for the audit committee to access their records. The Budget & Finance committee will follow up with the CDC on the recommendations. There was also a suggestion for new procedures for the church ushers who see to the collection plates at the end of each service. The Budget & Finance committee will work out new procedures with the ushers and report back to the council. The CDC budget year ends in August so the audit committee will do another audit of their books for the 2011/2012 budget year. The full reports can be viewed on line at www.mountcross.com/2011audits.pdf

Treasures Report---Randy Churchill provided a pledge comparison report, profit and loss reports and balance sheets for the council. All areas continue to look good and there are no foreseeable problems or shortages. The full reports are available online at <http://www.mountcross.com/balance-c.pdf> <http://www.mountcross.com/compare-c.pdf> <http://www.mountcross.com/budget-c.pdf>

COMMITTEE REPORTS

Executive Committee—Susan Prosser gave an update on the donation of the copier. New City Parish has been given a deadline to accept the donation. If they do not accept it, then the offer will be made to Habitat for Humanity, Ventura County.

Caring Committee---Before starting his caring committee report, John Colby used this opportunity to bring up a letter recently received by all council members from a church member regarding the council’s handling of the recent painting contract. There was lengthy discussion over the course of action taken by the council regarding the painting contract. It has been a very long process, dating back to 10-11 when the painter was originally contacted and made his bid. It was noted that there needs to be better communication between committees and the council to avoid future problems like this one. The painter has been contacted again with alternative dates but is booked through the end of October. And, since the bid will be a year old at that time, he requested that a new bid be placed. The property committee will continue to work with him on this project. There was a consensus that the Property committee did a good job in finding this painter and getting the bid but that there were problems with the timing of all the meetings needed to finalize the process. Stan Patscheck voiced concerns from the Property Committee that the council had let a good opportunity go by and that the committee felt the council was trying to micromanage the job of the property committee. After more discussion, he volunteered his wife, Valerie, to help the church create a set of guidelines for the church to use in all contracts. This idea was greatly appreciated and she will work with the property committee and Executive Committee to put her suggestions into place. Susan Prosser has done follow-up with the writer of the letter and feels that they are satisfied with the response from the council.

Caring Report---Charlene Sakioka has asked to be replaced in sending out cards to church members for a variety of occasions (get well...). John Colby is looking for a replacement and Charlene will continue until a replacement is found.

Fellowship Committee—Scott Fajnor commented that the change in the Rally Day schedule might present another opportunity for a fellowship event and mentioned a possible back to school theme. He also brought up the fact that there was some confusion on a recent Sunday about the Thank-you brunch the youth were supposed to hold for the envelope donors. The brunch did not take place and there was discussion over possible ways to do something else for the envelope drive donors. Pastor Erik will follow up on this.

House Mission/Small Groups—John Stava asked for the council members input into existing small groups around the church and ideas for small groups that might be needed. He would also like input on the difference between a small group and a social group and ideas on how to effectively measure or quantify the groups. He is planning to have a display up on a Rally Day Sunday to highlight small groups.

Children’s Ministry—Gayle Johnson reported that there is a big push on now to gear up for Sunday school. Staff positions for Sunday school are almost filled, there is a good enrollment projection and Josh Graziani has

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volunteered to be the coordinator until the vacant staff position is filled. Pastor Erik reported on the search for a consultant and said that the committee had reviewed 3 consultant proposals and 1, Vibrant Faith, stood out as an obvious choice to them. They would look at the needs of the entire church, not just the youth ministries, and he asked if the entire church would be willing to make a commitment to work with the consultant on their ideas and proposals. After discussion, it was the consensus of the council that the church would be willing to make such a commitment once we have more detailed information about the process... Pastor Erik will follow up and report back to the council.

Property Committee—Stan Patschek had nothing specific to report. The minutes of the last meeting are posted online.

Youth—Matthew Sobolik reported that the youth had a great trip to New Orleans and again thanked everyone for all the support.

NEW BUSINESS

Budget Amendments #8, #9, #10---

Budget amendment #8 is to increase the budget income of the endowment fund \$2000.00 to show greater than anticipated income revenue by the endowment fund. This amendment brings into alignment the income amount and the amount spent from the endowment fund.

Budget amendment #9 is to place an anonymous donation of \$3500.00 into the budget for the purchase of new pew Bibles.

Budget amendment #10 is to transfer \$2000.00 from the reserved Make, Bake, Celebrate funds to the fund for the sanctuary painting. At the last council meeting, the council approved a total of \$10,000 to be spent on the painting. This amendment will provide for those funds in the painting account.

It was moved and seconded to approve all 3 budget amendments as proposed. The motion passed.

Membership Maintenance--- The following names were presented for removal from the church roster as outlined in the church by-laws: Terri (Barrett) Marcus, M/M Joseph Chiaravallotti, Norm Presecan/Allison Elk, Eric & Karrie Glover, Stephen & Donna Kohl, Erna Hessen, Christopher Rogers, Catherine Iantosca, Stewart Forrest, John (& Mandy) Gibson, Kurt & Karen Rasmussen, Stacy Trimble, Kristin Phelps, Bill & Aase Running, Robert & Janet Peterson, Chuck & Mary Lou Wolfe, Pat Garant, Scot & Sylvia Johnson, Glenn & Bee Eidem, Janice Calandri, Matthew Berglund, Darin & Tamara Stieglitz, Caitlin Nunn, Jaclyn Marmo, Scott Ninneman, Duane & Debra Clark, Martin Nehring, Martin Nehring, Jr., James Dillard, John Dillard, Debbie Barrow, Mary Jackson. It was moved and seconded to remove the names presented. The motion passed.

Attendance Project-- John Colby reported that he has gathered a lot of data on attendance and respectfully asked the members to please sit in alphabetical order so it would be easier for him to input the data into the spreadsheet!

The meeting was adjourned at 9:30 p.m. with the Lord's Prayer.

Next meeting—September 11, 2012

September Devotions—Herb Holler

September report from the Body of Christ—Herb Holler

Respectfully submitted by Denise Sobolik, recorder

Mount Cross Lutheran Church Council Minutes July 10, 2012

The meeting was called to order at 7:00 by President Susan Prosser.

Members present were Randy Churchill, John Colby, Scott Fajnor, Pat Gallagher, Gayle Johnson, Stan Patscheck, Carol Paul, Susan Prosser, Denise Sobolik, Matthew Sobolik, John Stava, Bill Stoll and Pastor Erik Goehner.

Devotions were led by John Colby.

The minutes from the previous meeting were approved as written.

Report from the Body of Christ—Matthew Sobolik interviewed 2 people, a youth member and an adult member. The youth interviewed expressed appreciation for all the support given to the youth by the church members and expressed a desire for more volunteer opportunities around the church for the youth. The adult member interviewed noted the positive aspect of all the fellowship and support offered by the church and that those are important components of the church.

Pastor Erik's Report---This coming Sunday the graduating seniors who are receiving scholarships from the endowment committee will be recognized at both services. The youth going to the youth gathering in New Orleans will also be at both services to receive a blessing before leaving on the trip. The group will leave for New Orleans on Monday morning and will return the following Sunday night. A member has approached Pastor Erik about the possibility of making a donation to the learning commission to make up any difference in funds needed to pay for the proposed consultant. The council is asked to come up with their "dream process" without any monetary strings attached! Pastor Erik is still in the process of contacting possible consultants and getting quotes from each of them. The learning commission will look over all the information before making a formal recommendation to the council. The VBS theme this year is Son Park Adventures so the service project will be to raise funds to donate to the Santa Monica National Park.

Pastor John's Report--- Pastor John is off this week celebrating his birthday!!! A brief summary was provided by Susan Prosser. In August the council will be asked to take action to remove several names from the membership roster. Pastor John has been working to contact these people and determine their status with the church. He will give more information before the vote is taken. It has been at least 8 years since the membership roster has been "cleaned up". There has been a change of plans for the August 26th service in the park. This year we will have both services in the church as usual with a picnic to follow the second service at Nancy Bush Park. There were a variety of reasons the fellowship committee felt this change was necessary this year, but it was noted this in not a permanent change and we can go back to the service in the park next year. Pastor John is creating a link online for the various social issues statements adopted by the ELCA as well as those that are under development by the ELCA.

Treasures Report---Randy Churchill reported that income is 112% over budget and that expenses are 98% below budget. All good news! Also, there has been no need to "borrow" money from the Schwab account to cover expenses. He asked that we start thinking about what to do with assets if this trend continues so they are put to the best possible use.

COMMITTEE REPORTS

Executive Committee—Susan Prosser reported that there have been 2 responses regarding our donation of the copier---New City Parish and Habitat for Humanity, Ventura County. New City Parish has been selected to receive the copier since they are a Lutheran affiliate and we are still waiting to hear from them. If they need to decline for any reason, the copier will then be offered to Habitat for Humanity.

Budget & Finance Committee-- Randy Churchill continues to study our insurance needs and get quotes for new coverage... There is still a question of whether we should have earthquake insurance or not. A financial planner will be making a presentation to the B&F committee regarding the church investments. A presentation will be made at a later date to the council. An internal audit has shown no problems with the church finances.

Caring Committee---John Colby continues with the attendance project. He will be tracking the attendance over a longer period of time (6 months) to see who is not coming versus those who come irregularly.

Welcome Committee-- Stan Patscheck reported that new attendance books will be placed in the pews. The new books will have more room to write info. It was mentioned that maybe the pastors could bring more attention to the books in hopes of having more people use them. A new sign for the church has been placed on the corner of Crestview.

Fellowship Committee—Scott Fajnor reported that the Hot Dog Sunday was a big hit!

House Mission/Small Groups—John Stava continues to meet with Pastor John.

Children's Ministry—Gayle Johnson reported that the committee continues to be busy. And they hope to make a recommendation at the next meeting regarding hiring a consultant. They held 2 meetings in June and minutes from both are posted on the web.

Property Committee—Pat Gallagher reviewed the 2 proposals received for painting the sanctuary. There is a large variance between the 2 proposals (\$8,000 vs. \$21,000!) and there was lengthy discussion among the council members as to how best to proceed. Some issues raised were the possibility of obtaining a 3rd quote and getting client references. There was also a discussion on whether the church should have a policy regarding the hiring of undocumented workers. In the interest of expediting the process, it was moved and seconded to give the council

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president authority to sign the contract for painting the sanctuary after it has been reviewed and approved by legal and insurance representatives and the property committee, as long as the contract does not exceed \$10,000. The motion passed. The learning committee took this opportunity to thank the property committee for their quick response in re-keying the closets in the nursery and also noted that new bookshelves for the PLC have been approved.

Service& Missions ---Pastor Erik brought up the idea that maybe Mt. Cross should be supporting the LSS walk instead of the Relay For Life since they both occur at about the same time of year. We will continue to support Relay For Life this year, but may want to look at a change for next year. The Fair Trade designation mentioned at a previous meeting has been tabled. Instead the committee will work with the church to promote Fair Trades goods more. There is nothing new with the Home to Stay project. We are still waiting to be matched with a family.

Worship& Music—A member has approached the pastors about wanting to make an anonymous donation to replace the paperback pew Bibles with hard cover Bibles. The committee will continue to work on getting the new Bibles.

Youth—Matthew Sobolik reported that 25 students and 5 adults would be leaving on Monday morning for the ELCA Youth Gathering in New Orleans. There was also a brief discussion regarding a new youth liaison in the fall when Matthew leaves for college.

NEW BUSINESS

Budget Amendment #8--- It was recommended by the Budget & Finance Committee that \$2,750 be transferred from fund #28.382 (Designated for deferred bell maintenance) to the 2012 operating budget to pay for bell maintenance this summer. It was moved and seconded to adopt the B&F committee recommendation and the motion passed.

Love In Action Synod Event—The synod is asking churches to nominate people and/or groups that demonstrate Love in Action for special recognition. After lengthy discussion, it was felt that our Many Meals program would be a good program to nominate. However, there was confusion as to how the nomination process worked and just who/what could be nominated. Pastor Erik will follow up with the synod and get more information and then report back to the council. In addition to the Many Meals program, several other programs were mentioned as well. A final decision will be made after we have more information.

Time& Talent Report changes: A past Time and Talent form was given to all council members and they were asked to make any changes they thought would be good and to have the recommended changes to the church office by 8-31

Faith Infusion: Rally Day, Sept. 9th, will be the official start of our new theme, Faith Infusion. The theme is meant to coincide with the church program year and will hopefully cross over into as many programs as possible. Pastor Erik stressed that this is not about creating something new but about looking at what we already do and making the faith in action connection stronger. Any ideas for the theme and how it might be incorporated should be submitted before the next meeting.

Other New Business—Randy Churchill reported that there has been no response yet to our offers of donating the New Mexico property. If recommended that if there is no movement in the near future, we stop making payments on the property and turn it back over to the developer.

The meeting was adjourned at 9:15 p.m. with a prayer read by Susan Prosser from the 1966 Youth Gathering and with the Lord's Prayer.

Next meeting—August 14, 2012

July Devotions—Denise Sobolik

July report from the Body of Christ—John Stava

Respectfully submitted by Denise Sobolik, recorder

Mount Cross Lutheran Church Council Minutes June 12, 2012

The meeting was called to order at 7:00 by President Susan Prosser.

Members present were John Colby, Allison Easley, Scott Fajnor, Pat Gallagher, Herb Holler, Gayle Johnson, Stan Patscheck, Carol Paul, Susan Prosser, Denise Sobolik, Matthew Sobolik, John Stava, Pastor John Soyster, and Pastor Erik Goehner.

Devotions were led by Matthew Sobolik.

The minutes from the previous meeting were approved as written.

Report from the Body of Christ—John Colby interviewed 3 people across 3 generations. Positives noted were the excellent preaching, the support & fellowship of the congregation, the summer schedule and the church outreach to the community. One negative noted was the formation of “clicks” on the patio between services and how that might be off-putting to new members or visitors.

Pastor Erik’s Report---The preschool family blessings during a Sunday service have been growing steadily over the years. It is hoped this may become a tradition or “second nature” for the families and may be a recruiting tool for the church. The blessing of the high school seniors has also been growing steadily and had a larger than usual showing this year. The boutique sale went better than expected and the fundraising for the youth gathering is on target for their goal of raising half of the money needed.

Pastor John’s Report--- Pastors John and Erik held a 1 day “mini-retreat” recently to discuss possible themes for the upcoming church year. The chosen theme will be used as much as possible across as many areas of the church year

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as possible. One possible theme being considered is “Faith Infusion” with a possible emphasis on not “going” to church but “being” the church and making church more than just a Sunday activity and taking church to where the people are so that more people may be able to take advantage of what the church has to offer. A comment sheet was given to council members for their input and more discussion of the theme will take place at the next council meeting.

Treasures Report---Herb Holler presented a financial report. Briefly told, income is exceeding expenses and expenses are under budget so the church is in good financial shape. The current cash balance looks high due to money for the youth gathering and a recent donation for the endowment fund. Once expenses are paid for the gathering and the donation is transferred to the endowment fund, the balance will more accurately reflect the actual church finances.

COMMITTEE REPORTS

Executive Committee—Susan Prosser reported that since the 2012 budget was a reduction budget from 2011 and all the church staff salaries were frozen, the personnel committee had recommended monetary appreciation gifts for the salaried church staff. These gifts were distributed midyear during the last payroll in amounts determined by the personnel committee.

Caring Committee---John Colby has compiled a list of members who have not signed the red book over the last several weeks. After meeting with Pastor John and going over the list, the remaining names were passed around to the council members. Council members were asked to sign up to call people on the list they might know and ask if all is going ok and then report back to John with the information.

Endowment Committee—The committee met and reviewed the high school senior scholarship applications and discussed other disbursements. They had 2 methods available to them per the by-laws to determine the amount available for disbursement and they selected to use the method that calculated 5% of the current market value of the fund. That gave them about \$11,000 to distribute. Their recommendation was to award a scholarship in the amount of \$1200.00 to each of the 7 seniors who applied (total \$8,400), \$1000 for the ELCA Hong Kong Missionary, \$600 for Veiths Lutheran Bible Translators and \$1000 to the Pastors’ Discretionary fund. It was moved and seconded to accept the committee’s proposal for the distribution of monies. The motion passed. An article will appear in the newsletter detailing the payments to highlight the impact of the endowment fund. It was also noted that there has been a recent estate gift in the amount of \$40,000 donated to the endowment fund.

Fellowship Committee—Scott Fajnor reported there has been a good kick off to the summer fellowship activities. The Hockey party was also a big success with over 80 people attending—the largest ever!

House Mission/Small Groups—John Stava continues to meet with Pastor John. He noted there are already a lot of “small groups” within the church—choir, confirmation guides... and maybe they should look at recognizing these groups and strengthening them instead of creating something new.

Children’s Ministry—Gayle Johnson reported that the picnic on the patio and following visioning meeting had a good response. There were a lot of positive responses and a clear desire for strong children’s as well as adult education ministry. It was recommended that an outside consultant be hired to look at the church needs for the open staffing position from a new perspective. The cost could be covered by the budgeted salary for the open position that is not being spent while the position is vacant. Pastor Erik mentioned he had 3 possible places to start looking for a consultant. They will gather more information on potential costs for a consultant and report back to the council. Patti Stouch is filling in as a temporary nursery coordinator and is working to get procedures in order and back in place. There were some pay discrepancies noted between the salaried nursery attendant and the youth staff. She is working to gather more information on the correct salaries/policies and correct the discrepancies.

Service & Missions ---Pat Gallagher brought a request from the S&M Committee to register the church as a Fair Trade Church. It was felt more information was needed by the council before a decision could be made. Pat will get more information to the Executive Committee and they will discuss it at their next meeting.

NEW BUSINESS

Budget Amendments: 2 budget amendments are needed for the High school youth summer trip. Both are budget neutral amendments, but are needed due to the new bookkeeping practices that have been implemented.

Budget Amendment #5--- It was recommended by the Budget & Finance Committee that income account #75360 be amended from \$2,835 to \$6,662 to reflect the full year of activities for the Senior High school group. It was also recommended to amend the Expense account #83530 from \$4,545 to \$8,371.

Budget Amendment #6--- It was recommended by the Budget & Finance Committee that income account #75390 for the senior summer trip fees be amended from \$10,563 to \$12,700. It was also recommended that income account

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#75395 for summer trip donations be amended from \$9,800 to \$18,547. A final recommendation was that expense account #83540 for the high school summer trip be amended from \$28,358 to \$39,242.

It was moved and seconded to accept both budget amendments as proposed by the Budget & Finance Committee. The motion passed. The budget amendments will be updated on the website budget page.

Recommendation to donate the old Xerox copier-- The copier has been advertised in several places but there has been minimal interest shown, therefore, the Executive Committee is recommending that the copier be donated to a charitable/non-profit agency. It was moved and seconded that the copier be donated at the discretion of the Executive Committee with no further council action needed. The motion passed.

Yellow Pages Contract Renewal: Per church by-laws, contracts which lock the church into monthly fees must be approved by the council regardless of the monthly cost. Our current "ad" (1 line) in the yellow pages is up for renewal at \$24.95 a month (plus taxes/fees). The Executive Committee recommends continuing with the 1 line listing. It was moved and seconded to approve the renewal of the yellow pages listing. The motion passed.

Other New Business—Gayle Johnson asked if the Body of Christ reports could be reviewed throughout the year. Pastor John will create a web page link for these and the learning commission surveys as well.

The meeting was adjourned at 8:50 p.m. with the Lord's Prayer

Next meeting—July 10, 2012

July Devotions—John Colby

July report from the Body of Christ—Matthew Sobolik

Respectfully submitted by Denise Sobolik, recorder

Mount Cross Lutheran Church Council Minutes May 8, 2012

The meeting was called to order at 7:02 by President Susan Prosser.

Members present were Randy Churchill, John Colby, Allison Easley, Scott Fajnor, Pat Gallagher, Gayle Johnson, Stan Patscheck, Carol Paul, Susan Prosser, Denise Sobolik, Matthew Sobolik, John Stava, Pastor John Soyster, and Pastor Erik Goehner.

Devotions were led by John Stava.

Items were taken out of agenda order to accommodate Kevin Churchill who was reporting on MBC and Matthew Sobolik who had to leave early.

MBC report—Kevin Churchill reported that the event grossed \$31,500 (of that, \$15,000 was spent on credit cards). The net profit, with tips for teens, was \$25,500. Tips for teens netted \$3,500 and the total net to the church was \$21,500. There has been a steady increase in net profit over the last three years, from \$9,000 to \$15,000 to \$25,000 this year. 158 tickets were sold and the \$15 ticket price covered all the food, drinks (including alcohol), the insurance rider and the temporary liquor license. Renting the tent cost an additional \$2,700. At this size, the event is almost maxed out as far as what the kitchen can handle. Items needed for future MBC events are power in the patio planter area, having the parking lot washed/prepared before the tent arrives, getting more help, possibly from the Fellowship committee, clearly defining the role Scott Ingram is hired to do and having a better system in place for handling the large sum of money after the event. There were some problems that caused delays at check out and the committee is working to correct those problems. It was noted that since the tent arrives on Wed. or Thur. it would be possible to hold a youth event or fellowship event in the tent on Friday night, turning MBC into a 3 day tent event. There were a lot of positive comments regarding the youth service during the event.

MBC funds distribution--- Given the larger than expected profits from the event, the Executive Committee met to reassess distribution of the monies. No new requests for funds were taken. It was suggested by the committee to leave some of the money as “unallocated” to allow for projects to be finished if there was not initially enough money for the project or the costs ran more than expected. This way projects may not have to wait 1-2 years for completion. The money would remain unallocated through September. By the end of the 3rd fiscal quarter the Executive Committee would make a recommendation to the council for a final distribution of any remaining money to outreach programs. The council will also be kept current on any funds that are distributed for finishing projects. Pastor Erik made a request to take \$1000 of the current “unallocated” funds to help pay for the high school summer trip to New Orleans for the youth conference. The total cost is \$1300 per person and it had been hoped that the price could be reduced through fund raising... so the families were only paying \$600 per person. Currently there is about a \$1900 gap in the funds. It was moved and seconded to honor the request from Pastor Erik and move \$1000 from the MBC unallocated funds to the high school youth summer trip and to authorize the treasurer to amend the budget to reflect this change. The motion passed.

Distribution of the MBC was approved as: High School summer trip--\$3000, Tips for Teens--\$3500, Fellowship--\$750, Quilters--\$200, Technology--\$2000, Fair Trade--\$500, Property---\$8000, CDC---\$1000, Service and Missions Spring trip---\$1000, LRCC--\$1500, Habitat for Humanity of Ventura County---\$300, New City Parish--\$300, RAIN Project--\$300, LSS---\$300, ELCA disaster relief---\$300, Unallocated \$2050.

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Return to agenda order!

The minutes from the previous meeting were approved as written.

Report from the Body of Christ—Gayle Johnson interviewed two members, a newer member and an active church volunteer. What do you need from the church---more people volunteering, more support for volunteers, strong programs for youth and children, peppier contemporary service at an earlier time, newcomers group. What do you have to offer your church—service in children’s ministries, leadership, worship, hospitality and welcoming. Additional comments that Mt. Cross is doing a good job overall, the MBC and tent revival service were enjoyed and that strong children’s ministries will bring families into the church.

Pastor Erik’s Report---He thanked all for their support of the High School youth. For those who didn’t know, Linda Tendler resigned as the Children’s ministry coordinator effective the end of April. The Executive Committee and other committees are looking at the best way to staff that position in the future. The Home to Stay project has a core team in place and has a team leader, so a covenant has been signed and the team members will be starting training soon.

Pastor John’s Report--- He thanked the congregation again for allowing Jennifer Chrien, from Gettysburg Seminary in Pennsylvania to preach at the 1st service a few weeks ago so a call committee from another church would have the chance to hear her in the pulpit. May 20th is Confirmation Sunday. There will be 18 new members confirmed, 8 youth and 10 transfers from other churches. The church has a copier for sale!!! If anybody is interested or knows someone who may be contact Pastor John!

Treasures Report---Randy Churchill reported that the church was financially in a good position. He again thanked Pastor John, Pastor Erik and Marilyn Gardner for their help with the transition to the new accounting methods. A “Chat with the Treasurer” was held this past Sunday between services. Information was handed out to those present at the chat regarding the budget, requesting payments... This information will also be given to the council members. Randy suggested a new procedure be added to the Sunday morning money collection procedures. He would like to have the ushers count the CASH from the offering plates then place it in a sealed envelope before having the money put into the safe. There have been no problems but this would add an additional level of accountability to the church for the money received. No final decision was made on whether to do this or how to go about doing it. At the next meeting, Randy would like to have a discussion regarding the handling of large sums of money (such as after MBC) and getting a credit card account or pay pal account for the church.

COMMITTEE REPORTS

The Budget& Finance committee met once, electronically, for 1 item only.

Caring Committee---John Colby continues with his attendance tracking project. He has compiled a master list of church families and has 3 weeks of data. Pastor John will work with him to determine who on the list are still active members of the church.

CDC—Carol Paul reported that registration is going well for next year. The CDC will be having summer school again this summer for 4 weeks.

Endowment Committee—Carol Paul and Pastor Erik are working on a brochure for the Legacy Giving program. At their next meeting they will be going over scholarship applications from high school youth and deciding on award amounts. At the next council meeting, the committee will be making recommendations regarding the remainder of the endowment fund distributions for the year.

Welcome Committee---Stan Patscheck reported that there is trouble getting consistent team members to visit potential new members since they are such a small committee. He asked the council to help out as needed. An e-mail will be sent out to the council members describing what would be needed and providing an opportunity to sign up for visitations.

Fellowship Committee—Scott Fajnor apologized for the April committee minutes not being on the web yet. They were sent to the office but do not appear to have been posted. The progressive dinner raised about \$400 through ticket sales and tips for the High School youth summer tip. Sign-ups are being taken for the hockey party. There will be a trip to the Hollywood Bowl this summer. Encouragement was given to sign up for one of the summer hospitality days. More members are needed for the fellowship committee—please consider recruiting potential candidates. Pastor Erik added that June 30th will be a Dodger Night. He will coordinate with the Fellowship committee to advertise the event.

House Mission/Small Groups—Pastor John reported on behalf of John Stava who had to leave the meeting early. They have met to discuss needs for this committee and will continue to meet.

Children’s Ministry—Gayle Johnson reported that the committee has divided their emphases into youth learning and young adult/adult learning. They are also working on making a recommendation to the Executive Committee regarding staffing the new position. It was moved and seconded to authorize the treasurer to move \$30 from the

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savings in salary after Linda Tendlers resignation to a gift of thanks for Linda Tendler. The motion passed. On June 3rd there will be a picnic on the patio after the last service to allow time for input from congregation members regarding their needs/wishes for the learning/children's ministry. The committee will then work on the information gathered and be able to have a recommendation for the council by the next meeting.

Service& Missions ---Pat Gallagher reported that 6 members from Mt. Cross traveled to Tijuana, Mexico to work on building a house.

Stewardship---Stan Patscheck reported on a new project in the works. They will be working with the Welcome Team to make sure that once people have started coming to Mt. Cross they are made aware of all the possible volunteer opportunities available. Hopefully this will result in more new volunteers for all committees. They are also working on creating a DVD of photos from activities in and around the church that can be given to new members.

Worship& Music Committee—Both pastors urged anyone interested in providing special music for the summer services to please contact them. The summer worship schedule will be services at 9:00 a.m. and 10:30 a.m. Concern was voiced by the Fellowship Committee that if the 1st service runs late during the summer it will eat into an already tight fellowship time between services. Instead of trying to adjust the service times, the pastors will work diligently to make sure the services only run 1 hour.

NEW BUSINESS

Insurance Review—A summary of the reports made to the Executive Committee was given to all the council members. Randy Churchill recommended having 2 or 3 other agents/brokers from outside the church review our policies and make their recommendations and then having the council consider changing insurance companies if it seems warranted. It was moved and seconded to authorize the Executive Committee to pursue specific information associated with the implementation of the recommendations provided in the review process in order to make a final recommendation to the council. The motion passed.

CDC Budget---The CDC budget has been approved by the Budget & Finance Committee. It was moved and seconded for the council to approve the budget as submitted. Motion passed.

Other New Business—Carol Paul noted that the 70th wedding anniversary of Sam & Mae Richiusa was in a few weeks and asked if the church could take special notice of the occasion. Carol will work with Pastor John in having a cake after the 2nd service and coordinating with the family to make sure both Sam & Mae are in attendance that Sunday.

The meeting was adjourned at 9:40 p.m. with the Lord's Prayer

Next meeting—June 12, 2012

June Devotions—Matthew Sobolik

June report from the Body of Christ—John Colby

Respectfully submitted by Denise Sobolik, recorder

Mount Cross Lutheran Church Council Minutes for 4-10-12

The meeting was called to order at 7:00 p.m. by President Susan Prosser.

Members present were: Randy Churchill, John Colby, Scott Fajnor, Pat Gallagher, Herb Holler, Gayle Johnson, Stan Patscheck, Carol Paul, Susan Prosser, Denise Sobolik, Matthew Sobolik, John Stava, Bill Stoll, and Pastor John Soyster. Devotions were led by Carol Paul.

The minutes from the January 10th 2012 and February 4th 2012 meetings were accepted as written. The minutes from the March 13th 2012 meeting were accepted with the corrections of John Stava's name (not Stave) and the MBC outreach funds question being referred to the Service and Missions committee not the treasurer.

Body of Christ Report was given by Carol Paul. Needs identified from the church included more caring, more uplifting music at traditional services, and difficulty knowing members when there are 3 services. Offers to the church included her time and talents, serving at Sunday services, and helping with food donations (meals).

Pastor Erik is on vacation with his family and was not able to attend this month's meeting. His report is available online.

Pastor John's report: He offered thanks to all who helped with Lent, Holy Week and Easter Sunday. There will be several opportunities for new member orientations in the coming months. Sunday April 15, 2012 there will be a guest preacher at the 1st service. She is under consideration for hire by another church in our synod and since she is as yet un-ordained and has no home church, we are lending our pulpit to her so the church considering her for hire can hear her preach.

Treasures Report from Randy Churchill: A packet with several handouts was given to each council member. Randy explained the differences between the short summary pages and the full accounting pages. The full reports will be posted online with a new link to the summaries. In the future, Randy proposes to only submit the summaries to the council members but he will have the full reports on hand for those who would like to see them. The budget is in good shape compared to last year. There will be an upcoming opportunity between services for Q&A of the treasurer and others involved in the financial matters of the church. Date to be announced soon.

Committee Reports: Susan Prosser again encouraged committee liaisons to work with their committees to have meeting minutes posted on the website so that the congregation can learn more about what is going on around the church.

Budget & Finance Committee deferred their April meeting so there was nothing to report.

Endowment Committee (Carol Paul) There is approximately \$9000 yet to be deposited into the endowment fund. Carol requested that \$275 of that money be kept out and used for a contract to create and maintain an endowment website and that \$300 be used to purchase brochures for the endowment fund. It was moved and seconded to approve a budget amendment so the endowment committee can proceed with the plans for the website and the brochures. The motion passed unanimously. The committee met with Greg Shephard regarding the Legacy Giving program. They are planning a seminar in October so the members can learn more about this giving opportunity.

Fellowship Committee (Scott Fajnor) The progressive dinner was held at the church instead of driving around to different houses. The progressing was from table to table! Everyone appeared to have a good time and the youth earned about \$300 from their portion of ticket sales and tips.

Children's Ministry (Gayle Johnson) There is a meeting planned for next week. Carol Paul commented it would be nice to have younger children be able to help during the worship services as well.

Property Committee (Pat Gallagher) There is a team headed to Tijuana, Mexico with the Service and Missions Committee. There was a question regarding the sale of the griddle with the kitchen equipment. There was an extensive survey done of all committees who utilize the kitchen regarding what could be removed from the kitchen and what needed to be added to the kitchen. The griddle was identified as something that could be removed in an effort to create more storage space. The church has been deemed to be the legal title holder to the copier and can move forward with the sale of the copier.

Worship & Music Committee (Denise Sobolik) A thank you also from the W&M committee for the great music during the Lent and Easter services. It was noted that several of the assisting minister's robes are in need of small repairs (snaps...). Since it has been several years since any overhaul of the robes has been undertaken this will be referred to the W&M committee at their next meeting for further discussion and action.

Youth Liaison (Matthew Sobolik) Fundraising efforts continue for the summer trip to New Orleans. They recognize the members may be getting oversaturated with donation requests but there are several large payments coming due soon so the fund needs to be "bulked up". Still to come are serving at Make, Bake, Celebrate and the Mother's Day Boutique. It was commented that for the envelope fundraiser, it would be nice if the envelopes that had already been taken were not re-used so that members can see how many envelopes are actually left. Matthew will take this up with the youth leadership team at the

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next meeting. He also reported that the high school youth attended Ignite—an all night worship and fellowship event.

New Business

New Mexico Property: Randy Churchill reported that church members have visited our property in New Mexico. It is recommended that the property be given to a local New Mexico Lutheran church, donated to Habitat for Humanity or as a last resort returned back to the developer. Pastor John will contact the church in New Mexico to see if they are interested in the property. The disposition of the property has previously been authorized at a congregational meeting so no new authorizations are required to move forward with this proposal.

Pastor's Discretionary Funds: Pastor John gave a brief background on the donation of money for the pastor's discretionary fund and his decision to make a larger than usual donation of \$1500 to a Mt. Cross community member. On authorization of the Executive Committee he has moved forward with that donation. The budget now needs to be amended to allow for a transfer of those monies. It was moved and seconded to direct the treasurer to amend the budget in the amount of \$1500.00 moved from the temporary endowment designated fund to the pastor's discretionary fund. The motion passed unanimously.

Attendance Tracking Project: John Colby (caring committee) noted that attendance used to be tracked by a member but has not been tracked for about the last 1 to 2 years. He is willing to start the tracking again but wanted to get feedback from the council as to the best use of this information. It was agreed this was a good idea and a good way to catch people who might be "slipping through the cracks". John will work with the pastors about contacting people who may have missed 4 Sundays in a row of church. It was also mentioned that this information may be useful in the larger context of looking into why our Sunday service attendance seems to be declining.

Removing Interim from Treasurer's Title: It was moved and seconded to remove the word "interim" from the treasurer's title and make Randy Churchill the treasurer of the Mount Cross Congregation for 2012. The motion passed unanimously.

Make, Bake, Celebrate Funding: The executive committee has proposed splitting the proceeds of MBC (with an assumed profit of \$12,000) with 75% of the money going to local projects and 25% of the money going to outreach projects. A handout with the proposed donations was given to the council members. If the profit is larger than \$12,000 groups can request more money, but the donations will not automatically be increased. No action on this item is required at this time.

Future Items: Reviewing the CDC budget, reviewing of the insurance review reports, and discussions on possible Thrivent financial education courses.

The meeting was adjourned at 8:40 p.m. with the Lord's Prayer.

Next Meeting: May 8, 2012 Devotions led by John Stava

Body of Christ report by Gayle Johnson

Respectfully submitted by Denise Sobolik, recorder

Mount Cross Lutheran Church Council Minutes for 3-13-12

The meeting was called to order at 7:01 by President Susan Prosser.

Members present were John Colby, Allison Easley, Scott Fajnor, Herb Holler, Gayle Johnson, Stan Patscheck, Carol

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Paul, Susan Prosser, Denise Sobolik, Matthew Sobolik, John Stave, Bill Stoll, Pastor John Soyster, and Pastor Erik Goehner.

Devotions were led by Gayle Johnson.

The minutes from the council meeting of 2-4-12 were approved as written.

Report from the Body of Christ by Scott Fajnor: Scott interviewed 2 church members for his report. One was a long time member and one was a newer member. “What do you need from your church?”----Better communication, more opportunities for Bible studies or adult education, more community outreach. “What do you have to offer to your church?” ----Crisis management skills, good listener, organizing skills, time. There was group discussion following the report on whether there should be any type of follow-up with the respondents after the questioning with the consensus being it was best to just get feedback from people without adding pressure to them with some sort of follow-up.

Thrivent presentation by Lisa Higginbotham church member and Thrivent employee: Lisa spoke about the need for Thrivent Choice Dollars to be allocated by Thrivent members by the end of the month. She volunteered to have a table on the patio the remaining Sundays of the month to help church members fill out the paperwork to allocate their Choice Dollars. There would be no sales “tactics”, only information on Choice Dollars allocation. It was moved and seconded to allow Lisa Higginbotham to have a Thrivent table on the patio for the remaining Sundays in March for the purpose of assisting members in allocating their Thrivent Choice Dollars. The motion passed. Lisa also discussed the education side of Thrivent and noted the back of a brochure she had handed out that listed the various classes Thrivent has curriculum materials available for. The Executive Committee will look further into that matter.

Pastor Erik’s Report: Our Cal Lutheran Intern, Christina Laura, has had her background check completed and has started helping out with the Sunday School classes, Confirmation, and CDC classes. Pastor Erik is working with her to help her develop a class project. Pastor Erik recently had breakfast with Bishop Hanson (Melissa & Gordon Henry were in attendance also). The breakfast was a thank you to Mount Cross and 2 other area Lutheran Churches for their hard work on the Malaria Campaign. Our synod was a pilot synod for the campaign and the Bishop thanked us for being an innovative model to the rest of the church.

Pastor John’s Report: Pastor John passed around a committee signup sheet and asked each council member to check their relevant committee for any errors in members... and also, if possible, to list a brief goal for the committee. The goal will be a way to stay aware of what each committee is doing.

Treasure’s Report: Herb Holler, chairman of the Budget and Finance Committee briefly reviewed a handout prepared by Randy Churchill. He asks that we all bear with the committee/treasure patiently during this time of transition. Currently the budget and finances are on track and there are no issues to discuss.

Committee Reports: **Fellowship Committee** (Scott Fajnor) wants to know if there is a set church policy regarding serving alcoholic beverages at church functions—both on site and off site (Hockey Party, Make, Bake, Celebrate...). They question both the appropriateness of serving alcohol and the liability involved. Pastor John noted that the only written policy he is aware of is regarding wedding receptions and that does state no alcoholic beverages are to be served on the church property. This matter will be referred to the Executive Committee for further review. Scott also wanted clarification for the Fellowship committee on where the money from freewill offerings goes to. There is a specific budget line item for the coffee monies. The question on other offerings (Lenten dinners...) will be referred to the treasurer for clarification.

Service& Missions Committee (Bill Stoll) wanted clarification on the procedure for requesting Make, Bake, Celebrate funds and who makes the decision where the community outreach portion of the money is donated to. The outreach money question will be referred to the treasurer. For “in house” requests, a notice will go out to the congregation soon informing the members that if they would like to request funds from Make, Bake, Celebrate, the request needs to go through an appropriate committee or through the pastors. The requests will then go to the Executive Committee for review and tentative approval before going to the council for final approval. Bill Stoll also brought the council up to date on the status of the Home to Stay project. There are currently 3 people in position to volunteer but a lead coordinator is still needed. Once that position is filled Mount Cross can move forward with this mission.

CDC representative Carol Paul has a proposed budget for the CDC. It is the same as last year’s budget. She will submit it to the Budget & Finance committee for review and then it will come to the council for approval.

Learning& Youth Committee: Gayle Johnson has met with Pastor Erik regarding this committee and how it may be divided to better serve the congregation. They have brainstormed lots of ideas. They plan to continue working and involve the children’s ministry coordinator in the process as well.

Property Committee: Stan Patscheck told the council that Southern CA Edison has replaced all the fluorescent lights and ballasts for free and this should give the church some energy savings. The property committee is looking

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into new LED exit lighting for the sanctuary that will also have emergency flood lights. The church office has been painted and they are looking into finding money to paint the sanctuary. It is estimated the cost will be about \$8000.00.

Technology Committee: Stan Patscheck reported that money from last year's Make, Bake, Celebrate has been spent on new computers and other technology equipment. They are also in the process of buying a big screen TV for the PLC. It will be housed on the wall in a locked cabinet.

Youth Liaison: Matthew Sobolik says that fund raising continues for the summer trip to New Orleans. So far the envelope fund raiser has earned about \$4000. Breakfast burritos will be served at church this coming Sunday and in addition there have been pre-orders for 30 dozen burritos. The youth will also be helping at the Progressive dinner, Easter Breakfast and Make, Bake, Celebrate to earn money for the trip. There will be a Mother's Day Boutique in May selling new and gently used clothing. The high school youth have attended Winter Camp at El Camino Pines and the Youth Band just returned from playing for the Middle School camp at El Camino Pines.

Executive Committee: Susan Prosser informed the council that they would "host" the last Lenten Supper on 3-29-12. In light of the noted need for better communication with the congregation, Susan will be writing a short piece for the monthly newsletter highlighting the actions of the council. The Executive Committee has agreed to pursue the activation of the Mutual Ministries Committee. The personnel committee is also going to be reactivated.

Caring Committee: John Colby said that this committee is not really a committee. He has reached out and contacted lead people for several groups that might be included under the Caring Committee (Flinke Handed, Welcome team...) and let them know that he will take any concerns they have to council.

New Business

There was a motion and second to appoint Carol Paul to the Endowment Committee. The motion passed.

It was moved and seconded to have the Property Committee be the overseer of the sale of all church equipment approved in the current budget (kitchen equipment and Xerox machine) with the Executive Committee giving prior approval to any sale prices before the sale is finalized. The motion passed.

Since Randy Churchill was not at the Executive Committee meeting or at this council meeting, the item of removing the term "interim" from the treasurer title was held over for the next council meeting.

Pastor Erik asked the council for a formal commitment to the Home to Stay project. It was moved and seconded to have the congregation make up to a 2 year commitment to a designated family once our team and team coordinator are in place and to allow Pastor Erik to sign the covenant between the family and the Home to Stay team. The motion passed.

Pastor Erik reviewed the handout copies of the proposed Legacy Giving letter and attached survey. During discussion it was recommended the letter be from the Endowment Committee instead of from the pastors as it currently shows. It was moved and seconded to authorize the Endowment Committee to send out the letter with the changes discussed. The motion passed.

Susan Prosser wanted to make the council aware that 2 congregational members would be asked to do a review of the church's current insurance policies and make recommendations on coverage and liability questions (including the alcohol question raised earlier in the meeting). She will report back to the council after the review is complete.

Other New Business

Scott Fajnor (Fellowship Committee) asked if during the Teen Challenge Sunday over the summer, the women's testimonials could be the sermon for the day. The matter will be referred to the Worship and Music Committee.

The meeting was adjourned at 9:25 p.m. with the Lord's Prayer.

Next meeting: April 10, 2012 at 7:00

April Devotions-Carol Paul

April report from the Body of Christ-Carol Paul

Mount Cross Lutheran Church
Church Council Minutes
February 4, 2012

Meeting called to order at 11:33 a.m. by Randy Churchill.

Opening prayer: Pastor John.

In attendance: Susan Prosser, Pastor John Soyster, Carol Paul, Pastor Erik Goehner, Randy Churchill, Denise Sobolik, Matt Sobolik, Gayle Johnson, John Stava, Bill Stoll, Scott Fajnor, Herb Holler, John Colby

Absent: Allison Easley, Pat Gallagher, Stan Patscheck

Election of officers:

President: Randy Churchill and Susan Prosser were nominated and accepted nominations. Randy suggested that he might operate as Treasurer if none other was designated. Susan Prosser elected.

Vice President: Liaison to Personnel Committee and member of Executive Committee. Gayle Johnson nominated and accepted. Elected by acclamation.

Secretary: Takes minutes for the Executive Committee and Council as well as minutes of the Annual Meeting. Denise Sobolik was nominated and accepted. Elected by acclamation.

Interim Treasurer: Effective March 1, 2012. Responsible to attend Budget and Finance and develop budget. Randy Churchill nominated and accepted nomination. Moved, seconded, elected by acclamation.

Financial Secretary: Takes money in, Treasurer spends the money. The current Financial Secretary, Jenny Christensen is willing to continue. Moved, seconded and elected by acclamation.

Council Basics:

Core values We are big enough and rich enough to be all things to all people. But we are NOT. We try to limit our activities to reflect our core values. The Council Handbook is no longer printed, can be found on-line. It is an evolving document.

Church Council Meeting Archived Minutes

Check the church website before meetings. Send committee reports to get posted to website. Try to handle most business in committees.

Devotions and Body of Christ Report sign ups. This year the Body of Christ questions are “What do you need from your church?” and “What do you have to offer your church?”

Committee Assignments:

Committees	Chair	Liaison
Caring.....	Bob Cole.....	John Colby
Endowment.....		Carol Paul
Budget and Finance.....		Randy, Herb
Welcome Team.....		Allison Easley ?
Worship and Music.....		Denise Sobolik
Fellowship.....		Scott Fajnor
House Missions (see Small Groups)		
Learning and Youth.....		Gayle Johnson
Mutual Ministry..(Pres).....		Susan Prosser
Personnel (VP).....	GayleJohnson.....	Gayle Johnson
Property.....	Rick Mann.....	Pat Gallagher?
Service and Missions.....		Bill Stoll
Stewardship.....	Lisa Higenbotham..	StanPatscheck?
CDC.....	Karen Fanner.....	Carol Paul
Small Group.....		John Stava/Denise Sobolik
Youth Leadership.....		Matthew Sobolik

Discussion: Stewardship should have year-round emphasis, continuity. Not just money, also time and talent. Stan would be a good person for Stewardship. PJ will approach him.
Change name to differentiate between year-round stewardship and pledge/giving drive in fall.
Look into your committee’s scheduled meetings.

New Business:

Property Committee: Proposal to build new kiosk. Requesting to amend budget line items as needed and to transfer of major maintenance funds \$1,300.00.
Contracts over \$1,000.00 need to be brought before Council. Motion to change line item 28.370 to reflect amount budgeted and addition of reserve funds to sign and have funds available for kiosk replacement. Discussion: New kiosk will be the same size as now, cork on 3 sides, racks for flyers. Who will read contract to make sure it properly serves the church? Perhaps Jim Prosser will read contract. Why can’t money be taken out of current operating cash? Education re: new accounting procedure benefits. Make Bake Celebrate may be good way to restore these funds. Approved by acclamation.

Old business: Pastor Erik is supposed to draft a “legacy letter.” Council should see it before it is sent out. Put on agenda for March.

Meeting adjourned at 1:09 PM with the Lord’s Prayer.

Next meeting: March 7 pm Parish Life Center
Devotion: Gayle
Body of Christ Report: Scott

Respectfully submitted,

Carol Paul

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Mount Cross Lutheran Church Church Council Minutes

December 13, 2011

Meeting called to order at 7:00 by Randy Churchill

In attendance: Pastor Erik Goehner, Carol Paul, Bill Stoll, Susan Prosser, Stan Patscheck, Pastor John Soyster, Bob Cole, Matt Sobolik, Randy Churchill, Geordan Goebel, Bob Brundage ,

Absent: Jessica Rebbe, Allison Easley, Norm Williamsen

Guest: Melissa Henry, Gordon Henry

Devotions: Bob Brundage. Daily Wisdom from the Bible-Devotional for Every Day, Proverbs 30:8. Geordan Goebel. The blessings of/response to prayer.

Approval of Minutes: Minutes of last meeting were approved.

Body of Christ Report: Randy Churchill. Men's Bible study at 6:30 is a worthwhile effort.

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Pastors' Reports

Pastor Erik. Youth leadership: Christina Laura is a candidate to be an intern volunteer. Cathy Channels open to having her volunteer for CDC, too, because she is an early childhood education and development major at CLU. Geordan Goebel gave Pastor a welcome packet from another church which might be adapted for Mt Cross' use. Pastor John. Calendar awareness for holiday season worship. Leadership retreat will be first Saturday in February, location TBA. Annual reports are due January 1.

Treasurer's Report: Susan Prosser. November was back on track but not able to capture unrealized income. Still \$37,000.00 behind in planned income, but because of expenditure decrease, net deficit is only about \$19,000.00. There has been the intention this year of transferring some funds to different account lines before the end of the year. Making these transfers will reduce the deficit but are not being taken as an action to correct the shortfall. Funds identified in the handout will authorize the Treasurer to move the funds. A motion was made, seconded and passed by acclamation that these transactions be made.

Committee Reports

Caring: Bob Cole: Bob has been checking in with visitors. Pastor John commends Bob for doing a good job following up.

CDC Carol Paul. Council wants a copy of the monthly financial statement. Carol will start bringing it to meetings.

Endowment: Pastor Erik. Committee did not meet with Greg Shepherd because of his inability to keep appointment. Meeting will be rescheduled.

Welcome: Bob Cole. Still working to provide sponsors for new candidates for membership. When funding is available, Stan Patscheck will be producing a DVD for the visitation committee to take to visitors along with their cookies. Also looking for people to visit the visitors. Inventory of gift packages is adequate but will not be given out Christmas Eve. Allison is doing a great job with sign-ups.

Fellowship: Carol Paul: Lefse making was very well attended. Susan Prosser has not gotten any estimate from Nancy Bond, insurance agent, since the discussion at Executive Committee. Association with an organized league increases our risk. Geordan states that the likelihood of a successful lawsuit against the church is exceedingly low. Sounds like we should have the insurance for it. Still don't have our other insurance quote for the new year yet.

Children's Ministry: Geordan Goebel. Sunday School Children's Christmas Program is Sunday, December 18; dinner at 5 pm, program at 6:15, followed by goodies for families as they drive around the city enjoying the Christmas lights.

Mutual ministry: Randy Churchill. Committee can be built any way we want. It will be re-instated for the benefit of the ministers and the congregation. Sets goals and acts as sounding board.

Personnel: Susan Prosser. Committee has not met because there are not yet recommendations for the personnel budget.

Property: Stan Patscheck. Short on funding. It was pointed out that there is money budgeted and available for some items. Thanks to Gordon Henry for cleaning rain gutters. Prayer garden is blooming. The garden needs a bench, which pastors are to discuss with a possible donor.

Service and Missions: Bill Stoll. Someone from Peace Lutheran remarked that we have a very active service group. The Acorn did good article, interviewing Pastor Erik about Gifts of Hope. Our partnership with Ascension may have been part of the reason we were able to host the Bishop. There were about two hundred people at Hanging of the Greens! Melissa Henry reports she has not checked online but thinks the goal of \$90,000.00 for funding Burure was reached.

Youth: Matt Sobolik. High School Disneyand trip in January, winter camp in February. National Youth Gathering in the summer.

Confirmation winter camp in March.

Lefse continues. Dropped flamingo insurance idea due to expense.

New Business:

1. Annual meeting. Schedule set: 4:00 meeting, 5:30 chili cook-off.
2. 2012 Budget process: Susan Prosser. There has been further review and refinement of the proposed budget. Items on draft budget are listed as talking points or challenges which need some discussion, not dissention. Brainstorming suggestions have been made per Council request to narrow the gap between available income and requests. The goal tonight is to inform and educate. Randy states there are some funds, about 6 months of reserve, to do our ministries; we should be frugal, forward looking people.

Susan highlighted items from the working notes she handed out. No great changes in requests. This draft budget reflects reduced income and expenses compared to last year. It is decline in revenue that presents the challenge of balancing this budget. If every household would give \$5.00 more per week, the budget would balance easily. The congregation has made thoughtful pledges and to now ask for more money may not set well with some people. In the past, some have changed their personal expenses when they felt that giving more was necessary. Pastor John: If people are just meeting a budget, there's no hope; but if it's about giving, we have nothing but hope. Pastor Erik: The congregation always steps up when needed. If we cut some items and find they really are needed, some would step up to meet the need.

Council asks that Budget and Finance determine what reserves we may or may not want to tap. If we can determine what is truly a "reserve," we might be able to use some funds not usually considered for operations; consider austerity cut-backs but still allow the church to perform its mission. If we want to institute a supplemental request, it should be done very soon. Thank the congregation for job well done but we are still short or give a statement about where we are financially in the bulletin.

Motion made to present a state of the congregation's finances in January. Discussion ensued about a statement that pledges are down and no definitive stewardship report after the recent drive. Amendment to motion: The Council feels it is important to make a statement about the results of the 2011 stewardship drive and state of the 2012 budget needs. Motion to amend the proposed motion was passed. The motion as amended: carried. Budget and Finance has done very well presenting information to make it possible for us to make good decisions.

3. 2012 nominating committee: Members will be notified.
4. Theme for 2012: Reflecting on the process the past few years, themes may or may not be carried through for summer, stewardship, etc. A unified theme should be ready for launch in September, the beginning of the activity year, with Bread for the Journey. A recognizable logo would also bolster the theme. Pastor John has already started thinking about using our values, core statement, each year as we approach our 50th anniversary.
5. Liability related to the softball team: Already discussed above.
6. Treasurer: Susan Prosser. Requested standard agreement to ask for approval but it has not been provided by Jessica Rebbe. We need to look beyond February for a Treasurer. Need someone who can read financial statements. We have someone who can write checks, generate reports, etc. Maybe find out if there is someone who can prepare reports to present to the Treasurer. This will be discussed in Budget and Finance and Executive Committee.
Marilyn has completed all the Time & Talent reports. If you want to staff an event, ask Marilyn for referrals. PLEASE use it so people who may have expressed interest get called. At least thank them for signing up even if there is not yet a need for their time and/or talent.
7. Attendance: neighborhood fact-finding task forces to find out why people don't attend church regularly. Put on agenda for next month.
8. Status of tech report. On hold due to no money. There is money, we just need to make sure that requests are made through proper channels.

Meeting adjourned: at 8:50 with prayer.

Next meeting: January 10, 2012 7 pm Parish Life Center
Devotions: Pastor John
Body of Christ Report: Pastor John

Looking ahead: Annual Meeting Sunday, January 29, 2012, 4pm followed by chili cook-off at 5:30.

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Annual Leadership Retreat: Saturday, February 4, 2012, 9 am, location TBA. Installation of 2012 Church Council:
Sunday morning services, February 5.

Respectfully submitted,
Carol Paul
Recorder

Mount Cross Lutheran Church Church Council Minutes

November 8, 2011

Meeting called to order at 7:05 by Randy Churchill

In attendance: Pastor Erik Goehner, Carol Paul, Bill Stoll, Susan Prosser, Norm Williamsen, Allison Easley, Stan Patscheck, Pastor John Soyster, Bob Cole, Matt Sobolik, Randy Churchill

Absent: Jessica Rebbe, Geordan Goebel, Bob Brundage

Guest: Jenny Christensen, Financial Secretary

Devotions: Carol Paul

Approval of Minutes: Minutes approved.

Body of Christ Report: Allison Easley. Likes: Person interviewed especially likes the cards sent out for birthdays, illness, etc; socializing on the patio. Concern: Are sick and homebound getting attention they need? Is enough attention being given to people who are homebound?

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Stewardship Report: Jenny Christensen. Report of pledges received. Same number of people have responded to as last year at this time. Sent out 238 stewardship packets, 166 have been returned so far. A percentage gives but does not tell us what they plan to give. Per the written report, pledge cards were low one year because there was not a basket which went from house-to-house. Some pledges want their gifts used/not used for certain purposes and this is honored. With new chart of accounts next year, it will be cleaner and easier to see where money comes and goes, should make people feel more secure that their funds really are going/not going where they want. Simply Giving: About \$70,000 now coming in through this program. Less than \$10.00 per month fee. Simply Giving is encouraged because of seamless flow of funds, small fee for service.

Welcome: to Matt Sobolik, newly appointed as youth representative.

Pastors' Reports

Pastor Erik. Flamingo insurance: Council endorses this plan for youth fundraising. Money envelope program may also be done. Pastor received a request for internship from a CLU senior for next semester. Council encourages this idea. Pastor will check out the internship suggestion further.

Pastor John. Stewardship Bible verses will be available in a notebook in the church. Five people are to be received in membership this week.

Treasurer's Report: Jessica Rebbe. Hard copies provided.

By the end of October our financial position has improved. Especially surprising is the envelope non-pledged response in October. Pledged giving performance has also improved, maybe catch-up or advanced giving. Net deficit is only \$18,000 because we were able to do some savings on expenses. We are getting closer to a manageable difference. Budget and Finance still thinks it is necessary to keep curtailment of expenditures policy in effect. It was recommended that the Executive Committee thank the congregation for their response to our financial situation.

Expenditure curtailment should continue.

Report of expenditure requests is not available. No requests have been denied or required Executive Committee review.

Budget and Finance Committee is still working on a new chart of accounts for accuracy of finances and programs. Some budget requests have been made. Council members should clarify for committees what a bare-bones budget is, what does it take to perform the function of the program? We can't be cavalier with economic situation of the congregation.

Committee Reports

CDC Carol Paul. Pizza days made \$183 for the school, about one month tuition for 3-day student! Thanks to all who participate. Tanya had meant to give Cathy the properly balanced budget last month but she was having technical issues so she kept distributing the unbalanced budget and not understanding what was going on and being highly embarrassed that I brought an unbalanced budget to the Council. This has now been rectified.

Endowment: Pastor Erik. Greg Shepherd will present a workshop on legacy giving, help us develop a brochure, perform a congregational survey to identify witnesses to legacy giving. Please send suggestions to Pastor Erik for "survey" suggestions. Educating about legacy giving now will help improve response later. Letter will be reworked and perhaps wait till next year to be mailed.

Welcome: Stan Patschek Working better, well aware of new members coming in this week.

Fellowship: Carol Paul. Lots of events coming up. Recipe distributed to encourage Council and congregation to join in Lefse-making. Softball fees need to be passed by Treasurer. Team season league may be \$300 or \$400. Maybe tournament fee is \$125 or so. Maybe we need to be cautious with liability as well as bad debt. Call insurance agent about sports teams. If not a liability problem, we will as an experiment, fund the tournament. Committee should submit a budget request. Once again, Council commended Fellowship Committee on all of its fun activities.

Personnel: By error, Susan Prosser was not notified of the recent meeting. Discussion of substitute Praise Band

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Director when Caroline wants to take time off: follow example of choir director and organist who find a replacement and pay them.

Supervisor reviews employment performance and recommendation will then be shared with the Personnel Committee.

Property: Stan Patscheck. 20 people worked last Saturday. Reflects how congregation cares for the church.

Service and Missions: Bill Stoll. 31 pints of blood were donated. Upcoming service includes Alternative Christmas and a new Habitat site opening soon in Oxnard. Home to Stay will wait till next year.

Youth: Pastor Erik. National Youth Gathering

New Business:

1. Stewardship handled above with Jenny Christensen.
2. Follow up report on expenditure curtailment program. Awaiting report from Jessica to reflect the nature of expenditure requests. So far, no escalation to second level of review but some choices have had to be made.
9. New Mexico property update. Randy to check with RE Agent again and then Pastor John will call the local Lutheran minister in the area.
10. Home to Stay: Lynn Bullock was supposed to provide Pastor Erik with information.
11. 2012 budget process was handled above.
12. 2012 Nominating Committee: In place but needs to be activated. Chart available for explanation of terms of council members. Asterisked members in list are terming out and are eligible for membership on Nominating Committee.
13. Theme for 2012: set the theme for next year before the congregational meeting so we are ready to start without delay. Pastors don't feel like they're finished with Journey to the Center of the Soul. Limited follow through on last year's backpacks. Need to overlay activities, not just sermons. As we go out to committees, try to emphasize theme. Set as an agenda item, do some brainstorming.
14. Congregational meeting will include a chili cook-off.
15. A motion to designate a Gift of Hope, The Burure Mission, for the Thanksgiving offering was made, seconded, and passed by acclamation.

Meeting adjourned at 8:57 with prayer.

Next meeting: December 13, 2011 7 pm Parish Life Center
Devotion: Bob Brundage
Body of Christ Report: Randy Churchill

Respectfully submitted,
Carol Paul
Recorder

Mount Cross Lutheran Church
Church Council Minutes
October 11, 2011

Meeting called to order at 7:00 by Randy Churchill

In attendance: Pastor Erik Goehner, Carol Paul, Bill Stoll, Susan Prosser, Bob Brundage, Randy Churchill, Norm Williamsen, Geordan Goebel, Allison Easley, Stan Patscheck, Jessica Rebbe

Absent: Pastor John Soyster, Bob Cole
Guest: Lynn Bulock, Ericka Bigger

Devotions: Norman Williamsen Where is God? In spontaneity.

Approval of Minutes: Minutes approved.

Body of Christ Report: deferred

Home to Stay: Lynn Bulock, Ericka Bigger. Lynn is in her second diaconal call and is present tonight to invite Mount Cross on a journey with Home to Stay. Home to Stay is allied with Lutheran Social Services and Project Understanding. It couples a mentoring team of faith community with families needing support for 12 to 24 months. Home to Stay is not asking for a financial commitment but a supportive relationship. Ericka is a training specialist. When clients come to her for assistance, she teaches them skills necessary to get their families through the steps necessary to make a positive permanent change in their lives. The Home to Stay program started August 1, 2011; Lynn and Ericka are the only staff. Bridges Out of Poverty is a day long workshop which demonstrates some of the skills Ericka has to teach. To people who have not grown up with middle class American values, telling them they need to budget or get certain papers in order is like speaking a foreign language. Some people need to be taught these bridges/skills so they can become financially and housing stable. Home to Stay is seeking a mentoring team of 3-7 individuals to work with one family. Lynn has a power point presentation and an article on what a faith community can do to address poverty. Similar programs have been established in different places. The family will be selected because they need housing assistance. Executive Committee will discuss this at a future meeting.

Pastors' Reports

Pastor Erik: At Family Faith Night held in the beginning of October interest was expressed in family finance education. High school student group is enthusiastic and active. National Youth Gathering will require fund raisers. One suggestion is flocking: Pay for insurance to prevent flamingoes from flocking on someone's lawn. Envelopes to donate a set amount of money was effective last time. Set as action item to discuss next month. When will HS youth rep be named?

Next Tuesday is Bishop's Stewardship dinner 6:30 to 8:30 at CLU. Church leadership is invited but RSVP Pastor Erik.

Pastor John: On-line report.

Treasurer's Report: Jessica Rebbe. Hard copies provided. YTD income under budget \$50,000.00. Pledged giving increased in September. Endowment will be reconciled before posting on website. By leaving money in designated funds, we are not using the funds effectively. Jessica thinks we should take money from specific funds and apply them to general income, partly because we are running at a deficit. "Local Church" came into being because some people did not want their donations to go to ELCA Synod. But these funds were never recognized as they were intended, as part of operating funds. We will defer any financial action until we have heard B&F report.

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Committee Reports

Endowment: Bob Brundage Legacy Giving representative Greg Shepherd gave them a lot of homework and he will be meeting on October 22 with them again. It will be an impressive program. Greg is still educating the committee so there are no actionable items yet.

Welcome team: Allison Easley Visitation sign-ups are covered through the end of October and need congregational members to sign up for future dates. Bob Cole is the new Chair. The committee name has been changed from I-Cubed to Welcome Team. The team is planning a video for prospective members.

Fellowship: Carol Paul Please post minutes and thanks from the Council for all their activities.

Service and Missions: Bill Stoll Committee members are very active and always looking for more to do. Flu shots, blood drive. On-line sign-up for blood drive is easy. Photos by Keith not done so Bill tried to do photos of Council members but many were playing golf. [Chair and Mr Prosser were first place winners. PJ was also on team, celebrating so hard that he is not able to be present at the Council meeting tonight. 29 present, 16 played golf. Ann Bensen made a hole-in-one on the putting green. Congratulations all.]

Gifts of Hope used to be called Christmas In July. Last year the church's Gift of Hope was for the fight against malaria. This year, ELCA is hoping to accumulate \$80,000.00 for Zimbabwe clinics and schools to get electric lines to their facility.

Stewardship: Bob Brundage. Off to good start. No stewardship dinner planned. Recognition of time gifts and commitments will be done on October 30.

New Business:

Approval of CDC Budget: Carol Paul. Budget provided. Not balanced but now have enrollment to support the downsized budget. Motion to approve proposed budget made and seconded. Discussion ensued. Approved. Pizza sales to benefit CDC: will be providing order forms to congregation next Sunday.

Requests for Utilization of Designated funds: Susan Prosser. Hard copy of B&F minutes provided. Some projects were begun before changes were made in financial policy. To be properly handled, the Council has to approve them because the requested funding will not come from specific line items. Request authorization to spend up to \$3,735.00 for the grand piano overhaul including repair, tuning and transportation. Concern for children's choir funds was noted but because there has been recent interest in children's choir. Children's choir money has been there for at least 10 years and probably can be re-purposed. If children's choir is rejuvenated, it will have funds newly dedicated to it. Concert funds are a custodial account so the council is not able to decide how to spend that money. Services have already been completed. Funding proposed to come from Concert Series, children's choir, Ione Grailer Memorial, and Joe D'Addario Memorial. Approved by unanimous acclamation.

Music and Worship commissioned Communion ware. Now the funds need to be taken from the appropriate designated funds. Various memorial funds will be used to cover most of the costs. Currently short \$686.20. At some point in time, more sources will need to be identified for this balance. Motion to authorize funding as proposed for the Communion ware. Amendment: Worship & Music should find other memorial funds to cover the additional money needed: \$686.20. Amendment to motion: approved. As amended, motion to expend the funds for the Communion ware was approved by acclamation.

2012 Budget Process: schedule for budget process. Only essential expenditures should be made for the rest of the year. Applicable to all church staff and volunteers. Curtailment policy, if approved, will be presented in newsletters and bulletins until the end of the year or the Council has reversed the policy. Motion: per handout. Discussion: Too much responsibility for Treasurer; should go to Exec Committee. Motion amended: Only essential expenditures be made for the remainder of the calendar year (salaries, benefits, contracted obligations, utilities, etc.) and that any other expenditure from either budgeted or designated funds needs prior approval. Request for approval is to be submitted to the Church Office for review by the Church Treasurer and /or Executive Committee, who will have up to 72 hours to respond. This curtailment is to be in effect for all church staff and volunteers. Approved by unanimous acclamation.

Proposed schedule. Guidelines will present that only essential/bare bones budget will be entertained. Schedule will be on-line. Packets may be available in church office.

Investment management recommendation: Budget & Finance Susan Prosser Specific recommendation will wait

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until B&F better understands how liquid our funds need to be. Motion to Instruct that the funds be put into a bank account while in waiting in order to protect the principal. Schwab will still hold our money, not as stock but as cash. Approved.

Treasurer: Randy Churchill. Resignation letter from Jessica Rebbe was read. Recommendation made that we enter into 2-month agreement to retain Jessica's services. Susan Prosser: Jessica Rebbe's service has been greatly appreciated by B& F, Council and Church. As we complete chart of accounts, policies and new budget process, Jessica has provided us valuable professional services. Motion to engage Jessica Rebbe's services for January and February 2012 at \$750.00 per month to get us through the congregational meeting and implementing new policies/processes. Approved. Jessica states she will be happy to reduce remuneration if her circumstances change.

Council Vacancies: Randy Churchill. We do not have to wait till next year to start filling council vacancies; interested persons can be appointed by council to fill empty seats.

Devotions and Body of Christ: schedule addressed

New Mexico property: Randy Churchill will check with agent.

Geordan Goebel: We're all serving our church here and we are fortunate to have religious freedom. In Iran there is a Christian pastor being sentenced to death. In Egypt where 10% of the population is Christian, people are being persecuted. Geordan calls us to think about how other people are serving around the world.

Meeting adjourned at 9:13 with prayer.

Next meeting: November 8, 2011 7 pm Parish Life Center
Devotion: Carol Paul
Body of Christ Report: Allison Easley

Respectfully submitted,
Carol Paul
Recorder

**Mount Cross Lutheran Church
Church Council Minutes**

September 13, 2011

Meeting called to order at 7:00 by Randy Churchill

In attendance: Pastor John Soyster, Pastor Erik, Carol Paul, Bill Stoll, Bob Cole, Susan Prosser, Bob Brundage, Randy Churchill, Norm Williamsen, Geordan Goebel, Allison Easley, Stan Patscheck, Jessica Rebbe

Absent:

Leave of Absence: Stephen Kohl

Guest: Barbara D'Addario

Devotions: Bob Cole

Approval of Minutes: Minutes approved with corrections.

Body of Christ Report: Bob Cole Knowing who Council members are: Bill Stoll will consider getting photos/info posted about Council members.

Mount Cross Classical Concert Series: Barbara D'Addario Written report available. Funds are being accumulated over time to make the classical concert series self-sustaining. Most musicians perform for half-price. Expenses for publicity, piano tuning, etc are covered by funds accumulated or donated. The concert series makes Mount Cross more visible to the community as well as providing care for the piano and other equipment. There are plans to increase the concerts to four per year next season (2012-2013). The series' intent is to provide cultural events for church and community. Barbara is branching out to bring sacred music by doing a concert for Crossbeams on November 4. The quality of the performances rivals major public venues. Lincoln Mayorga will give a brief recital before he presents his documentary, "A Suitcase Full of Chocolate," at Mount Cross as a pre-season event October 14th and 15th at 7pm. This is the west coast premier of the movie about the life of Sofia Cosma, a Camarillo resident who was an accomplished musician with a very eventful life.

Pastors' Reports

Pastor Erik: Report will be on website. Staffing issue: A well-qualified interim director, Linda Tendler, has been hired and has already started her duties.

Endowment committee will be meeting with Greg Shepherd on Thursday. Bishop's Stewardship Dinner is open to the church leaders. Recommend President and Stewardship Chair attend, and anyone else interested. Please RSVP Pastor Erik so he can let them know how many meals to prepare.

High School youth are planning to attend annual conference in New Orleans so will need increased congregational support for such a distant trip.

Pastor John: Report posted on the web. Lynn Bulock, our diaconal minister who was affiliated with Mount Cross during Pastor John's sabbatical, is now working with Home to Stay, an United Way project being developed by Lutheran Social Services and Project Understanding. Limited information is available at this time about this program.

"Living and Believing as a Disciple of Jesus" is similar to "What Lutherans Believe." This new series of discipleship classes starts Sept 29 for 5 Thursday nights. Open to all members and prospective members.

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Treasurer's Report: Jessica Rebbe. We are about \$40,000.00 under budgeted income. \$26,000.00 was moved from Schwab to cover expenses. Because of the recent downturn in our finances, B&F felt that bringing recommendations or freezing accounts would be premature but it is puzzled by the decreased receipt of pledged giving. Attendance was down in August. July through September giving is always down but compared to pledged giving for the last two years, we are well below the trended expectations.

Changing from a hybrid system of accounting to a more orthodox accounting system reflects a loss of about \$6,000.00. The purpose of accounting is to show everything spent and everything coming in, ensuring transparency and accuracy. No actual dollars have changed, only reclassified so everyone can see the actual dollars received and spent.

A recent stock value loss of \$8,000.00 indicates that the Schwab account is not the appropriate place for our funds. The B&F Committee is still looking into better choices to place funds.

New Business:

Disposition of New Mexico Property: Randy Churchill. The good news is this property has road access and a house near it. We can keep, sell, or give it. An agent has been contacted to sell it for \$800.00 to \$1,200.00. Moved and seconded that we authorize the President to sign agreement to sell property. Passed unanimously by acclamation.

Policy on use of designated funds: Susan Prosser. Hard copy provided. Past practices for using designated funds were inconsistent and confusing. The purpose is to set a method to deal with spending designated funds. Needs to say "expenditures in excess of budget." Motion to accept policy based on recommendation of the Budget and Finance Committee to accept with the suggested wording change. Discussion: need to look at complete expenses for all activities, which should all be budgeted in one general or specific fund. Designated funds are not to be considered as a resource for funds when budgeting. We need to know the amount of money expected to be needed as well as any additional expected sources of income (sales, donations, etc.) Seconded and approved by acclamation.

Committee Reports:

Budget and Finance: Susan Prosser. Cathy Channels and Tanya Carter of the CDC were present to discuss CDC budgeting at last night's meeting. Declining enrollment is due in part to developmental kindergarten being offered free by PVSD. As of last night CDC still had no budget but they do have some options to meet their expenses. There is no proposed change to hourly rate of pay for CDC employees although the director and one teacher have asked for a decrease in pay. A "no cuts" budget would cause a shortfall of \$31,000.00. A proposed "reduction" budget would have a shortfall of \$10,000.00 which can be balanced by eliminating 5 paid holidays, reducing paid teacher prep time by ¼ hour, reduce director's salary by \$2,400.00 using reserve funds and acquiring one new student. Based on history, there may be more students enrolled even though school has already started. The Council wishes the CDC Board to understand that they need to bring themselves into compliance with their budgeting process. If no additional student materializes, CDC reserve funds should be allocated to make the budget balance. If CDC ratifies a budget on-line, maybe the Council will also do an on-line ratification of their budget. The will of the Council is to reemphasize we do support CDC and we're here to help, but they must come into compliance. The appropriate time to help the CDC with their budget is during the fall when the church does its budgeting process. Per CDC by-laws, there is supposed to be monthly flow of financial reports. Advertise for new students in bulletin and newsletter!

Getting close to making a recommendation to take over Schwab account. One more interview planned.

Endowment: Bob Brundage. As Pastor Erik said, there will be a meeting this week with Greg Shepherd.

I-Cubed: Stan Patscheck Committee is running smoothly. Stan is stepping down from chair, Bob Cole will be interim chair. Norm has resigned from sub-chair of visitation. Alison Easley has taken on responsibility for visitation.

Fellowship: no new report

Children's ministry: Geordan Goebel No report on Children's Ministry. Geordan stated that he took exception to part of September 11th liturgy last week.

Mutual Ministry: Randy Churchill. Nothing to report.

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Personnel: Susan Prosser. No meeting.

Property: stan nothing new

Service and Missions: Bill Stoll. Incredibly active committee!

Stewardship: Pastor John. Planning stages and will announce program soon. Worship & Music: Back to usual schedule. Send any changes in worship assistance or meeting schedules to Marilyn or Pastor John.

Youth leadership: vacant

Final Business:

Help yourself and the CDC: Handouts to invite all to share in CDC Pizza Sales. Fill out order and give to Cathy Channels the day before the pizza is to arrive. Pick up dates are the 2nd Thursday and the 3rd Friday of each month. Pizzas are take and bake from Valentino's. They are very good. Basic price is \$7.00, additional toppings \$1.00 each. The school gets \$4.00 for every pizza delivered!

Request was made and approval given to arrange for service recognition awards during stewardship to emphasize use of time and thanks for some exceptional service.

Meeting adjourned at 8:56 with prayer

Next meeting: October 11, 2011 7 pm Parish Life Center

Devotion: Norman Williamsen

Body of Christ Report: Allison Easley

Respectfully submitted,

Carol Paul

Recorder

**Mount Cross Lutheran Church
Church Council Minutes**

August 9, 2011

Meeting called to order at 7:05 by Randy Churchill

In attendance: Pastor John Soyster, Pastor Erik, Carol Paul, Bill Stoll, Bob Cole, Susan Prosser, Bob Brundage, Randy Churchill, Jessica Rebbe, Norm Williamsen, Geordan Goebel

Absent: Allison Easley, Stan Patscheck,
Leave of Absence: Stephen Kohl

Devotions: Bill Stoll

Closed Session: James Prosser present.

Approval of Minutes: Minutes approved with corrections.

Body of Christ Report: Allison Easley's report delivered by Norm Williamsen.

Pastors' Reports

Pastor Erik: On website.

Pastor John: Report posted on web. Thank you and gift from Steve Hammer's youth group was received. Pastor John will present end of life planning thoughts and ideas. He hopes people who have gone through end of life issues will come so they can share their experience with the rest, those who need to plan and gift such planning to their families.

Into the Woods deposit of \$3,700.00 made today.

Treasurer's Report: by Jessica Rebbe. July looked better than previous months. Pledged received increased from 79% in June to 96% in July; still down for the year: Currently \$8,500.00 over budgeted expenses. Memorials have been re-allocated with families' approval.

Action Items:

Bound Conscience Neutrality presentation by Norm Williamsen. Luther implores us to honor one another's conscience. Norm wants to determine a congregational stand. ELCA has made a stand and we are members of the ELCA. We are discussing a very small portion of people who are publicly-accountable couples in a life-long, monogamous same-sex relationship, and at least one of which wants to become a pastor. The social statement holds the bound conscience language while the policy is about the rostering of PALLMSS people. ELCA definition of bound conscience allows us to respect and love each other even though we have different opinions. It seems that congregations are only taking a stand if they cannot endorse the ELCA stand or if these issues come up in a call situation. This subject may be scheduled again some time in the future.

Photo Directory Guest Patti Stouch The Committee couldn't come to a consensus so still looking for direction

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from council. What criteria do we set for updating page? Notebook has the capacity to hold enough B&W pages. We could send out updates for minor changes or have info password-protected if on-line. Motion: Council states a preference for single-sided, B&W full directory in existing binders and authorize expenditure of designated funds labeled for this purpose. Motion carried by unanimous proclamation. Council advises that members should not have to make donations to cover the expense but committee may consider sponsors to defray costs.

Audit Committee Report by Susan Prosser. Written report provided. CDC has September-August school-year budget. Liaison is not yet aware of their budget process. There apparently is no budget available so Pastor John will discuss with Cathy Channels.

Budget and Finance Policies by Susan Prosser. Hard copies of proposals provided to Council members.

- **Approval of Contractual Obligations** Provides dollar amount for need in high cost, emergency, or on-going contracts. Motion to approve policy recommended by B&F passed by unanimous proclamation.
- **Policy on Operating Budget Control and modification:** Motion to approve policy recommended by B&F passed by unanimous proclamation.
- **Policy on Authorization to Expend Designated Funds** Presented and tabled till next month for further discussion.

ELCA Legacy giving not yet available. Schedule next month.

Church Library by Susan Prosser One of two people who volunteered is not able to take on the task immediately but a plan may be worked out and announced in the fall.

Kitchen Audit by Bob Brundage The Executive Committee has asked the Property Committee to set up task force to make recommendations about kitchen usage and equipment. Survey has been designed with deadline of this weekend.

Resignation: Randy Churchill Children's Ministry Director has been responsible for Sunday School, nurse, Fun with Faith, VBS, and Safeguarding God's Children. Should someone be authorized to hire someone to act as interim person to cover the rest of the calendar year. Pastors to evaluate and consider changing position for the future.

Committee Reports:

Fellowship: Carol Paul Suggest to Worship and Music that since there has been an increase in youth, consider resuming children's choir. Newbies don't necessarily know what Rally Day is so maybe I-Cubed can contact them, invite them specifically and encourage them to learn/sign up. Fellowship planned activities, would it be appropriate for I-Cubed to publicize and/or extend invitations, maybe use VCStar, Acorn, Happenings. Picnic Potluck is plastic-free. Feel free to bring your own chairs, dishes, eating utensils. Fellowship time is the ½ hour between services. Still looking for hosts for the congregation-wide A Taste of Mount Cross. Worship and Music has asked to resume the children's choir. Budget and Finance: See Committee Meeting Minutes on website.

To be on agenda next month:

- Out of state property
- Classical concert series
- Policy on authorization to expend designated funds

Meeting adjourned at 8:56 with prayer

Next meeting: September 13, 2011 7 pm Parish Life Center
Devotion: Bob Cole
Body of Christ Report: Bob Cole

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Respectfully submitted,
Carol Paul
Recorder

Mount Cross Lutheran Church Church Council Minutes July 12, 2011

Meeting called to order at 7:12 by Susan Prosser

In attendance: Pastor John Soyster, Pastor Erik, Stan Patscheck, Carol Paul, Bill Stoll, Bob Cole, Susan Prosser, Allison Easley, Bob Brundage, Randy Churchill, Jessica Rebbe

Absent: Norm Williamsen, Geordan Goebel
Leave of Absence: Stephen Kohl

Devotions: Carol Paul with thanks to Pastor John for keeping a file of devotions for our use when we forget to prepare.

Approval of Minutes: Minutes approved with corrections.

Body of Christ Report: Randy Churchill will report next month.

Pastors' Reports

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Pastor Erik: Pastor Erik sent a copy of the devotions used during his last youth trip.

Pastor John: Report posted on web. He was focused on family this past month and gives thanks to the congregation for their support. Homework for next month is to read info he e-mailed about bound conscience neutrality.

Treasurer's Report: Jessica Rebbe. Income is well under expected income. Net income is at a loss. Budget & Finance discussed need to freeze some budget items. Contingency fund will be suspended till things turn around. We may have to use designated funds if they are relevant to needs. Financial secretary reports have not been going out quarterly. We should revive sending this out again on a quarterly basis. Income is at 90% of pledged. Usually it is at 98% midyear. Pastor will ask Jenny to start sending out quarterly reports again, beginning with mid-year reports. Will also have Stewardship report in next newsletter. Pastor John views stewardship and budget as two entirely different entities: Stewardship is our *need* to give; Budget and Finance is how we *manage* the church monies.

Jessica reviewed some of the memorial funds with Marilyn. Entries were made to consolidate funds where possible. Jessica will get us list of account changes.

Property valuation question. Maybe we need to do an inventory to reflect current values/replacement costs. This is important for insurance, budgeting and possible future financial needs.

Committee Reports:

Property Committee: Budget is \$5,000.00 for maintenance. Air Force study concluded that it costs 2% of replacement cost of a building to maintain it. Property would like to increase its maintenance budget. \$3,900.00 has already been spent, much of it on finding/repairing a leak. The committee is asking to increase its budget to 1% of estimated replacement cost, to \$10,000.00. If there is an overage at the end of the year, the committee would like that overage to pass into a deferred maintenance fund.

Budget and Finance will not authorize this request at this time in light of the prior Treasurer's Report and because there are several accounts that Property manages. Property will reassess/re-present in the fall.

Major project question: Stan has been working on 20' by 20' storage area which could be located at the far end of the parking lot. Cost would be mitigated by church labor talent but waterproofing and stucco should be done by professionals for warranty purposes.

Endowment Fund: No follow-up has been done yet on presentation.

I-Cubed: Visitation chart needs to be used! Not limited to church council but there is not yet a protocol for visitation. A limited number of people have been contacted.

Committee meetings: Some committees have not posted minutes recently. Council would like more info on Children's Ministry. Each of us needs to encourage our committees to send agenda or minutes to the office for posting on the website.

Budget and Finance: See Committee Meeting Minutes on website.

Proposed financial policy presented:

- Recommendation on Memorial Fund Contributions is time-bound since the Memorial Committee has made many attempts to contact families to manage memorial funds. Suggestion that memorials of \$100.00 or less, pool those funds. For funds exceeding \$100.00, establish categories for fund use. Categories: Worship and Music, Scholarship (camp, preschool, trip, etc), Endowment Fund. Categories may be an on-going resolution. What has been spent out of general memorial funds? Maybe small amounts will be shunted to Endowment. Already designated funds will be allocated. Specific recommendations of categories will be made next month.
- Policy on Approval of Contractual obligations proposed for centralizing and review of contracts. What constitutes a contract? Does it include rental equipment? Park rental? Service agreements? Intent of this policy is to know 1) when church is obligated/liable and 2) for on-going money outlay. All contracts, no matter what the dollar amount or frequency, need to be filed in the office for review. Guidelines for on-going agreements and dollar amounts will be considered and proposed at the next meeting.

Jessica has been doing a fine job and we appreciate her attention to detail and her ability to point out areas where changes should be made for improved financial management.

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Policy regarding budget controls will be discussed next month.

We have property in New Mexico on which we pay taxes but the property is of no value to us. May 2009 minutes indicate that we may dispose of property. Randy Churchill will look into disposing of the property.

Use of church facilities by outside groups. We fronted money for "Into the Woods." Last year we made money, had many Mt Cross youth, lot of congregation support. We probably won't do this again. Classical concert series and CDC also use church. CDC makes contribution to church. Concert series makes invisible contribution by maintaining piano and other instruments. AA and NA make small contributions, not because we ask but because it is part of their organizations' programs.

Action Items:

1. **Devotions for August** Bill Stoll
2. **45th Anniversary of MCLC (10/23/11)** will discuss later
3. **Expansion:** Stan Patscheck. It has come to everybody's attention that this building is too small to accommodate our congregational activities. Building is 118 ft long, 33 feet wide. Max distance it can go out is about 30 feet (20 feet from property line. First thoughts were to put in basement level for classrooms and restrooms. Will keep exterior walls, remove roof. He talked with city about parking: not an issue for this proposal. Primary consideration is open/green space. Consider contacting current owner about property to south of our property. Randy will contact owner to discuss scenarios. Stan needs to locate plot plans so he can overlay his ideas and take the drawings to the city. He needs to get city to comment on drawings before he can make any other suggestions.
4. **Other:** Endowment committee e-mail vote on approving scholarships: Distribution approved via e-mail as recommended in June minutes. Committee to make report to congregation of the distribution.

Meeting adjourned at 8:55 with prayer

Next meeting: August 9, 2011 7 pm Parish Life Center

Devotion: Bill Stoll

Body of Christ Report: Allison Easley, Randy Churchill

Respectfully submitted,

Carol Paul

Recorder

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Mount Cross Lutheran Church Church Council Minutes June 14, 2011

Meeting called to order at 7:06 by Randy Churchill

In attendance: Pastor John Soyster, Pastor Erik, Stan Patscheck, Carol Paul, Kris Korzan (Youth), Norm Williamsen, Randy Churchill, Geordan Goebel

Absent: Susan Prosser, Bill Stoll, Donna Kohl (CDC), Bob Brundage, Bob Cole, Allison Easley

Leave of Absence: Stephen Kohl

Devotions: Stan Patscheck: leadership by example

Approval of Minutes: typo corrections will be done and minutes re-submitted

Insurance review: Nancy Bond presented summary and explanation of all our insurance coverage. Work comp policy renews in October, based on salaries reported. Recent increase in work comp premium was caused by state changing policy requirement for preschool vs. daycare classification.

Maintaining sexual misconduct coverage at \$1M even though most insurers are decreasing this to \$500,000. The only people not covered under sexual misconduct are strangers, people not authorized by congregation. Policies and procedures need to be followed to avoid misconduct problems.

Coinsurance penalties are incurred if you don't insure for high enough value. Agreed value is based on building and does not include contents like the organ, stained glass, and bells. Mt Cross is currently valued at \$180 per square foot.

We have no earthquake policy and are requesting Nancy to get us a quote for earthquake coverage.

Crime: embezzlement should not happen because the person writing checks should not be signing checks. If it is the same person checks should say that checks require two signatures. Bank will not look at that but the person receiving the check should question if there are not two signatures. Until we order new checks, two signature statement should be printed when the check is printed by bookkeeper.

Incidental liquor liability is included in the current policy and covers all church-related activities.

Personal property of key employees, pastors, is covered to \$50,000. Nancy will check to see if this includes the CDC director's property.

Directors and Officers policy includes unlimited legal costs.

Water coverage includes sewage backup, not rain damage because of roof disrepair or damage.

General liability covers, among other things, food poisoning. Umbrella liability policy covers rental vehicles up to \$50,000 replacement cost.

Directors and Officers liability includes full prior acts. It also covers identity theft for pastors and council members, even if not church-related ID theft. There is a death benefit in the event of death of clergy. Questionable if Council President would be covered.

FYI, Lutheran Credit Union is in Brea, CA.

Employment is one of the biggest insurance problem areas. Nancy has a website, HR360.com, she will share with the church about human resources. The site's information is state-specific and includes non-profits.

Picture Directory Update: Patti Stouch not present. I-Cubed was asked to give input to the directory task force. If we do it correctly now, then in the future it may not be so expensive to keep current.

Body of Christ Report: Stan Patscheck All the answers were the same: enjoy the friendliness of the congregation and knowing congregation cares. What needs improvement? Young adult Bible study needed; more room for gatherings. Perhaps young adults are very busy with family and jobs so this has not been a strong focus. Ideas for expanding facilities will be addressed again.

Pastors' Reports

Pastor Erik: Not on web yet but has hardcopies. Synod assembly format changed. Impressed by caliber of candidates involved in our synod. Our synod top giving for ELCA World Hunger Appeal. Also big fundraiser for

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Malaria Campaign. Need to recruit more people to get involved at synod level. Starting new Lutheran periodical.

Received seven scholarship applications. No quorum to vote on recommendation for scholarships. Discussed and subject to e-mail approval of Council. \$9000 to distribute. \$7000 to scholarships for \$1000 each, \$1000 to mission endowment fund (missionary sponsorship) \$1,000 to Pastor's Discretionary Fund.

Pastor John: posted on web.

Treasurer's Report: Jessica Rebbe presented highlights of written report. Chart of accounts has been started so will have new account numbers next month. Each month she and Marilyn study about 10 accounts to correct, continue, delete, etc. Will make recommendations after all accounts have been addressed. Mortgage principle reduction is about \$8000 per year without making extra payments. Balance last year was incorrect so it only looks like principle reduction was \$4000. (See Long Term Liabilities, account 29.) Profit and loss statement: less loose plate and non-pledged money coming in than planned. We also had a couple unexpected bills related to EDD issues. Under-budget on expenses so we are in a good position per budget. The summary report Jessica prepares is appreciated.

Uncommitted donation income is difficult to estimate. More people have not pledged this year. Council gave Jessica info from Nancy's insurance presentation.

Committee Reports:

I Cubed: Moving along positively. Need new sign-ups for visitation. New procedures with card file.

Visitation person to come after last service to get names of visitors.

Children's Ministry: Pitch Burst: lots of energy and preschool families present, too. Video on podcast at website/Worship and Music

Property Committee: Workday this Saturday 7:30 am for specific tasks. Make effort to get dust bunnies on front ledges if cherrypicker will be available for bulb changes.

Youth: Summer trip next week.

Action Items:

- Church Council to take all worship assisting responsibilities for Sunday, June 19. See assignments on agenda. All Council members are expected to hang out at the hospitality area between services.
- Future of the church library: Tabled till next month.
- Devotions and Body of Christ Reports assigned to Norm Williamsen and Randy Churchill, respectively, for next month.
- October 23 will be 45th anniversary of the charter of Mount Cross. If we plan a special celebration w need to work around concert already scheduled for that date.
- I-Cubed has no budget. How will it get more money? Ask!

Meeting adjourned at 8:55 with prayer to include Pastor John's father and Kris Korzan's passage to and through West Point.

Next meeting: July 12, 2011 7 pm Parish Life Center
Devotion: Norman Williamsen
Body of Christ Report: Randy Churchill

Respectfully submitted,
Carol Paul
Recorder

Mount Cross Lutheran Church
Church Council Minutes
May 10, 2011

Meeting called to order at 7:02 by Randy Churchill

In attendance: Susan Prosser, Bob Cole, Pastor John Soyster, Pastor Erik, Stan Patscheck, Carol Paul, Randy Churchill, Allison Easley, Kris Korzan (Youth), Norm Williamsen, Bob Brundage

Absent: Bill Stoll, Geordan Goebel, Donna Kohl (CDC)
Leave of Absence: Stephen Kohl

Devotions: Susan Prosser, inspired by her Grand Canyon Experience last month.

Approval of Minutes: Moved and passed. Accepted with typo corrections.

Body of Christ Report: Prepared by Bill Stoll and reported by Randy Churchill. Bill will be asked to submit a digital copy of his report so the kudos can be passed on to Music and Worship/choir and praise band.

Pastors' Reports

Pastor Erik: During Holy Week he went to Casa Pacifica to teach about Holy Week. Maybe we should do Holy Week in a nutshell for our children.

Tent Event was great. Expand activity next year?

Mt Cross Young Adult group had first meeting. 20 to 35-year olds, single, unmarried. Definition of young adult is still evolving.

Confirmation Sunday is this week and 8 students will be confirmed.

20 students are signed up to go to Portland, OR for the high school summer trip. Among other activities planned, they will work at the World Forestry Center and will be there to participate in the Community Table at St Luke's, Portland. This is another fruit of Pastor's sabbatical.

Thanks to Char Sakioka and Kevin Churchill for all their hard work and organization of the Easter breakfast.

Sociology studies show parents and grandparents are important in shaping children's faith. So what are we doing to promote parenting encouraging faith? Ditto for congregations being important in shaping faith.

A group from Arizona with Pastor Steve Hammer, who served at Mt Cross at one time, is coming for Beach Camp in July. They will camp out in Luther Hall.

Pastor John:

Tent event, ditto.

Stephen Ministry: If any of us know someone in any kind of crisis, plant the seed of using a Stephen Minister.

Let Marilyn know if/when your group is meeting to schedule space and to let people know so they can give their input.

Confirmation is Sunday. Pictures of old Confirmation classes are back up on the wall. Pastor John is still trying to get more pictures and names posted. So far Mt Cross has confirmed 342!

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Summer schedule starts June 5, 9:00 and 10:30, ending with one service at a park, followed by a picnic, August 28. Into the Woods: 9 performances beginning July 8, running 2 weekends.

Treasurer's Report: Given by Susan Prosser, Chair of Budget and Finance. She has reports but they have not yet been posted. Summary sheet of Jan through April. Income is still behind, largely due to under-realized Envelope-Non Pledged category. Pledged giving has increased to 97%. March had large expenses so April does not look as good for income as it was. Assets remain remarkably unchanged. Total assets have only changed by \$2200 to the good. Total bottom line of balance sheet is also only changed by \$2000 to the good, to about \$1.5 million.

Items to be reviewed by Treasurer and the Committee:

- Why is there such a discrepancy of salaries and benefits between actual and projected?
- Stephen Ministry has already spent their whole year's budgeted amount and then some. Are designated funds for Stephen Ministry?
- Checking/Savings balance: somewhat lower than it has been in other years. Do we need to set a minimum balance to meet expenses?
- Should any midyear recommendations for budget adjustment or advisory be made?

Attendance 2011: Jan up by 50, Feb up by 120, March down 99, April 38 less than last year.

Committee Reports:

Randy read reports on the website and noted that some committees have not posted reports in awhile, particularly children's ministry, stewardship, mutual ministry, and youth. Stewardship is not expected to post until they meet again.

He also noted that the CDC report states "to raise funds for shortfall of funds." CDC needs to know that we appreciate it, it is a part of Mount Cross, and the congregation is here to support the CDC.

Budget and Finance: Working on making a recommendation for financial management of the Schwab account (\$192,000). This is NOT the Endowment Fund. Council made a resolution a month or two ago to engage a management advisor. Is there a preference for management to be truly local? Two recommendations are in Westlake Village. Church-based investment fund would not allow us to communicate readily with the advisors nor access our accounts quickly because they are in Chicago. When a gift of stock is made, we want to be good stewards. Current thinking is that non-profits should liquidate stock and put it in more conservative investments. Location is not an issue.

Accounting for events, big and small. See Action items.

I Cubed: Stan chair, Bob Cole member of committee. Nora and Scott Fajnor were sponsors for new members. Introducing new members before The Peace is an excellent invitation for members to greet the new members. Mugs/info have been given to several new visitors. Bob Brundage was able to get in touch by phone with another man/couple. Jo Holler has offered to provide the red books. The Committee will get in touch with her to let Jo know what information would be helpful. We should broaden/clarify usher/greeter new member responsibilities, especially for new visitors. Online instructions are lengthy so maybe alerts on the back counter might be helpful. Maybe send instructions with the e-mail advising people when they serve. Pastor Erik suggested a routing plan for visitors to have them sign book and capture e-mail and phone number, give cup, contact by greeter in addition to pastors. Paul Christensen used to have running list of people who were contacted. Considering luncheon for new members/visitors. Used to be a potluck with sponsors bringing food. Stan will contact Pastor John to follow up on these ideas.

Nametags at Tent Event were easily accepted. Helped to have regular service attendance on tag, too.

Property Committee: A lot of new people, a lot accomplished.

Action items:

- Make Bake Celebrate Awards. Sharon Korzan was present as rep of the MBC committee. Tip for Teens was earned and should be kept separate. Sanctuary repairs were added to the list of local projects. Increased tech improvements because there was a little left over. MBC committee request for LRCC. Also increased were Lutheran Disaster Response and New City Parish. Money has been repaid to designated

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line for next year. Housing project is no longer designated as "Tijuana." Moved to accept allocation of MBC funds as recommended by the Executive Committee.
Seconded and approved by proclamation. See attachment.

- Audit report: Certification of general and design funds, bookkeeping of funds, completed. Member audit committee has met with Jessica and Susan.
An audit of the CDC will be done for the benefit of the CDC and congregation. The Audit Committee may also do other special inquiries, e.g., contractual agreements.
- Journey to the Center of the Soul project: Church Council to take all worship assisting responsibilities for Sunday, June 19. Sign-ups started. All Council members are expected to hang out at the hospitality area between services.
- Insurance review: Need a review of our insurance needs and current policies. Invitation has been given to Nancy Bond for next Council meeting.
- Future of the church library: Inactive for at least 2 years. The library takes up space in a busy room, and the resources are largely unused.
Consider an honor system checkout? Refer to Children's Ministry? Is library on T&T sheet? Grapevine article for librarian? Susan Prosser will prepare newsletter item.

Meeting adjourned at 8:52 with the Lord's Prayer.

Next meeting: June 14, 2011 7 pm Parish Life Center
Devotion: Stan Patscheck
Body of Christ Report: Stan Patscheck

Respectfully submitted,

Carol Paul
Recorder

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Meeting called to order at 7:00 by Randy Churchill

In attendance: Susan Prosser, Bob Cole, Pastor John Soyster, Bob Brundage, Stan Patscheck, Carol Paul, Randy Churchill, Norm Williamsen, Allison Easley, Geordan Goebel, Donna Kohl (CDC)

Absent: Pastor Erik, Kris Korzan (Youth), Bill Stoll

Leave of Absence: Stephen Kohl

Guests: Brian Fisher (Endowment Chair), Greg Shepherd from Planned Giving

Devotions: Carol Paul

Endowment guest speaker: Greg Shepherd, employed by ELCA as Regional Gift Planner. He helps people plan gifts to charity because there are different kinds of trusts and variable tax implications. His focus is to allow givers to give more to the church and less to the US Treasury. Greg asks: how many members died this year? How many remembered the Church in their will? Only 8% will leave a gift. As Lutherans, we're good stewards and givers. Trying to change church culture to change lack of planned giving through wills and trusts. Reasons Lutherans do not give through wills and trusts:

- didn't think about it,
- never got around to it, (only 30% of Lutherans have will or trust)
- don't know how,
- no one asked (The John Creen Story: A wealthy Lutheran who donated \$1M to Robert Schuller to build Crystal Cathedral. No Lutherans had asked him for a donation!)

Giving is one way to express our love of God. Even people with almost no assets can give something. Wants to lift up planned giving using Endowment Committee. Greg and Committee will meet monthly. Process starts with a review of bylaws to make sure we are in compliance with federal law. Then a survey of current planning, brochure designing, workshop, second year thank you program are highlights of the process.

Planned giving stimulates current giving.

Brian Fisher: we lost 40% in stock downturn a few years ago. Because of a generous gift from Adda Lukehart, we have the capability of generating more funds to serve our mission without taking away from current giving. We think that church will benefit from this system and knowledge for giving of this kind.

Susan Prosser: Endowment funds have traditionally been used for scholarships but may also be used for other purposes.

Approval of Minutes: Moved and passed. Accepted as published.

Body of Christ Report: Susan Prosser. Only one input. Best liked: quality of worship, Communion every week, overall sense of social responsibility of community, activities for seniors and young families are interesting. Ideas to consider: Stick-on name tags on occasional Sundays, feature family or person in newsletter, provide a general opportunity for people from different services to meet.

Pastors' Reports

Pastor Erik: on vacation.

Pastor John: Tent Event May 1; 9am Sunday School, 10 am service so we can all get together again, show solidarity with people who do not have homes.

He encourages us to look at the Camarillo Health Care District website for resources. Do we need to let neighbors know about parking in the street May 1 because of tent in parking lot and 3 services in one?

Treasurer's Report: Given by Susan Prosser. Budget performance: revenue slightly down to 90% of anticipated income. Last month 86% of expenses, now 98% of expenses, assuming 1/12 flows evenly throughout the year, which it does not. Susan always looks at attendance record to find correlation. March down, maybe related to weather. April has festival Sundays so there maybe catch-up in expected income. Last year we were \$13000 down, this year only \$10000 behind.

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Committee Reports:

CDC: Donna Kohl: enrollment for next year is down. Basket donations were successful: \$500 from church members, total \$1400. There is need for 1 ½ scholarships for next year. Fundraiser Pizza on Thursdays and Fridays. Pizzas are \$7, CDC gets \$4. (They are really good! From Valentino's between Foster's and Bread Basket in Ralphs shopping center.) Asking MBC for funding for scholarship money. Also looking for one more board member. There will be 3 openings in June, 2 have been filled, one still available.

ICubed: New name for new member committee. Introduction, Initiation, Integration. Alison, Norm, and Stan are leaders. Putting program in place to greet and get visitors to join in our fun and worship. Allison is researching advertising. Signage to tell people we're here, too. Welcome with new members being recognized, gift for new visitors so members can recognize the visitors walking around with item. Info will be taken from their signing the guest book and member will visit them with cookies and DVD to welcome them, hopefully, the same day. We want to honor visitors' big step to come to church. Package with a note in case people not home. Expand greeters to take cookies? If they come back, we should be able to recognize them. Start initiation if they come back: sponsors to befriend and encourage. Bob to get recruits for sponsors to introduce new people to other members. If they decide to become new members, sponsors will be responsible to go to new member classes with them. Integration: still in the works. Norm on visitation. Council is asked sign up to start the visitation process, one Sunday every three months. Plan to add other congregation members to do visitation. Ushers will coordinate calling visitation person. Will start this weekend. Phone calls only for Easter since there will probably be a lot of visitors who are not looking for a church home. Tent event will be odd Sunday, too, when maybe only phone calls will be done.

Randy will donate signs when ICubed determines what it wants. Caring Committee will no longer be listed as a separate committee since it is being absorbed into ICubed.

Property: Workday last Saturday accomplished a lot.

Action items:

- Endowment Committee presentation
Discussion: Mr Shepherd may tell people what they need to ask their lawyers and accountants but he may not practice law if he is not an attorney. He will be paid by ELCA. Capacity to designate use of gifts may not be the case vs memorial gifts which may be designated. What guides the investment of the endowment funds? The Treasurer manages the fund. We are invested with the ELCA Pooled Trust. Endowment Committee determines where funds are disbursed. Moved and seconded to sign Legacy Plan Giving Covenant. Passed by unanimous proclamation.
- Make Bake Celebrate requests: not ready to present. No distinct guide about division of funds between outreach and in house funding.
- Audit: Susan Prosser reports that there is not a report available. Please put on agenda for next month.
- Into the Woods: production to be done will not be racy. July 7-11, 14-16. Some roles may be available to church members if they care to contact Pastor John. Proceeds went to scholarships last year and probably will again this year.
- Wine Bottle project by Church Council: Take a bottle, take responsibility for a service /project with neighborhood. To be discussed at Executive Meeting. Anyone with suggestions, tell someone on the Executive Committee.
- Mt Cross Palms to Pines Golf Tournament. Contact Randy Churchill.

Meeting adjourned at 8:40 with the Lord's Prayer.

Next meeting: May 10, 2011 7 pm Parish Life Center

Devotion: Susan Prosser

Body of Christ Report: Bill Stoll

Respectfully submitted,

Church Council Meeting Archived Minutes

Carol Paul
Recorder

Mount Cross Lutheran Church Church Council Minutes March 8, 2011

Meeting called to order at 7:00 by Randy Churchill

In attendance: Susan Prosser, Bob Cole, Kris Korzan (Youth), Pastor John Soyster, Bob Brundage, Stan Patscheck, Carol Paul, Pastor Erik Goehner, Randy Churchill, Norm Williamsen, Bill Stoll, Allison Easley, Karen Fanner (CDC)

Absent: Geordan Goebel, Donna Kohl (CDC)
Leave of Absence: Stephen Kohl

Devotions: Kris Korzan The Businessman and the Fisherman

Approval of Minutes: Moved and passed.
Executive Committee meeting minutes read.

Body of Christ Report: Randy Churchill Interviews found congregation to be characterized as friendly and caring, casual atmosphere and friendship, compassionate people. Improvements: younger and older families

Church Council Meeting Archived Minutes

socializing more; more social activities desired for a special needs adult.

Pastors' Reports

Pastor Erik: Jon Vevia's high school choir was a positive presence last month.

Winter camp last 2 Sundays: 12 high school and 9 junior high the following week. Enjoys the camaraderie and conversation, participation of other groups. Had youth alumni helping at camp this year. It was a special joy to see them become leaders. Speakers from New City Parish and LSS are being planned. While seeking new language to communicate the Gospel to young people, it has come to Pastor Erik's attention that a pastor in Newbury Park has a blog: No Greater News. He started blogging for his congregation to prepare them for Sunday lessons. Now he is electronically sending YouTube trailers to thousands. Watch for a Mount Cross YouTube production coming soon. Channel Islands Conference will be meeting here 2:30 on March 20. All church members are welcome.

Pastor John: Ash Wednesday at St Columba's at 7:30. Services here will be Wednesdays at 7. The book, Seven Wonders of the Word, is a sell-out. Make, Bake, Celebrate! On Saturday, April 30 will be using a tent which will not be dismantled till Monday morning, so pastor is thinking of one service on Sunday, May 1, making use of the tent, probably an Exodus event.

Treasurer's Report: Given by Susan Prosser. Somewhat different format of reporting. Now seeing end of Jan. Accounting because monthly closing will be done with full reconciliation so will not be reported as quickly as we are used to. In January, pledged givers gave over 98% of pledges. Attendance was above last year for Dec and Jan. Balance sheet is comparison to previous year. Investment account 10.52 has grown and will be addressed in Budget & Finance report. There is less in checking and savings than last year. Increase in endowment account 14.4 is a reflection of gifts. Management and philosophy of accounts will be addressed later. "Suspense" is an accounting term used for temporary assignment of funds until they can be debited/credited to the proper line. Profit and Loss statement is clear. Credit card accounts were established last summer so pastors did not have to use their personal accounts and then submit the expenses.

Chart of Accounts has 3 accounts and reflects budget Jessica inherited. The next budgeting cycle begins in October 2011.

Committee Reports: Committees to do work, council to give guidance. CDC by Karen Fanner: The CDC Board is proposing to put together baskets to raffle because the budget is tight. Budget is tight because there was a 387% increase in workers' compensation insurance premium this year. They also want to renew their scholarship fund. They propose selling 10 tickets for \$10; every \$30 earns a 5-ticket bonus. Hoping to realize \$300. The school is currently collecting donations for the baskets. Drawing will be the Monday after the Spring Sing. There will be only one prize per person. If someone's name is drawn more than once, the subsequent baskets will be forfeited and new winners will be drawn.

Karen was advised that instead of selling tickets, the must be made available by "suggested donation." She was also advised that everyone planning to acquire tickets be told of the one-win policy when tickets are offered.

Spring Sing is performance for parents which is a big CDC event. [Scheduled for April 3, 2011] Enrollment is good. CDC used to have a wait list but not now. Factors may include more competition in the community and we do not have hours to support working families. This year the CDC budgeted for a shortfall so it is doing okay. Make, Bake, Celebrate! funds will be available and CDC may wish to make a request.

Budget and Finance: Topic of the month: Management of investments. Professional investment managers are being requested. Treasurer will propose some people she works with and we may choose church-affiliated investment managers to interview, too. Investment guidelines and selection of an investment manager should be done first, then have them work with us to define/refine our philosophy and strategies. Concern is that most professional managers' goals are to maximize profits. We have to find someone to follow our parameters. It was suggested that we use ELCA management.

Motion made that the church's invested funds be professionally managed and that the Budget and Finance Committee be directed to review and interview optional managers and return to the church council with a recommended investment management contract. Discussion: This is for the \$181,000 currently held as mutual funds.

Budget and Finance is committed to meeting monthly because they need to undertake lots of matters and move forward. Motion was carried unanimously.

Church Council Meeting Archived Minutes

Property: Big Screen TV and projector. Is there a Technology Committee? A Tech Committee might be better suited to take over this requisition. Gil Valencia works in IT and is investigating and beginning to address all our technical needs. Sanctuary projector is large and difficult to reach. Hearing aids might also be included. Request funds through Make, Bake, Celebrate. Ask Gil and Ann Valencia, Mike Hobbs, and Jim Gramacki to help with purchase/plan task force. Can we move on immediate need for TV? Urgency by Stephen Ministry, Women's Bible Study, funerals, etc.

Prayer Garden committee has not been meeting. Someone is willing to donate native plants once plan is made. Stan Patscheck will be calling them together.

April 9 is a work party at 8 am.

Van usage is not the responsibility of Property. Anyone can call office to provide license and get put on church's insurance plan if they want to use the van for church business.

Action items:

- Endowment Committee is arranging a speaker to be present next month to discuss legacy giving. Presentation will be 15 to 20 min.
- Review retreat discussion:

Focus area: Journey to the Center of the Soul.

Membership chair on leave of absence. Need task force for a year? Membership is introduction, initiation, integration. Introduction is how people walk through the door, learn about church. Initiation is Baptism and affirming Baptism. Integration is how we get them actively engaged in the life of the congregation. Do we want one team or 3 smaller teams? Introduction: new kiosk/welcome center, strong greeter awareness of visitors, gifts for visitors, cookie visitation, recognition/identify visitors during service, follow-up to visitors, new member orientation/pastor visitation, routine monthly Come Learn About Mt Cross meeting. Initiation: orientation/ classes. Integration: sponsors, new member luncheon Pastors need help forming this group. 3 council members to 3 Is Committee to find task force members. New Member and Caring committees to be combined? Also Service and Missions and Fellowship committees will play an important role.

Consider trustees structure for Property and Budget with the rest of Council to be 3 Is to make sure we make progress. This will require one person to be responsible for 3 Is. Stan Patscheck offered to be that person. Members of new 3 Is team are Allison, Bob Cole, Stan, Norm. Carol will make list of members. Allison is relieved of Worship and Music assignment.

- Make, Bake, Celebrate! requests are to be taken to committee which has oversight of area of request or the pastors if unsure about which committee should handle it. Pastor John will put a notice in bulletin
- Audit Committee is elected by Council. We want to activate the committee this year. Jessica will do spot audit for ELCA requirements but we still need to do a member audit. Old electors were confirmed and willing to serve now: Gordon Henry, Marisa Anderson, and Mary Goodenough. They are nominated to the audit committee. Moved and approved by unanimous proclamation.
- Wine project kickoff not presented tonight. It will be put on the agenda for next month.

Sign up for devotions and BOC reports.

Meeting adjourned at 9:01 with the Lord's Prayer.

Next meeting: April 12, 2011 7 pm Parish Life Center

Devotion: Carol Paul

Body of Christ Report: Susan Prosser

Respectfully submitted,

Carol Paul
Council Secretary

Mount Cross Lutheran Church
Church Council Minutes
February 5, 2011

Meeting called to order at 11:47a.m. by Kris Korzan.

In attendance: Susan Prosser, Bob Cole, Kris Korzan, Geordan Goebel, Pastor John Soyster, Bob Brundage, Carol Paul, Pastor Erik Goehner, Randy Churchill, Norm Williamsen, Kris Korzan, Stan Patscheck

Absent: Keith Selbrede, Allison Easley, Bill Stoll, Steve Kohl and Donna Kohl (CDC rep)

Agenda: should we hold elections since some members are missing. Need to re-appoint Jennifer Christiansen and put Jessica Rebbe into minutes.

Introductions of Council members: council terms, liaisons, memberships, duties and responsibilities.

MountCross.com website: go there to read all reports before each Council meeting. How We Serve. Church Council. Hard copy of reports may be available on request from the office.

Transitions in personnel has brought out some issues which Susan Prosser wants to address before election of officers and assignment of committees. Her concerns are that the Budget and Finance Committee wants to ensure transparency as well as have someone overseeing policy decisions which the Committee feels may have high impact on the congregation. Because the newly-appointed Treasurer, Jessica Rebbe, will not be able to attend Council meetings this year, she will have to report in written format and/or through another person. Susan's suggestion is that the Executive Committee become more active, perhaps with the Vice President becoming a liaison to the Budget and Finance Committee. This will provide a vehicle for items to come before council regarding management of investments, interpretation of reports, etc. Also, the more people who know the back story, the better. This was deemed by the membership to be a good plan. The Vice President will be the intentional link between Budget and Finance, Treasurer and Council.

Church Council Meeting Archived Minutes

Executive Committee elections: Motion to nominate Randy Churchill for President was seconded and carried by unanimous proclamation.

Motion to nominate Susan Prosser for Vice President was seconded and carried by unanimous proclamation.

Motion to nominate Carol Paul Secretary seconded. Carol expressed desire to share recording responsibilities with someone else if she should be unavailable because she thinks the duty should not fall on Pastor John's shoulders. Stan Patscheck stated he would step forward to do it. Motion carried by unanimous proclamation.

Treasurer: Motion to confirm appointment of Jessica Rebbe Treasurer was seconded and carried by unanimous proclamation.

Financial Secretary: Motion to re-appoint Jenny Christiansen as Financial Secretary was seconded and carried by unanimous proclamation.

Committee liaisons: Merging Stewardship and Caring for year round stewardship and caring for new members may warrant another council assignment because there are so many areas we think are important. It is expected that some Committees will work together, eg., Stewardship, Caring, Membership.

Membership areas: Attraction, Meeting and getting to Baptism/Confirmation, Integrating, Shepherding .

Shepherding is Caring, concern for retention. 7 Person Rule: if you can call 7 people in the congregation friend, you feel connected and a part of the group. Caring: prayer shawls, Stephen ministry, angel hands, communion ministers, etc. Caring is a resource for Membership and should find ways to work with Stewardship.

Change New Member to Member Committee. Caring is a resource for Membership. Committee chairs are not necessarily council members.

Budget and Finance: Bob Brundage liaison. Susan Prosser will be executive committee rep per discussion above.
Caring: Bob Cole chair and liaison.

Endowment: Bob Brundage liaison, Brian Fisher chair.

Membership: Norm Williamsen will share responsibilities with Steve Kohl.

Fellowship: Carol Paul liaison, Melissa Henry chair.

Learning and Youth: Geordan Goebel liaison. Kris Korzan is Youth rep.

Mutual Ministry: Chair: President of the Congregation Randy Churchill, Membership is other Executive Committee members, Susan Prosser and Carol Paul.

Personnel: Vice President of the Congregation Susan Prosser.

Property: Stan Patscheck liaison, Gordon Bergh chair.

Service and Missions: Bill Stoll liaison assigned in absentia. Gordon Henry chair.

Stewardship: no liaison assigned. Lisa Hatfield chair.

Worship and Music.: Allison Easley is being assigned since it is available and her preferences and gifts are not known.

All liaison and chair positions are subject to review and change at our March meeting.

New business for next meeting: Council to kick off wine project.

New business before next meeting: Lenten Soup Supper sign-ups.

Meeting adjourned at 1:02PM with the Lord's Prayer.

Next meeting: March 8, 2011 at 7 pm Parish Life Center

Devotion: Kris Korzan

Body of Christ Report: Randy Churchill

Respectfully submitted,

Carol Paul
Council Secretary

Mount Cross Lutheran Church
Church Council Meeting
December 14, 2010

Present: Keith Selbrede, Randy Churchill, Kris Korzan, Steve Kohl, Donna Kohl, Geordan Goebel, Charlene Sakioka, Susan Prosser, Pastor Erik, Pastor John

The meeting was called to order at 7:06 p.m.

Devotions were prepared by Bob Brundage and read by Char Sakioka. After the devotions Randy Churchill took a moment of personal privilege to announce that Kris Korzan has been accepted to West Point. Applause followed.

The minutes were reviewed and approved as printed.

Pastors Reports:

Pastor Erik

- He gave a summary of recent activity from the Service & Missions Committee, including the annual Hickory House Christmas event, support for six families (organized by Kim Avery), Operation Christmas Child (Fun With Faith), Alternative Christmas market (malaria project) and Fair Trade craft sale (which raised \$990).
- He reported that Martin Mannason was interested in having a dinner at the church on Christmas Eve for those who might not have family to be with. As an alternative, he offered baking cookies to give out after the services. Discussion suggested there would be great challenges in finding people to help on Christmas Eve. Better to find (soon) an alternate date when more people would be willing to help? 12/26? The first Sunday of Jan?
- He asked whether we might be interested in sponsoring Kimberly Avery as she competes in the Miss Ventura County pageant. Council felt official and financial support from the church would fall outside of our mission statement and be inappropriate.

Pastor John

- Reminded the Council of the process for accessing memorial funds.
- Alerted the Council that we have a 'new' staff member: Jayne Pompey is the new bell choir director (1/1/2011).
- Thanked Helping Hands for their good work and Crossbeams for giving up their 12/3 program for the larger than expected Janet Kohlmeier memorial service.

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- Alerted the Council that there is a new liturgy coming in the new year for the Traditional Services. Setting 8. Sample available on the church website.
- Reminded the Council of the dates for the Annual Meeting (1/30/2011), Leadership Retreat (2/5/2011) and Council installation (2/6/2011).

Treasurer's report:

- Randy briefly walked us through the P&L statement, the year to date budget report and the balance sheet. Bottom line: we've got money in the bank and we are in a good financial situation. Indications are that congregation is in a supporting mood and we are in good shape for expanding the budget.
- We received another anonymous \$10,000 end of the year stock gift.
- The question was asked, related to stocks we own, about our exposure to risk with these investments. No clear answer at the ready but this is on the table for discussion and action early in the new year.
- The question of an audit of the church's books was also raised. Agreed we should have one. We have a committee in place. It has not been done for several years and with the new financial team in place, now is a good time.

Committee Reports

- Fellowship – Planning another Chili Cook-off at 4 p.m. on January 30, 2011 to lead into the Annual Meeting.
- Service & Mission – See Pastor Erik's report above.
- Worship & Music – See Pastor John's report above.
- CDC – Donna Kohl explained that this was her first meeting and she is looking for guidance as to her role. Randy mentioned that the Preschool has recently had its Worker's Comp. classification changed and their rates are increasing about 272%. We should be aware of the impact this might have on their annual 'facility use' contribution to the church.
- Nominating Committee – Keith has gathered the committee and is helping them to get going and will continue to provide leadership. They meet again 12/16/10.

Action items

- Membership growth. Susan asked if we had numbers of new members in 2010. Pastor John did not have them at the ready but they will appear in the Annual Report. Steve Kohl said he would work on revising the metrics we use for determining the increase in membership – worship, baptized, confirmed, etc.
- Time & Talent follow up. Pastor John reported that we have received most of the T&T reports we are likely to get. The complete listing will be available at the annual Leadership Retreat. And the accountability list will be revised so every category has a name who will follow up with those who have volunteered.
- By-law changes. Proposed changes have been published on the website and a paper copy is available in the Narthex.
- Stewardship program update. As of 11/30 total pledges are \$339,348 and additional pledges are still coming in. Jenny Christensen reports that nearly \$50,000 of this is new pledging, both by new members and those who had not pledged previously. Also, 50 households have indicated plans to give but not pledge.

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- Keith reminded everyone that contributions to the Annual Report are due 12/26.
- New Bell Choir director – see Pastor John’s report above.
- Budget review/discussion. Susan led a step by step narrative of the 1st draft 2011 budget. Randy gave praise to Marilyn Gardner for her support to the process in her new role as Bookkeeper and to Susan for her leadership. Susan complimented the members of the Budget & Finance Committee for their help, which comes from much experience.
- This looks to be the first Mount Cross budget that will exceed \$500,000.
- Category by category, Susan detailed the proposed amounts for both income and expenses, filled in background justification for the requests and answered questions the Council had.
- All categories were reviewed by all except the compensation for the pastors.
- When pastor’s salaries were discussed, the pastors were excused.

As Pastor John was the secretary pro tem, the time of adjournment will have to be filled in later.

Respectfully submitted,
Pastor John W. Soyster
Recorder pro tem

Council Minutes November 9, 2010

In attendance: Bob Brundage, Bob Cole, Kris Korzan, Randy Churchill, Charlene Sakioka, Keith Selbrede, Susan Prosser

Absent: Lisa Hatfield, Mike Laskey, Pastor John, Steve Kohl, CDC rep.

Devotions: provided by Susan Prosser, story of Douglas and the empty hand that was the teacher's, moral: you never know who you will touch when you reach out

Approval of minutes: moved and seconded to approve minutes with minor changes

Body of Christ Report: no report due to assigned council member being gone

Pastor Erik's report: (see report on the web-site) shared newsletters from LRCC (Lutheran Retreats Camps and Conferences), shared update on Many Meals, shared about youth service projects and thank you's

- It was commented on the report in regards to Many Meals...expressed concern about sign-ups not filling up fast enough...need more on-going publicity...newsletters, temple talks, sign-ups on patio, brochure, photographs, etc. to keep it in people's minds,

Treasurer's reports: Randy passed out Profit and Loss statements, and Balance Sheets to the council, we do have a deficit, but we are under expenses, we have been in similar financial situations before and usually are able to break even when we include the extra giving around December and Christmas.

- It was commented on that we still need to give some extra publicity to make congregation aware of our deficit and need to make final giving "push" before the new year.
- It was then commented that whatever we say to the congregation we lift up positive with the concern and especially thanks to those who have pledged and followed through at a 99% rate.
- People expressed that last year's newsletter article was well-written and a gentle reminder that the church can use year-end gifts and that they are tax deductible.

Committee reports: (see the web-site for full minutes) highlights:

- **Fellowship**...is sponsoring Sunday School program, providing pizza dinner, theme is LIGHTS (Let's Invite God into our Hearts Together), people are invited to someone to come to Christmas program who might not be able to come otherwise and then take them out to look at lights after
- **Property**...property is being re-keyed this **Thursday, November 11**...notices will be put out for people to get new keys...**Church work party** scheduled for **Saturday, December 4th at 8:00 AM**...special thanks to neighbor whose landscapers trimmed our trees for free
- Council was reminded that **Annual reports** from committees need to be submitted by **December 26**.
- **Annual meeting** will be on **Sunday, January 30th**...Fellowship committee suggested that we do the chili cook-off theme again this year, but re-vamp some of the ideas, council suggested some new categories. The time was set as **4:00-5:30pm**...meeting starting at **5:30pm**...council gave the "nod" to Fellowship to run with the dinner and theme

Action items:

Budget process...appeal has gone out to all the committees to get in budget requests by **November 22**, a number of requests have already come in...it was brought up that we might do a second appeal to remind committees again to get their requests in on time.

Stewardship process...it is very heartening that pledges have increased this year up to 121 from 101 giving units last year, it was commented that the door-to-door, person-to-person stewardship campaign seems to make a difference in terms of response

New Business:

- It was commented that we had talked about a flat screen TV or Powerpoint projector for Parish Life Center, new computers for church office, wiring for video and sound so that activities in sanctuary could be seen in other areas of church campus
- The idea was that we might come up with a “technology plan”...a comprehensive vision of new technology for church campus
- A regular visitor to Mount Cross suggested doing a Thanksgiving meal for those from church who don't have other places to go...the council thought that the Many Meals night already filled that need, suggested that the person be directed to serve there or other areas like chili cook-off
- Randy Churchill moved to elect Kris as vice-president since he is stepping down to be treasurer, seconded by Charlene Sakioka

Adjourned at 8:45pm

Church Council Meeting Archived Minutes

Church Council Minutes

October 12, 2010

Meeting called to order at 7:05 by Randy Churchill

In attendance: Susan Prosser, Bob Cole, Kris Korzan, Geordan Goebel, Pastor John Soyster, Bob Brundage, Carol Paul, Pastor Erik Goehner, Charlene Sakioka, Randy Churchill, Stephen Kohl

Absent: Keith Selbrede, Lisa Hatfield, Patti Stouch, Mike Laskey

Devotions by Bob Cole Music instruments of the old testament. God is not limited in the ways to use instruments nor ways to praise Him.

Approval of Minutes: Moved that minutes be accepted with minor change.

Body of Christ Report: Bob Cole: Strengths: friendliness, lot of different ways of showing caring, choirs, fellowship, people, pastors. needs to appeal to younger demographic One person questioned noted that people must get involved in activities to get to know people. Weakness: appeal to younger demographic. Discussion of mid-20s people: perhaps there are fewer people in that demographic in Camarillo. There should be plenty of young people because of the University and community colleges. Do other local churches have large groups of this age? Maybe we could share resources and activities. Maybe we should try to start hosting a group of 20-somethings.

Pastors' Reports

Pastor Erik: Lot of new starts in September. Many Meals: coordinator has taken initiative and we have lots of point people supporting this. Article planned for Acorn about 7 churches working together.

Good response and attendance at rock service last weekend.

Special service for dedication of grave marker for Kayla Gucciardo. Suggestion to start some idea to carry Kayla's name to commemorate the accomplishments of her life so other young people may ask about her and be inspired by her.

Pastor John: Proud moment this weekend with rock service.

Many First Communicants.

Stories of Faith in Action may be added to annual report.

Bishop's meeting: general thought is that all churches should make on-line contributions possible. Also, there are no Council membership contacts/links on our website and this should be remedied in some way.

Questions raised about the data collected regarding attendance. Original idea last February was tending old members as well as encouraging new growth. Will we use the data to start a planned program to contact those MIA, using different levels of contact, eg, postcard, phone call, etc? Would this fall on caring committee (which does not currently exist)?

Treasurer's Report: Randy Churchill will ask for a change of report format for ease of understanding. Consulted with Bob Winters. There was a posting omission which has now been corrected. Because we have a substantial amount of money in designated and memorial accounts, Randy proposed surveying computer needs. Computer consultant may provide needed installation etc. as his donation to the church. Randy will call Audit Committee to request audit. There has been some concern about the handling of donations after services. The Nominating Committee should look for someone who is interested in being Treasurer before congregational elections. Work comp insurance audit is to be done this week.

Question about designated funds: In the past, the Treasurer made decision for management and use of these funds. Memorial funds are usually used with the approval of family.

Committee Reports:

Budget and Finance: Figure looks different than Treasurer's report because this number reflects what was budgeted, not actual.

Request will be put out to Committees for proposals for 2011 budget. May also open conversation with MBC

Church Council Meeting Archived Minutes

Committee to add their activities to the budgeting process. Used to be a function of WELCA but is now a function of the whole congregation, so maybe it should be a congregational budget process.

While we are transitioning fiscal personnel is deemed to be a good time to address budget category and process changes.

Music and Worship: discussion of merging services while keeping integrity of each service. Will try to launch Setting 8 in January. There is openness to interplay but not total change of either format.

Service and Missions: Alternative Christmas focus on ELCA malaria project.

Endowment Committee: will meet with planned giving representative about legacy giving, etc.

Action items:

Time and talent sheets: Improved use of time and talent evidenced by those serving at the CDC dinner this past weekend.

Proposed bylaw changes: changing commission to committee. Also, changing bylaws to reflect what is really being done. Can this be handled as continuing resolution? This is not a constitutional amendment, this is a bylaw change.

If we put it on the agenda early, then we can use the changes later at the meeting.... Maybe. Changes must be submitted to the Council and Congregation in a timely manner. Annual meeting January 30, 2011. Moved that proposed amendments as put forth be presented to the congregation. This is: + to allow proclamation passage of slate.

+ reflect that nominations for council are not usually established by November.

Seconded and approved by proclamation.

Stewardship: baskets are moving. Unfortunately, someone left a basket on someone else's front porch; it was unknown how long it had been there.

Meeting adjourned at 8:50 with the Lord's Prayer.

Next meeting: November 9,, 2010 7 pm Parish Life Center

Devotion: Lisa Hatfield

Body of Christ Report: Lisa Hatfield

Respectfully submitted,

Carol Paul

Council Secretary

Mount Cross Lutheran Church
Church Council Minutes
September 14, 2010

Meeting called to order at 7:05 by Randy Churchill

In attendance: Susan Prosser, Bob Cole, Kris Korzan, Geordan Goebel, Pastor John Soyster, Bob Brundage, Bob Winters, Carol Paul, Pastor Erik Goehner, Charlene Sakioka, Randy Churchill

Absent: Keith Selbrede, Lisa Hatfield, Patti Stouch, Stephen Kohl, Mike Laskey

Devotions by Kris Korzan: Genesis 32:22 Jacob wrestles with God. What our names mean.

Approval of Minutes: Moved that minutes be accepted as published.

Body of Christ Report: Randy Churchill: forum of 8 men: Mission Oaks Park service was outstanding. Consensus: liked having 2 services/summer schedule. Saturday Block Party was very good.

Pastors' Reports

Pastor Erik:

Update on Many Meals: Coordinator is Erin Carty. She has set up a separate e-mail/website to sign up for Many Meals. If we transfer coordinators we don't have to update. Peace Lutheran is our partner on second Thursdays.

Josh Graziani has talked with Pastor about Learning Committee creating a Children's Ministry Team to work on Christmas program, Sunday School, VBS, FWF. There are also people to coordinate high school youth ministry and confirmation (guides). Adult Ed still falling on Pastors to shepherd.

Special worship service October 10: Praise Band with Prodigal Son theme.

Bishop Stewardship Dinner next Monday in PLC. Council and Stewardship invited to attend. Ascension and Holy Trinity will also be in attendance. Pastor Erik will order food.

Pastor John:

Pastor John led a memorial service for Bernice Gunther. She was a resident of Alma Via, a charter member of Mt Cross, and founding member of WELCA.

Good feedback from summer service theme.

Time and Talent sheet should be edited by each committee.

Cooks Club: Hanging of the Greens is coming up. May consider re-naming group. May make it a "task force" configuration: Bar-B-Que, Breakfast Club,

Sept 18 worship assistant reminder announcement. All tasks have been revised.

Treasurer's Report: August was not a good month. Deficit \$16000. 3 paydays and only 4 Sundays. Susan Prosser noted that Sunday attendance compared to last year was 125 less. YTD not suffering because expenses less than budgeted. Marilyn learning details of week-to-week bookkeeping tasks. By end of month she will be well-trained. The new Treasurer will be taking over Oct 1.

Bob Winters was given recognition for his years of service and his new position, consulting as needed in the

Church Council Meeting Archived Minutes

future.

Committee Reports:

Stewardship: Vineyard-oriented baskets going out to vignettes, pony-express style, on October 3, returning October 24. Keep grapes and bring them to church to attach to mural vines. Neighborhood foremen will monitor progress of baskets. Phase 2: follow up those who did not respond. Phase 3: neighborhood service project.

Service and Missions: Kris Korzan and Gordon Henry are Relay for Life coordinators. Benefit is for cancer research and treatment.

Action items:

Membership growth: New member orientation in October.

Block Party: Damage to altar rail from candles. Sowed good will in neighborhood. Not a lot of consistency in guest book. Pastor John thinks that using phone/e-mail from raffle tickets would change tenor of our invitation to the guests.

Appointment of new Treasurer: Randy Churchill to be appointed as Treasurer to fulfill unexpired term without stipend, moved by Paul, seconded by Brundage, approved by proclamation.

Blending services: If we could merge traditional and contemporary services, it would be wonderful, melding both expressions in one service. Suggestion will be taken to Worship and Music Committee.

Meeting adjourned at 8:38 with the Lord's Prayer.

Next meeting: September 14, 2010 7 pm Parish Life Center
Devotion: Bob Cole
Body of Christ Report: Bob Cole

Respectfully submitted,

Carol Paul
Council Secretary

Church Council Meeting Archived Minutes

Mount Cross Lutheran Church

Church Council Minutes

August 10, 2010

Meeting called to order at 7:00 by Keith Selbrede

In attendance: Keith Selbrede, Stephen Kohl, Susan Prosser, Bob Cole, Kris Korzan, Geordan Goebel, Pastor John Soyster, Bob Brundage, Bob Winters, Carol Paul, Matt Sobolik (guest)

Absent: Charlene Sakioka, Lisa Hatfield, Patti Stouch, Mike Laskey, Randy Churchill, Linette Angelastro, Pastor Erik Goehner

Devotions by Stephen Kohl: You can never tell where your impact on others ends. Mark 9: 36-37

Approval of Minutes: With minor corrections.

Body of Christ Report: Spoke with 3 people in mid-40s. One expressed feeling comfortable, thinks there is new growth in this age group, feels vibrancy in this age group. One mentioned that at some point in the past the children met in church before being sent off to Sunday School classes. Perhaps that practice might be brought back. This report will be sent to PJ. Consider creating a link to post these reports online.

Pastors' Reports

Pastor John: Spread the word that August 29th service will be at Mission Oaks Park. Informal worship with Holy Communion at the park followed by church picnic.

To accommodate congregation for another large funeral, wiring had to be run from church to PLC. Perhaps it's time for us to hardwire so it's not such a great effort to do accommodate large groups.

September 18: worship assistant training

Pastor Erik: Written report since Pastor Erik is on vacation. Susan Prosser has comments and questions about Many Meals. It might be a good idea to put a link on our website to the Many Meals website.

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Treasurer's Report: We currently have a deficit \$9000. Last year at this time we had a deficit of \$4000. We increased our spending in this year's budget. Income is \$18,000 less than budgeted. Expenses are less than

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budgeted by \$7,000. Deficit will probably increase in August and September.

Geordan suggested putting Treasurer's report before Pastors' Reports on agenda so the Treasurer may leave the meeting earlier.

Committee Reports:

Budget and Finance: Treasurer replacement (Action Item), to be discussed now so Bob Winters is available for comment and then may leave meeting. While waiting for Jim Prosser to prepare a contract (generously offered pro bono) for the bookkeeper, Tanya Carter, authorized at the July 13, 2010 meeting, Susan was contacted by Marilyn Gardner who is interested in making the bookkeeping duties part of her current secretarial job. This raises some issues about salary, time required to complete bookkeeping tasks, remuneration considerations and other issues which need to be considered by the Personnel Committee. Bob and Susan both expressed that we now have two good choices for the position. After much discussion, a motion was made to rescind last month's authorization to negotiate and finalize a contract with Tanya Carter if the Personnel Committee determines that the church secretary position can be modified to include bookkeeping duties. (Prosser/Brundage) Motion carried. Personnel Committee to meet ASAP.

No one has stepped forward to be Treasurer. Susan is requesting onus of finding a new Treasurer be removed from Budget and Finance. No one has even inquired about Treasurer position. Job has not yet been re-defined to reflect removal of bookkeeping function. The successful candidate will have financial experience and be able to oversee bookkeeping. Motion for the Executive Committee to take on the responsibility to recruit a new treasurer. (Prosser/Paul) Discussion of by-laws allowing this. Motion carried.

Property: Advised that we will be drilling holes in patio for stabilizing canopy to increase safety and reduce liability. PLC is in the process of being remodeled.

Stewardship: Seeking foremen for various vignettes (vineyard subdivisions). Training foremen August 24. In early October, church members will receive stewardship materials and return them to church on October 24. Each Mt Cross neighborhood will do some service project and will steward a bottle of wine to use during Communion.

Action items:

Neighborhood Open House: Membership has made some good progress toward the Block Party. Door hangers are being made for neighborhood and to put in bulletins for members to give to neighbors and friends. Discussion of live music. Need cones, maybe someone directing traffic. Herb and Jo Holler have generously offered to donate Mt Cross coffee mugs. Youth will be asked to distribute door hangers when they are ready. Susan Prosser will make kiddie treat bags with Sunday School times enclosed. Congregation members attending the event are asked to park on streets.

Rally Day: Day after Block Party. May not be as many tables out as usual because of big block party event the day before. Tailor Block Party to neighborhood, rally Day to church membership. Meeting adjourned at 8:45 with the Lord's Prayer.

Next meeting: September 14, 2010 7 pm Parish Life Center
Devotion: Kris Korzan
Body of Christ Report: Randy Churchill

Respectfully submitted,

Carol Paul
Council Secretary

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Mount Cross Lutheran Church
Church Council Meeting – July 13, 2010

Attendees: Bob Brundage, Bob Winters, Charlene Sakioka, Pastor John Soyster, Keith Selbrede, Lisa Hatfield, Bob Cole, Susan Prosser, Steve Kohl, Carol Paul, Geordan Goebel.

Meeting called to order by Keith at 7: 06pm.

Devotions were to be led by Randy Churchill (absent).

Approval of minutes: Motion to approve with minor editorial corrections (Brundage/Goebel).

Report from the Body of Christ by Susan Prosser: Interviewed two mothers: one with young children, one with older children. Long term members, who were flattered to be contacted. Strengths: people connections, people to people spirit, pastors are genuine and earnest. Youth program is good, basics are well covered. Would like to see stronger Sunday school for adults. Asks if people would go to third hour on Sunday for adult Sunday school? A little more focus on youth counseling or include youth that are not naturally drawn and somehow reached out to. Need for more personal contact through phone or personal outreach; not so much reliance on email and website. 2nd person said family programs are great. Fun With Faith is a great idea, but hard for working parents to participate. Would like more emphasis on adult education. Concern that CDC doesn't meet the needs of working church-member families (i.e., no extended day care available).

Pastors' Reports

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Pastor Erik: on trip. Susan asks about scheduling first communion directions for k-3 students. Susan recommends newsletter article explaining the changes and the purpose behind them.

Pastor John: Thought Godspell was great. He is very proud of the way the cast and crew pulled it together. Summer series is going well. Shared that his response to Geordan's concerns about the Synod assembly process gave him time to reflect on his own feelings about it. He shared some of those thoughts in his report, and there will be more to come.

Treasurers Report: net income is better than we thought, small error found, low impact. Deficit is minus \$4,100.00. Our ytd is down about \$8500.00 Total expenses under budget.

Committee reports:

Budget and finance: Minutes of July 12th meeting posted. No success in finding replacement for Bob Winters as Treasurer. Pursued finding bookkeeper instead. CDC bookkeeper has expressed interest in helping. Lisa expresses concern about paying a non-member twice what the current budget for volunteer is to perform a role she feels should be fulfilled by a volunteer. Bob and Susan share if Lisa has any solutions she is welcome to offer them. Majority of council feels a bookkeeper is better idea than continuing to pursue volunteer. Geordan moved we take four more weeks to pursue volunteer, but approve finance recommendation next meeting if no one steps forward. Lisa seconds motion. Motion defeated. Motion made to approve authorization to Budget & Finance Committee to negotiate and finalize contract with Tanya Carter as bookkeeper and modify duties of current treasurer (Sakioka/Paul). Keith shares again that more time is needed. Carol shares people who want to opt out should be honored. Motion carried.

Fellowship: Blueberry table went well. Hot dogs next weekend.

New Member: Neighborhood open house block party Sept 11th. Try to invite surrounding neighbors who might potentially have interest in becoming part of Mount Cross. Food, entertainment, booths, possible blood drive and 9/11 memorial. Theme of *Tending The Vineyard* is mentioned again.

Stewardship: Met and organized a skeleton structure of fall stewardship plan. Minutes are posted.

Action Items:

Redirect local benevolence from Camarillo Ministerial Assoc. to [Campus Interfaith](#). Keith makes motion to redirect funds; Bob Brundage seconds motion; motion passed.

Meeting adjourned at 8:58 p.m. with The Lord's Prayer.

Respectfully submitted,
Lisa Hatfield
Recording Secretary

Next meeting: Tuesday, August 10, 2010, 7 pm

Devotions: Stephen Kohl

Body of Christ Report: Stephen Kohl

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Mount Cross Lutheran Church
Council Meeting – May 11, 2010

Attendees: Bob Brundage, Bob Winters, Charlene Sakioka, Mike Laskey, Pastor Erik Goehner, Pastor John Soyster, Carol Paul, Randy Churchill, Keith Selbrede, Bob Cole, Geordan Goebel

Not present: Steve Kohl, Lisa Hatfield, Kris Korzan, Gail Baird, Susan Prosser,

Meeting called to order by Keith at 7:01.

Devotion by Mike Laskey: Psalm 30:11-13. God turns mourning into gladness.

Approval of minutes: Change "late" service to "contemporary." Approved, subject to correction.

Report from the Body of Christ by Mike Laskey: Person interviewed felt welcome without being pressured. Feels that the same people do all the work. Another person thought that more creative ways to worship, eg off-site service with picnic, might be good.

Pastors' Reports

Pastor Erik:

Many Meals: July 15 will be our first night. We are paired with Peace Lutheran. We will serve on the third Thursday every month. Charlene has access to vegetables to use for meals and carry-away food.

We may also use congregational donations of fruits and vegetables. Expect 80 to 100 people based on St Mary's attendance. Pastor has compiled a list of people interested in helping with Many Meals but the biggest concern is that we need to get point people to coordinate tasks. Training session will be at Trinity June 17th, time to be verified by Pastor Erik.

Confirmation: Class members will have cycled through contemporary service worship assistants by this Sunday. The hope is to plant the seeds of service. Students are primed for using Time and Talent sheet in third year of Confirmation Class.

There will be 14 students being confirmed May 23rd.

Rites of passage: We will recognize graduating seniors and pre-school students who won't be here next year to receive a blessing at church on June 5.

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Second annual youth band concert: June 5 at 6:30 to 7:30. Pastor Erik will use a video at this gathering to inform the congregation about where the high school summer service project.

Pastor John: Thanks for support as he prepares for celebration of Kayla Gucciardo's life.
Godspell: Mt Cross will be hosting a production of Godspell, the Gospel of Matthew presented in Broadway musical form, July 7-10. The production company will be using our facilities to practice from mid-May till end of performances.

Newsletter: Will be published once a month for now.

Summer worship schedule: New schedule starts June 6. Already planning an end of summer party August 29 at Mission Oaks Park with one worship service in the park followed by picnic. Pastor John will be taking some Sundays off because of family needs.

Treasurer's report: report is on web-site. Last year income was better but this year our spending/expenses are in line with what was planned.

Marilyn is able to do week to week bookkeeping in a pinch.

COMMITTEE REPORTS:

Personnel (Randy Churchill)

Nursery attendants: Discussed request for change in wages for nursery attendants for special events. The Sunday morning rate will remain the same. The request is for special events (soup suppers, Hanging of Greens, etc) to increase the hourly rate from \$8.50 to \$10 per hour with a 3 hour minimum. The dollar amount this would minimally affect the budget. There is a little space in the budget to provide the funds out of the currently budgeted line item. Moved, seconded and unanimously approved by acclamation.

Jenny Christensen is stepping down as bell director Dec 31, 2010. Discussion of successor.

Property report:

PLC: Council apprised of PLC remodeling plans to include flooring, closet, painting, and possible window treatments. Discussion of noise, use of one wall for projection. Motion for PLC changes made, seconded and unanimously approved.

Ross Crockett Eagle Scout project: Council informed of labyrinth being in process now.

Question of when to ask Council for approval of plans. Motion to approve labyrinth made, seconded and unanimously approved by acclamation.

Kitchen maintenance: Property would like to know if Cooks' Club line item funds may be used by Property for kitchen repair and maintenance. Pastor John states he is planning to address inactive groups/activities later in year. No decision nor action taken.

Caring (Bob Cole)

Van: Would like to see the van used to get people to church for functions/services. Would like someone to coordinate this service. Pastor Erik and youth are chief users of van. First Sunday of month high schoolers use van to go to coffee. Need team of drivers and then get word out to people who would use it. Property committee is responsible for maintaining the van.

Endowment (Pastor Erik)

Committee is in process for approving Endowment disbursements.

Committee chair: Brian Fisher has agreed to chair the committee.

Fellowship (Charlene Sakioka)

Charlene announced she stepping down from Fellowship Committee.

Worship and Music (Pastor Erik)

Summer of Service is summer theme. Will include areas congregation is associated with: Many

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Meals, Slidell connection, ELCA, park clean-up, etc.

BUSINESS/ACTION ITEMS:

1. MBC funds: request for laminated flooring is for \$800, not \$500 as reported. The difference will be taken from the "MBC Fund TTBD" line which will be reduced by the \$300. Tending the Vinyard item is support for this year's expenses for our church theme. Council unanimously approved distribution of funds.

2. 2010 Focus areas

Attendance project: Data from red books now in PJs hands and he will be deciding what to do with info and passing on suggestions to caring to respond to information/needs.

3. Many Meals: see Pastor Erik's report.
4. Treasurer replacement status update: vacancy not yet filled.
5. Summer worship schedule: see Pastor John's report.
6. Godspell performance: see Pastor John's report.

Meeting adjourned at 8:32 pm with The Lord's Prayer.

Respectfully submitted,
Carol Paul
Secretary

Next meeting Tuesday, June 8, 2010, 7 pm
Devotions: Geordan Goebel
Body of Christ Report: Geordan Goebel

Mount Cross Lutheran Church
Council Meeting – April 13, 2010

Attendees: Bob Brundage, Bob Winters Charlene Sakioka, Mike Laskey, Pastor Erik Goehner, Kris Korzan, Pastor John Soyster, Carol Paul, Randy Churchill, Keith Selbrede, Lisa Hatfield, Bob Cole, Gail Baird, Susan Prosser

Not present: Steve Kohl, Geordan Goebel, Linette Angelastro

Meeting called to order by Keith at 7:06.

Devotion by Char Sakioka: It's not a blessing to spread ourselves too thin.
Commentary: Core Values statement is our way to filter activities so we, as a congregation, don't try to be all things to all people.

Approval of minutes: Unanimously approved as they stand.

Report from the Body of Christ by Char Sakioka. Strength is our people. Weakness includes not directing latecomers for appropriate seating times, routes; lack of activities for 25- to 40-year-old age group. Too bad there's no nursery for early service.

Pastors' Reports

Pastor Erik: Installation of Conference Pastor, Nancy Switzler, at Our Redeemer. Consider pulpit exchange with Our Redeemer and Our Savior. Thanks to Charlene Sakioka and Kevin Churchill for organizing Easter breakfast. \$1600 donated. May still get a few hundred dollars from Thrivent. Also thanks to an anonymous donor for \$500 for the youth breakfast. Confirmation students will be helping out as contemporary service assistants in an effort to encourage lifelong service in the church. Thank you letter for \$5000 donated by MtCross members for Haiti. Twelve people were baptized at the Easter Vigil service!

Pastor John: Alma Via, a joint venture of the Roman Catholic Church and ELCA,

is now administered by Sister Panko. She has increased the census at services Pastor John leads, arranging for 20 to 25 people to attend.

Same sex matters: new info on website since report written; will update link.

Treasurer's report: report is on web-site. Deficit at end of March \$12,000. Three payrolls added \$10,000 to expenses. Adda Lukehart gift sent to Endowment Fund. Endowment fund and Schwab account looking good since recovered from stock market loss and gifts have been contributed. Discussion: Is there a planned reserve amount? Should we contribute more to Endowment Fund? Accelerate mortgage payment? Income is seasonal. Easter weekend income was \$17,000. We fully budget our projected income but do not consciously make an effort to increase reserves. Finance committee will discuss using designated debt reduction line item and reserves.

Action Item 6 discussed out of order while Treasurer still present. Budget Committee and Treasurer met to discuss replacing Treasurer. Job description and requirements created by Bob Winters. Budget Committee will ask Council for feedback/recommendations. Constitution requires, since treasurer is a member of Executive Committee, Treasurer must be a member of the congregation. Committee still has not decided on how to proceed with candidates. Discussion: May consider accounting service to do the bookkeeping to avoid burnout. May also consider payroll service, computerized/automatic bill-pay. Checks require 2 signatures. The Budget Committee also some correspondence for further increase for mission support and audit procedures which they will discuss at next meeting.

COMMITTEE REPORTS:

Bob Cole (Caring) and Steve Kohl (New Member) commended for remarkable reports posted. Very informative. Attendance project needs to be defined. Personnel will be discussing babysitter.

Worship and Music will consider starting summer schedule sooner/ ending sooner or later.

CDC on track for sign-ups. Summer school will be 4 weeks, 3 classes.

Caring: need more people/volunteers, especially for Angel Hands; Stephen Ministry needs leaders to be identified for training.

Youth: good participation of youth in community activities.

Service and Missions: will talk about it later. TJ trip interest/fears have led to diminished involvement. This year only 6-7 people going. May want to consider doing more local work, for instance, a Habitat weekend or New City Parish, Indian Reservation. Summer of Service focus may be implemented. May develop list of services needed by members of congregation.

Fellowship: wants to work with Membership on block party.

BUSINESS/ACTION ITEMS:

1. Make, Bake and Celebrate. Requests were made for specific amounts. Plan discussed is to give money to all merit-worthy requests. Council will confirm distributions when amount of income is known. Requests for funding did not reach level of last year's income. New Member activities may be added to distribution of funds. Over 100 people have signed up for dinner. Lots of new people donating items and activities.
2. 2010 focus area actions: theme for 2010. Consensus on theme of vineyard.
3. Many Meals: Pastor Erik reported target date of July 1. One Thursday per month will be "our night" at Trinity Presbyterian. Looking for core group of Point People who will organize specific tasks for each monthly meal. If we come up short, we can access pool from other churches but we really want to take ownership of our night. We will be working with Peace, Crossroads, and Trinity with an effort being made to recruit Good Shepherd. Haven't decided which Thursday of the month each congregation is responsible for. Catholic Church has menu plan. June 17th orientation for working pool of all churches. Lots of ways to be involved and involve others: Easy to invite new people to, involve in service, social interaction, etc. People who sign up for food will pay for their food. Charlene Sakoka has list of farmers who may be willing to donate vegetables. Also may have take-away bags for fresh foods or leftovers when available.
4. Attendance project is under construction. Need to keep track of people who no longer come as opposed to those who are missing. Acknowledge members who show up on the radar again after being missing for some time. Need exception reporting. Need to do something with information, not just collect it. Confidentiality issues need to be respected. Personal note may be less threatening than phone call. Pony Express is good adjunct to non-attending members.
5. Time and Talent accountability project is also still under construction per Pastor John. There was no discussion of this item.

NEW BUSINESS:

Thanks to Gail Baird and Jen Churchill and the other helpers for the Schindler sale. Got \$1400 proceeds for church. Thanks to the Schindler family.

Virtual tour of church may be something we may want to do.

First Lutheran is now Good Shepherd Lutheran, Association of Free Lutheran Congregations.

Calvary just leased out 3M property for youth. Calvary started out with youth camps. This demonstrates how important youth ministry is and emphasis on

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youth is important to vitality/growth.

Meeting adjourned at 8:47pm with The Lord's Prayer.

Respectfully submitted,
Carol Paul
Secretary

Next meeting Tuesday, May 11, 2010, 7 pm
Devotions: Mike Laskey
Body of Christ Report: Mike Laskey

Mount Cross Lutheran Church
Church Council Meeting – March 9, 2010

Attendees: Bob Brundage, Randy Churchill, Bob Cole, Gerodan Goebel, Lisa Hatfield, Stephen Kohl, Kris Korzan, Carol Paul, Susan Prosser, Charlene Sakioka, Bob Winters, Pastors Erik & John.

Not present: Keith Selbrede, Mike Laskey, Gail Baird.

Meeting called to order by Randy Churchill (Vice President) at 7:03.

Devotion by Carol Paul: Appreciate gifts from God even if they are not exactly what we asked for or expected.

Minutes from the February 6, 2010 Council Meeting. Amendments:

- Change to read that Bob Brundage is liaison to Endowment Committee from Council,
- Change to show that the policy was noted that Budget & Finance Committee members not serve on other committees.
- Change: that at next meeting we continue discussion about goals and themes.

Report from the Body of Christ by Carol Paul. Carol asked two gentlemen about our congregation. Strengths: people are our strength; Pastor John gives great sermon; variety of outreaches and ministry. Needs improvement: want more opportunities to “hang” with more young families; more people need to be involved, but people might not want to get involved because it means a long duration; need to identify new members, pictures if possible; would name tags be an idea?

Pastors' Reports

Pastor John: thanked us all for vacation to celebrate 10th anniversary. Goals are to work with and support committees. ELCA's decisions from last August: fresh updates on policy manuals, link is on website. Updating Church Council roster: Linette Angelastro decided not to be elected to a second term. We neglected to elect Bob

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Brundage to his third term so he was appointed by Council to a new term. Time & Talent accountability project: chart is being sent around to indicate who should be responsible to make sure those who volunteered to serve are contacted. Randy is now the Council liaison to Worship & Music Committee.

Pastor Erik: Had two big snow weekends at camp; 21 students went from high school. Continued discussion of "Many Meals" that was begun at the retreat. Trinity Presbyterian has agreed to host it. Meeting next week to discuss. Mid-May a target date to launch. Hopes to have lay person to help. Investigating younger age for first Communion (those entering Kindergarten). As part of the preparation process, considering an-all church, multi-generational approach to continuing education about the Sacrament of the Altar.

Treasurer's report: report is on web-site. If you are short on time, look at summary reports. We are okay- running a little deficit. Better than last year this time. Income is a little under budget. Expenses are good.

BUSINESS/ACTION ITEMS:

6. Make, Bake and Celebrate. Reviewed the process for receiving requests: must come through a committee to be considered. The MBC Committee should be considered on par with the other standing committees so that they can have a voice in making recommendations. Event is April 17.
7. Appointment of a new Treasurer: Bob Winters would like to retire this year. Decided that Treasurer and Budget & Finance Committee should find replacement. Council can make recommendations, needs to be a member. Bob has been asked to give framework of position. We will also review the stipend to make sure it is appropriate.
8. 2010 of focus areas of action: during retreat we targeted increase our effort to take care of our own, and proactively see new membership, or care for those out in the rest of the world. Susan Prosser brought resources from a previous ELCA evangelism campaign: Christ wants his church to grow - spiritually, geographically, and numerically. Other theme was vine and branches, barrel and staves. Steve Kohl shared he has some great ideas for increasing membership. Tending the vineyard mentioned, as a Biblical theme. Leadership (Keith, Randy, Susan, and Lisa) will work with pastors to review ideas to come up with final choices.
9. Questions raised about the attendance project. Reasons we ask people to sign the "little red books" needs to be made more clear. Please put in bulletin. Will Easter Sunday be put in project? Barbara D'Addario is monitoring attendance.
10. Kris Korzan brought a proposal for a youth job bank. Young people who are able to do different tasks would be connected with members in need of services. This is not a fund raiser for the youth group, but rather an opportunity for youth to earn some money for themselves. Council was agreeable.
11. Randy mentions secret strength of our church is our contemporary service. Asks if we shouldn't advertise...or make CDs of the service to share with those who might not know about this option for worship.

Meeting adjourned at 8:47pm with The Lord's Prayer.

Respectfully submitted,
Lisa Hatfield
Secretary

Next meeting: Tuesday, April 13, 2010, 7:00 p.m.
Devotions & Body of Christ Report: Charlene Sakioka

Mount Cross Lutheran Church

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February 6, 2010

Meeting called to order at 11:38 by Keith Selbrede

Discussion of estate planning: Memorials Committee extant. Council must be sure to send thanks to families for memorial gifts.

New Business: NEW COUNCIL YEAR

Selection of committee chairs and liaisons

Discussion: Possible conflict of interest of Budget and Finance members prohibits serving on other committees. It may behoove Council to encourage cross-training for multiple committees.

Should we establish a New Member Committee? May be same as Evangelism and Welcoming and Caring Committees; maybe we need a new name for current committees; Out-reach Committee would be more friendly than "Evangelism"; perhaps a strategic New Member Task Force/Initiative for the short term would be useful.

Pastor John will help find chairs for committees [needing one] and revive committees needing direction.

Liaisons are communication conduits between chair/committee and Council.

Bob Brundage	Chair Endowment
Carol Paul	Liaison Property
Kris Korzan	Youth Leadership Team Liaison Learning and Youth
Steve Kohl	Chair New Member Committee
Bob Cole	Liaison Caring
Geordan Goebel	Liaison Learning and Youth Chair Sharon Korzan
Linette Angelastro	Liaison Worship and Music
Randy Churchill	Chair Personnel committee
Executive Committee	Mutual Ministry
Lisa Hatfield	Chair Stewardship
Mike Laskey	Liaison Service and Missions
Susan Prosser	Chair Budget and Finance
Patti Stouch/Gail Baird	CDC Board
Charlene Sakioka	Liaison Fellowship

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Keith Selbrede

House Missions [Committee] is staying on list but is not staffed.

Election of new officers

President: Keith Selbrede nominated and accepted by proclamation.

Vice President: Randy Churchill nominated and accepted by proclamation.

Secretary: Lisa Hatfield and Carol Paul as co-recorders nominated and passed by proclamation.

Treasurer: Bob Winters nominated. Bob wants to be replaced by beginning of next budget cycle. Will train someone who can learn/do Quickbooks. Stipend for service.

Financial Secretary: Jenny Christensen nominated.

Endowment: Bob Brundage nominated. All 3 positions accepted by one proclamation.

Schedule for devotions and Body of Christ reports circulated for sign-ups. Council meets 2nd Tuesday of each month.

Question of plans and objectives/focus for this year for each committee was raised at Annual Congregational Meeting. Natural church development imagery may lend itself to this year's mission and goals. If the Church is a barrel, it is only as large and healthy as the shortest stave. Each stave needs to be long enough to hold the contents. Next month each Committee should bring goals to use with this barrel with grapevine analogy for this year's program.

Our by-laws include some rules which may work better for our congregation if they were altered a bit. Pastor John has identified these and prepared the necessary information so the Church will be ready to address this when we have our next congregational meeting.

Lenten supper schedule:

Feb 23	Council
March 3	Property
March 10	Choirs & Praise Band
March 17	Personnel
March 24	Fellowship/Softball

Many Meals: Pastor Erik has been talking about teaming up with other churches in Camarillo to provide meals for the hungry in Camarillo. St Mary Magdalene Catholic Church now serves over 100 meals some nights. St Mary Magdalene's will support other churches by helping other congregations with their expertise gained since their start-up last year. Pastor is asking if Mt Cross would commit to serve at a host church monthly.

Positive feedback from Council. Financial contribution is about \$60 per night but food is donated. May also consider purchasing (at a discount) sacks of food from Food Share for people to take home in addition to meals served. Paper/plastic discounts may be realized by economy of scale if multiple congregations cooperate. Will need to work out 501c for donations for the night that we would provide financial support. . Randy Churchill moved to further develop plan for community meals. Passed by proclamation. Pastor was advised to call to tell Trinity Presbyterian that the Council endorsed going forward with planning.

Meeting adjourned at 1:30 with the Lord's Prayer.

Next meeting: March 9, 2010 7:00 pm Parish Life Center
Devotion: Carol Paul
Body of Christ Report: Carol Paul

Respectfully submitted,

Carol Paul

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Council Secretary

Mount Cross Lutheran Church
Council Meeting – January 12, 2010

Attendees: Bob Brundage, Keith Selbrede, Bob Winters Charlene Sakioka, Susan Prosser, Gail Baird, Mike Laskey, Jason Graziani, Paul Fickenscher, Pastor Erik Goehner, Kris Korzan, Pastor John Soyster.

Not present: Linette Angelastro, Carol Paul, Diana Hagen .

Meeting called to order by Keith Selbrede at 7:03.

Devotion by Lisa Hatfield, from her 'antique' devotional book.

Minutes of the December meeting were approved.

Report from the Body of Christ by Lisa Hatfield. Discussion: Council felt there was merit in the concern that there be improvement in the training of ushers and guiding late comers to the

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service, down the side instead of down the middle aisle during services.

Pastors' Reports

Pastor John: See website for complete report. Updated his pastoral goals: Contacting and possibly removing inactive households; more focus on committees that don't have chairs; providing further opportunities for discussing/understanding the decisions that were made at the Churchwide Assembly last summer – how the interpretation of the Bible and the ministry policy changes. Stewardship responses a few more have come in, follow up notes will come next. Call Marilyn if you need time and talent participants. The information is available.

Pastor Erik: See website for complete report. Reported that Gifts of Hope raised just over \$8000 (at Mount Cross) and over \$50,000 by all participating churches in our conference. Winter retreat coming up at El Camino Pines. "Never-Ending-Night" by junior high youth with four other churches - about 130 kids. It was the first year we did a service project with project understanding in Ventura serving the homeless - made breakfast in a bag - 600 bags over night before Christmas. \$1000 grant given by Thrivent for that project. Read quote from another churches bulletin about how we welcome outsiders.

Treasurer's report: We ended the year with a surplus of \$7500. Last year we restructured advertising, refinanced loan, got rid of bulletins, curtailed ground maintenance and reduced operational expenses by 10% across the board. Budget for 2009 was managed well and outlook for 2010 is good.

COMMITTEE REPORTS:

Budget: Susan Prosser – proposed recommendations from different committees given in December, the nature of those requests seemed reasonable. Had to wait until end of month to forecast 2010. Pledges were favorable, all requests funded from one place or another. Dialog around senate/designated funds and how some members may not want their contributions to go to certain things. Dialog around increase in Praise Band director's salary; original position description based on SANCTUARY Choir Director position. Now we know they are very different positions and have adjusted accordingly. Explored opportunity to disclose explanations up front at meeting, or present budget only. Susan recommended budget be adopted for recommendation to congregation at meeting - all in favor. See budget report for details.

Fellowship: Char Sakioka: Chili cook & Bingo event being hosted by Fellowship Committee prior to the Annual Meeting (January 31).

Service and Missions: Pastor Erik: Went to St. Mary Magdelene Catholic Church for "Many Meals." About 100 people a night are being served. He and others are exploring the possibility of expanding this to a second night each week. Going again Monday (1/18) to meet with other churches. Mission is service to those in need. Resource table available, balloon animals, raffle, clothing. Discussing if there is a place for us to participate in a bigger way. Will compile some more information and bring to council. The Habitat For Humanity house in Santa Paula had its giving of the keys.

Child Development Center: Attendance is down by about 10%. Sense is that this is due mostly to the economy impacting; maybe also fewer younger families coming to Camarillo, or families need extended hours we do not provide.

BUSINESS/ACTION ITEMS:

12. Continued the discussion begun last month around our Mission Support to the ELCA (benevolence). Pastor John presented a draft statement of the benefits of our relationship with the ELCA. Tries to put the sexuality statement and ministry policy changes in a larger context. Council is not ignoring concerns, wants congregation to understand the small percentage of funds that go to the area supporting sexuality statement. Proposing to put flyer in handouts at annual meeting.
13. Annual meeting is Jan31st.
14. Budget was recommended to be proposed at Annual Meeting.
15. Bylaw change to remove requirement that Lutheran magazine be funded for each household will be presented the Annual Meeting. Clarification will likely be needed; we are not removing the funding, only the requirement that this item alone be forced.

16. Saturday Feb 6th (9 a.m. until 1 p.m.) is annual Leadership retreat- all Council, committee chairs, staff, other leaders are encouraged to attend. Review of collated body of Christ, and time and talents, lunch will be provided, then council stays remainder of time for its annual election of officers, appointments, etc.

Meeting adjourned at 8:54 with The Lord's Prayer.

Respectfully submitted,
Lisa Hatfield
Secretary

Next meeting February 6, 2010, 9:00 a.m. at the Proverbs Coffee House at Peace Lutheran Church in Camarillo.

Devotions: Pastors

Body of Christ Report: Review of Body of Christ reports from 2009

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Mount Cross Lutheran Church
Council Meeting – December 8, 2009

Attendees: Bob Brundage, Keith Selbrede, Bob Winters, Carol Paul, Charlene Sakioka, Susan Prosser, Gail Baird, Mike Laskey, Jason Graziani, Paul Fickensher, Erik Goehner.

Not present: John Soyster, Lisa Hatfield, Kris Korzan.

Meeting called to order by Keith Selbrede at 7:05.

Devotion by Bob Brundage.

Approval of the Minutes of November 10, 2009 minutes by unanimous proclamation.

Report from the Body of Christ by Mike Laskey. See website for report.

Discussion: Encourage more time and talent perusal and cross-matching of activities needed with checked items; During retreat we should look at time and talent lists and compare with church needs; Nothing kills volunteer spirit more than not being called when you indicate you're interested; Make sure people don't fall through the cracks; Some people may check items which don't have a specific need or committee chair but may still want an invitation to join in.

Pastors' Reports

Pastor John: posted on website. Stewardship report will be discussed later.

Pastor Erik: \$7000 has already been raised for Gifts of Hope. The bake sale is expected to add to this sum.

Over 35 people attended last month's Adult Forum. Strong feelings were expressed respectfully. There were three aspects to the forum: church organization; how Lutherans interpret scripture; social statement. Perhaps many people misunderstand what the synod and larger ELCA church are and how they impact our congregation. Adult Sunday School has continued the discussion. Another adult forum will be led by Pastor John in January.

Pastoral concern over decreased pledge responses. Pastors are open to discussion with those households.

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Council members are requested to make suggestions of items that might be raised at January 2010 Congregational Meeting.

Treasurer's report: Deficit of \$10,000 at end of November should be eradicated by end of December based on \$13,000 income this week. Some of stock gift has been liquidated.

COMMITTEE REPORTS:

Evangelism and Welcoming: Jason Graziani: Navy housing will be having a grand opening by invitation only on Wednesday Jan 27, 2010 at 10 a.m. 315 families are moving in. There are pre-made packages to be distributed to all families. They will allow us to put info into their package. Jason will handle making a flyer to add to their package and attend the opening.

Budget: Susan Prosser: Review of committee meeting: Necessary requests were submitted. Adjustments have been made for most positions, in hope that we will be able to have a growth budget if we get the necessary income committed. She presented a proposed budget and a supplement explaining some of the changes in proposed funding. By January 6, Stewardship drive will be considered closed so finalizing budget proposal will be possible.

Stewardship: Bob Brundage: No input about follow-up with people who have not pledged. He will update Council next meeting.

Fellowship: Char Sakioka: Gifts of Hope will be beneficiary of bake sale this week.

Service and Missions: Pastor Erik: Habitat for Humanity is hoping to finish a house in Santa Paula before Christmas and will have a dedication ceremony in January. Perhaps some from our congregation will help so the house can be finished quickly and/or attend the dedication.

BUSINESS/ACTION ITEMS:

17. Stewardship update: not available tonight.
18. Budget update: see Committee Report above.
19. Annual report submissions: Respectful request that we be considerate and submit reports for the Annual Report to Marilyn before end of month.
20. Proposed amendment to bylaws: Funding for The Lutheran is mandated by the constitution. This does not remove the magazine from the congregation. Moved by Gail and seconded by Bob Brundage that we present bylaw change to the congregation. Discussion: No other items are mandated by our constitution/bylaws. Make clear that we are not stopping funding, but this change will allow us a choice of whether to fund this line item or not. Passed by unanimous proclamation. Keith will write the amendment and requisite notice.
21. Annual meeting attendance: Scheduled for January 31, 2010. It is important to increase attendance at this meeting. Proxy votes are not permitted. Suggested attendance inducers: chili cook-off planned; raffle reserved parking and seating?; Raffle other items?

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22. Council retreat: Saturday, February 6. CLU not available. Peace Lutheran Coffee House is planned. Diana Hagen also offered Del Prado Club House. Time and place to be confirmed.

Meeting adjourned at 8:43 with The Lord's Prayer.

Respectfully submitted,
Carol Paul
Secretary

Next meeting January 12, 2010 7pm
Devotions: Lisa Hatfield
Body of Christ Report: Lisa Hatfield

Mount Cross Lutheran Church
Council Meeting – November 10, 2009

Attendees: Keith Selbrede, John Soyster, Bob Brundage, Bob Winters, Carol Paul, Charlene Sakioka, Susan Prosser, Diana Hagen, Mike Laskey, Kris Korzan, Jason Graziani, Erik Goehner, Paul Fickenscher, Lisa Hatfield, Linette Angelastro
Absent: No CDC rep

Meeting called to order by Keith Selbrede at 7:01

Devotion by Susan Prosser

Approval of the Minutes of October 13, 2009: Change in Pastor's reports to "the Swindles" and capitalize Pastor John.

Call to approve the minutes of the October meeting.

Bob Brundage moved to approve minutes [as corrected]. Seconded by Susan Prosser. Approved by unanimous proclamation.

Report from the Body of Christ by Charlene Sakioka. Will be given to Pastor John for compilation.

Pastors' Reports

Pastor Erik: Report on baptisms done this month.

Learning ministries beginning to talk about church and youth using social networking, e.g. Facebook. We have no guidelines for using these sites. Raised questions about members and/or church wants to use these sites as tools. As a Safeguarding children congregation, we must also be cautious about possible abuses. Perhaps parents need workshops/education on social networking. Youth group has Facebook site with limited access. How do you control content? Who will be administrator? Good tool for outreach. General sense is that we should make a policy for security. Steve Kohl and Nancy Bond O'Neil (our insurance agent) are probably knowledgeable about these issues.

Technically, we should have a release for any picture posted.

Gifts of Hope is focus for alternative giving this year. LWR and a local agency will use the gifts to feed, educate and protect children in Bunyala, Kenya.

Last week's newsletter: Mt Cross supports missionaries in Botswana and now, a new couple serving Asia since our other missionary family has returned from overseas.

Adult Forum scheduled for November 22, 3 to 5 p.m. to continue our discussion of ELCA Churchwide Assembly decisions on social issues. This forum will include an interesting segment from adult Sunday school about how Lutherans interpret scripture to give attendees a framework for the discussion.

Pastor John: [Report is posted on website.]

"Visions and Expectations" at ELCA website demonstrates progress being made on pastoral standards.

Boom dinner on Sunday.

Come and See started a year ago. Would like to see effort made toward immediate geographical neighborhood. Over 1100 people near here, 400 households, probably 500 unchurched people. Strategy: have members of our congregation living in the church's neighborhood introduce visitation members to their neighbors.

Treasurer's report: Bob Winters

Summary in bulletin Sunday was correct. Spending running accurate to budget. Still hope to break even by end of year. Didn't do as well last year because of economy and roof leak.

Attendance has not changed since summer despite 3 services. Usually increased attendance occurs in fall but that has not happened this year.

Stewardship Committee: BOOM this Sunday, 4:30 dinner, 6:00 presentation, and 6:30 done. Church has 205 to 228 active households and 80 responses returned. Volunteer response in pledges good. Procedure for follow up will be e-mail, postcards, phone calls will be done after the BOOM dinner.

Fellowship: Char Sakioka

Upcoming events include a Thankfulness Jar on patio Nov 22. People put notes into jar indicating what they are thankful for. The jar will be used in Thanksgiving Eve service. Pie social being handled by Desta and Ann Valencia. Holiday bake sale proceeds will be donated to Gifts of Hope. Josh Graziani will handle Sunday School program dinner. Annual dinner tailgate party, perhaps with chili cookoff, Jan 31 at about 4:30?

Budget and Finance: Susan Prosser

Budget requests still not all in. Awaiting more input re: personnel and committee needs. In the meantime, Bob Winters has started evaluating fixed costs and possible adjustments to some line items.

Pastor John reports that half of a \$30,000 gift has been received for a pastor's discretionary fund. He has already written a couple checks to organizations, not individuals, against that sum. Endowment committee will be asked if this money should be managed by them. If not, will ask Bob Winters for appropriate alternative fund management. There used to be other gifts such as motel vouchers, gas vouchers, etc. These are no longer available so we are thankful for this gift to help families in need.

Caring: Diana Hagen

Quilt display was impressive. Consider that labor is 7 hours minimum on each of 95 quilts done by small number of people. This is a remarkable donation of a lot of time, 75% of which is done by Vibs Clausen.

Nominating Committee: Bob Brundage

Need to give members of the nominating committee a heads up about upcoming elections.

Action items

1. Military housing: What will Mt. Cross be doing to introduce itself to the new residents? Perhaps make welcome bag to hang on doors, invite to party or church, create a special welcome Sunday with Fellowship honoring those guests. Jason will put together a plan based on when residents will start moving in. Perhaps we can add on to a Welcome Wagon package.
2. Jan 31 is annual meeting. This is a reminder that reports from each committee need to be given to Marilyn by Dec 31.
3. Feb 6 will be annual retreat. Pastor John will try to book CLU again. Two sessions as last year with leadership in a.m. and Council members in afternoon. All committee leaders should remember to thank people for their service at the end of the year. New time/talent list will soon be available to re-people committees.

Call for any other business: none was presented.

Char Sakioka moved to adjourn. Linette Angelastro seconded. Passed by proclamation. Meeting adjourned at 8:27p.m. with The Lord's Prayer.

Next meeting:

Tuesday, December 8, 7 p.m.

Devotions by Bob Brundage

Body of Christ Report by Mike Laskey

Respectfully submitted,

Carol Paul

Secretary

Mount Cross Lutheran Church

Council Meeting- October 13, 2009

Attendees: John Soyster, Lisa Hatfield, Bob Brundage, Keith Selbrede, Charlene Sakioka, Susan Prosser, Kris

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Korzan, Jason Graziani, Gail Baird, Bob Winters, Erik Goehner

Meeting called to Order by Keith Selbrede

Devotion by Charlene Sakioka - why go to church

Approval of minutes of Sept 8th 2009: correction- bob and Keith need to be corrected as absent. Motion to approve minutes by Susan Prosser, 2nd by Gail Baird.

Body of Christ report- Susan Prosser: contacted two long term members, no children at home- had similar responses, strengths- people are friendly, sermons are strong, church is friendly and welcoming and rally to each others needs- improvement: personal counseling with Christian pastors/ more volunteer opportunities, pastoral caring between church and members in addition to Stephen ministry. In general, assignment of care has been given to Stephen ministry, may make getting to pastor less accessible.

Pastor Reports: Pastor Erik: close to launching website, new baptismal font in sanctuary special thanks to swindles, Al Lestico, Gordon Bergh and Bob Winters. New item of volunteer appreciation- sabbatical report- photo album- distilled 3 mos into 10 minutes with video photo album- wrote poetry, writing fiction, meditation, prayer, research, road trip for 6 weeks, Pacific coast and north central concluded back in Camarillo. Worshiped in various churches to get sense of what others do, listen to other speakers, experienced inside/out service, labyrinth- spiritual walk, alone and with family, reconnected with family, connecting with god through creation, exploring community gardens

Pastor john- report is on the web- ELCA decision on sexuality statement is still out there, looking at March/April for more information, pastor is proud of church for allowing sabbatical to its pastor's , website still being updated, links is where to find information, over the last 20 yrs- the point of separation is how do we interpret the Bible. E-mail from Norman Williamsen is acknowledged. Asks church council to be active on the patio, garner feedback from congregation.

Treasurer's report- deficit is growing. Spent a little bit more than budget. Hope to recover last quarter with holiday season. Overall expenses are down and income is up.

Committee reports:

Fellowship hasn't had a meeting. Pie social is covered for November. Still working on some ideas.

Property has put decals on van.

CDC is having open house this Sunday. Would be a good time to meet and greet children's parents and invite them to church. 4:30 pm dinner at 5:00 pm, church at 6:00 pm

Action Items:

Stewardship Plan- so far we met with brain storm team, ideas came out of that, have neighborhoods capitalize on neighborhood groups, and get them together to do something together for action plan, but would take a lot of organization. Hope is to have a mid November Potluck 8th or 15th to have Stewardship kick-off and talk about BOOM!

2010 Budget Planning- requests need to be into Susan Prosser as soon as possible. If we do not use committee budgets, do we lose it? Answer is no. Deadline for submissions is October 31st before next committee meeting. Send out word through e-vine on Friday.

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Thanksgiving offering- we received a request to participate in food share- we donate to St. Columba's pantry, pastor would like a motion to designate this year's thanksgiving eve offering to food share- Susan Prosser motioned, Gail Baird second, all in favor.

Pastor Erik- wants to recognize volunteer of the month or some other form of recognition. Would lift up members for continued contribution, significant things that people would not generally know. Different ideas discussed, letter, verbal, written, individual, group recognition. Will continue discussion.

Special thanks to Kris Korzan for his involvement in relay for life- Mount Cross raised over \$2000.00.

Charlene Sakioka moved to adjourn the meeting, seconded by Jason Graziani. Meeting adjourned at 8:29 pm with the Lord's Prayer.

Respectfully submitted,

Lisa Hatfield

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Mount Cross Lutheran Church
Council Meeting – September 8, 2009

Attendees: John Soyster, Bob Brundage, Keith Selbrede, Bob Winters, Carol Paul, Charlene Sakioka, Susan Prosser, Diana Hagen, Mike Laskey, Kris Korzan, Jason Graziani, Erik Goehner, Paul Fickenscher, Patti Stouch (for Gail Baird), Lisa Hatfield
Absent: Keith Selbrede, Bob Winters

Meeting called to order by Linette Angelastro at 7:02

Devotion by Mike Laskey

Approval of the Minutes of August 11, 2009: Attendance/absentees corrected. General discussion: In future, minutes will include general discussion notes without designating speakers. They will designate who moves and seconds.

Call to approve the minutes of August meeting.

Bob Brundage moved to approve minutes as corrected, seconded by Susan Prosser. Approved by unanimous proclamation.

Report from the Body of Christ by Kris Korzan. See website for report.

Pastors' Reports

Pastor Erik: Will present slide show at end of meeting.

He has been elected Dean of Channel Islands Conference. Duties include coordinating pastors for meeting and communicating with the bishop quarterly. Pastor John has held this position in the past.

He is currently developing his calendar and incorporating learning from sabbatical into youth program, including more outdoor activities this year.

Question was raised about an article in paper about Many Meals: At St Mary Magdalene's with help from Padre Serra, 100 people eating every Monday. There are also tables set up for community resources. Mt Cross may want to provide similar service in partnership with other churches.

Pastor has a newsletter article about his sabbatical.

Pastor John: After the last meeting, he decided that Learning (2010), Worship and Music (2011), and Property(2012) will spearhead Rally Day in future years.

After-church meetings last Sunday to discuss events at the Churchwide Assembly were attended by about 30 people. See website for Bishop's remarks and FAQs on social statements and policy resolutions. How Lutherans Interpret the Bible, the up-coming Sunday morning series for adult education, is a germane topic for our understanding of social statements and policies. There will also be other opportunities to discuss information and misinformation, aiming to generate open communication and transparency.

Discussion: In the final draft of the Human Sexuality social statement, emphasis was placed on the resolution calling for respect for the bound conscience of each other.

Treasurer's report: On website.

COMMITTEE REPORTS:

CDC: Welcome to Patti Stouch, filling in for Gail Baird who was unable to be present. School started today. Enrollment has been down for summer and fall. The board re-worked the budget

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and made other changes to accommodate census change. The budget appears to be about \$1500 short for the year right now. Two new children will correct this shortfall. The board is considering some ideas to increase cashflow. The new website might also appeal to prospective parents.

Property: Workday is scheduled for this Saturday. Kitchen is now at code. Cement was ground down where it was uneven. Pastor Erik reported that a portion of cinderblock wall was knocked in. John Pitsch mowed playground and scraped and re-mudded kitchen ceiling.

Fellowship: Great BBQ! Somewhere between 150 and 200 people present. Raffle made \$123. Josh did a great job getting donations from local businesses.

BUSINESS/ACTION ITEMS:

Rally Day Plan: Under control. Char Sakioka is looking for pop-up canopies to borrow for the day. Contact her if you have one.

Stewardship Plan: Starting to put ideas together. People needed to help implement the drive.

Budget: Start thinking about budget for next year. Call will go out next month for requests.

New website may be live within the next week.

New Business:

Technology in office is very out of date and should be replaced with better/faster equipment. May cost \$3000 for the entire project. Fundraiser for new technology in office? MIBI? Raise the Roof-type? There may be line items available but maybe we should restore cuts before adding new items. May consider during next budget cycle. Suggestion will be taken to Property Committee. Pastor John may want to make a wish list of tech items and submit it to the Property Committee.

Diana Hagen moved to adjourn the meeting, seconded by Bob Brundage. Meeting adjourned at 8:20 with The Lord's Prayer.

Respectfully submitted,
Carol Paul
Secretary

Next meeting: October 13, 2009 7pm
Devotions: Charlene Sakioka
Body of Christ Report: Susan Prosser

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Mount Cross Lutheran Church
Council Meeting – August 11, 2009

Attendees: John Soyster, Bob Brundage, Keith Selbrede, Bob Winters, Carol Paul, Charlene Sakioka, Susan Prosser.

Not present: Paul Fickenscher, Jason Graziani, Erik Goehner, Lisa Hatfield, Kris Korzan, Mike Laskey.
Meeting called to order by Keith Selbrede at 7:08

Devotion by Carol Paul

Approval of the Minutes of July 14, 2009 Comment: By taking a literal reporting of discussion at last meeting, perhaps the intent and purpose was not emphasized enough that this was a response to strong and repeated congregational prompting to change our schedule. No action taken.
Call to approve the minutes of July meeting. Approved by unanimous proclamation.

Report from the Body of Christ by Linette Angelastro. See website for report.

Pastors' Reports

Pastor John:

Outstanding experience in New Orleans with youth.

Churchwide Assembly starts August 17, 2009. Two actions before the Assembly have to do with human sexuality and the rostering of gay and lesbian pastors in committed same-sex relationships. Pastor will publicize links to the Assembly website so church can keep in touch with all the discussions and actions. There are some who believe the Synod has already made changes in our policy regarding gay and lesbian clergy. This is not the case. At the Synod Assembly the voting members approved a memorial in support of the action that will be considered at the Churchwide Assembly. At the moment, nothing has changed in the church's policy on rostered clergy: ordained clergy in committed homosexual relationships and who are celibate, are accepted practicing clergy.

Numbers in parentheses in Pastor's written report is cumulative number of visits, etc., for the current year. He will also add summary statistics regarding Stephen Minister pairings, Communion visitations, etc.

Treasurer's report:

Summer doldrums. Income up over last year, expenses under control. \$10000 behind on giving YTD is 4% below goal. Expenses skewed because of 3 paydates in July 2008 and 3 paydates in August 2009.

Of the things we stopped: no complaints about bulletin covers; people do miss the devotional booklets. May explore resuming devotional.

Future capital expenses: Need to replace Marilyn's computer and buy a new shredder. We're stopping yellow pages and the new website will be up soon. [Brought up later in meeting is probable expense for ventilation system in kitchen. See Property Committee report below.]

COMMITTEE REPORTS:

Property: Fire department cited the exhaust system over range as being out of code. No one should be allowed to use the ranges/ovens until corrected.

Fellowship: Good potlucks and great fellowship activities between services! Picnic being handled by Josh Graziani. Committee wants to fund events Sunday fellowship between services with donations. Still a few more activities on Sundays.

BUSINESS/ACTION ITEMS:

Motion by Keith to rescind decision to change the schedule followed by much discussion.

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For worship and music: Brought up need for change. Change up music, share styles between services.

Demographics for SS are going up, maybe in part because of 3rd contemporary service. At some point we will need to make a change. Change voted last meeting is too late for 3rd service. Do we really need time in middle for SS?

Susan Prosser: need for change was response to Sunday School need for more space, joint opening of adults and children, improving conditions for volunteers/volunteering.

PJ: Congregational members thought we were going to vote on times proposed in letter to congregation and we did not do that.

Ray Clem, member of Praise Band: has 3 children, one starting SS; moving last service creates issue of younger children's schedules.

Mike Hobbs: felt his suggestions made were not considered.

Caroline Hobbs: starts to get late if pushing service to 11 or later.

Josh Graziani for Learning committee: tug of war between Bible study and going to worship.

Call for vote: Ayes 3, nays 3.

PJ: teachable moment: taking away opportunities for learning is not great but taking away opportunities for worship is definitely not good. We should take away from this a lesson.

Call for a new vote after further discussion: 5 ayes, 1 nay.

Fundraising: Motion to decline the fundraising offer (ShopToEarn). Vote 5 aye, 1 abstain

Rally Day Plan: Rally Day is Sept 13. Flyer ready to go out for table requests. Char will collect the forms and follow up.

Meeting adjourned at 8:23 with The Lord's Prayer.

Respectfully submitted,
Carol Paul
Secretary

Next meeting September 8, 2009 7pm

Devotions: Mike Laskey

Body of Christ Report: Kris Korzan

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Mount Cross Lutheran Church Council Meeting – July 14, 2009

Present: Pastor John Soyster, Bob Brundage, Keith Selbrede Charlene Sakioka, Diana Hagen, Linette Angelastro, Carol Paul, Jason Graziani, Susan Prosser, Lisa Hatfield

Absent: Pastor Erik Goehner (on sabbatical), Kris Korzan, no representative from CDC, Mike Laskey, Bob Winters, Paul Fickenscher

Guests: Denise Sobolik for Worship & Music, Josh Graziani, Learning

Meeting called to order by Keith Selbrede at 7:04 PM.

Devotion by Diana Hagen on the Trouble Tree.

Approval of minutes: Attendance record corrected re: Kris Korzan and spelled out Treasurer's report read by Keith Selbrede. Minutes then approved unanimously.

Report from the Body of Christ by Diana Hagen. Hard copy provided. May need to take some of the issues raised to congregation. Important point is Navy Housing opportunity.

Pastors' Reports

Pastor Erik: On Sabbatical.

Pastor John: Getting ready to take 18 kids, 4 adults to New Orleans, Monday, July 20, 2009. 2 nights in Slidell for service project and another project later in the week. Speaker's exhortation at Bishop's Colloquy was "fix the money". So Pastor is informing us he deposited church funds into his account in the amount of \$7,610.24 to pay hotel, car, food, and incidentals for the group on the Youth Gathering trip.

Treasurer Report: Treasurer not here. We are breaking even at mid-year. Last year was deficit. Also cash flow is comfortable for next two months. See website or hard copy in binder.

COMMITTEE REPORTS:

- **Property:** New freezer in kitchen. Would like to find someone to take over the maintenance of the personal hearing devices. Worship and Music or Sound Tech may be able to maintain devices.
- **Endowment:** \$4,700 available to distribute. Will give 2 college scholarships of \$1,000 each, Seminary scholarship for \$1,500, and El Camino Pines and ELCA Missionary each \$600. BB moved to distribute funds. SP 2nd. Motioned carried. Treasurer will get directives on how to fund these scholarships. Now hoping some families may get matching funds.
- **Fellowship:** Lacking people for this week's pot-luck. Trying to get different days.

OLD BUSINESS:

Two services: Attendance records updated and revisited, 9:30 service is the single largest group of regular

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attendance. Attendance this past week at 9 was similar to attendance at 9:30 first week of June. Consider that this is vacation time so some may have been absent for that reason.

The point of contention seems to be time, not two services. W & M and people who attend other services are sympathetic to issue of need for later starting time (than that proposed letter).

Learning standpoint: going to 2 services and 45 minute Sunday School time frame is strong move. Like opening in church. Less stressful for teachers to fill less classroom time. 30 to 40 minutes is plenty of time for lesson. Snack may be gotten on patio or children snack during lesson.

Perhaps cutting back on services is going backward. We should evangelize more to fill up the church.

Strategic plan for construction and mission statement are in place but specifics for inspiring worship has not been addressed.

Contemporary is the trend/future of the Lutheran Church. We need to be responsive to giving people what they want from a church without alienating traditionalists. Monthly or quarterly periodic integration of contemporary and traditional services.

What do we do about learning? Volunteer issues? Adult ed? SS opening?

We are trying to reflect our mission statement by possible making changes. If we are going to be recruiting, we need to meet needs of those we are recruiting.

Changing to 9 causes late service getting out after 12 which will inconvenience core contemporary service.

To grow church we need to develop a growth environment: activities and filling church. May need to consider how church is practiced since we own a lot of real estate (other people's homes). This issue may be discussed at future meeting.

Approach stated in letter to congregation did not intend to be protectionist of any segment of the congregation although many felt it came across that way.

Healthy, growing organizations have to change and adapt.

Now is the time to make a recommendation back to W & M.

Exodus 20: 8-

Reading of Cy and Gayle Johnson (previous council president when 3 services adopted) letter since it did not go out to entire Council.

Concern about Praise Band having to make adjustment to later expressed.

Motion to change two services, traditional 9, 45 minute Sunday School at 10:15 and 11:15 contemporary.

Discussion regarding motion: Council will stand behind decision. Adding emphasis to time, space and volunteers for Sunday School is important consideration. Fear of total attendance reduction. There may also be a drop in financial support. Concern about older people to make change to 9 is reasonable.

Vote called: 5 aye, 3 nay. Motion carried.

Will have to notify entire congregation in timely manner. PJ will draft letter and then pass it by Council.

Rest of agenda tabled to next month.

Meeting adjourned at 9:30 PM with The Lord's Prayer.

Respectfully submitted,

Carol Paul

Secretary

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Present: Mike Laskey, Pastor John Soyster, Bob Brundage, Keith Selbrede, Kris Korzan, Bob Winters, Charlene Sakioka, Diana Hagen, Susan Prosser, Linette Angelastro, Carol Paul, Lisa Hatfield, Paul Fickenscher, Jason Graziani

Absent: Pastor Erik Goehner (on sabbatical), Kris Korzan, no representative from CDC
Guest: Denise Sobolik for Worship and Music

Meeting called to order by Keith Selbrede at 7:00 p.m.

Devotion by Jason Graziani on gratitude.

Approval of minutes: Suggestion that we list council members absent each meeting. Minutes approved unanimously.

Report from the Body of Christ by Jason Graziani. Hard copy provided. Will also e-mail to church office to post on website.

Pastors' Reports

Pastor Erik: Sabbatical update. There is a link for PE's blog in the Grapevine. www.pesabbatical.blogspot.com/

Pastor John: Misses PE! Amazing stories series for the summer. PJ would like people who know how to do card, magic, science tricks to volunteer to do them and PJ will turn into an object lesson to support the lessons.

Churchwide assembly: link on Mount Cross website for ELCA. Discussions on issues should be read so we are not surprised if any of the issues come to a vote in August.

Treasurer's report: Read by KS. See website or hard copy in binder.

COMMITTEE REPORTS:

- **Fellowship:** First potluck very successful. Hockey party was fun. Summer solstice party on June 21 between services. New member sponsorship: List of sponsorship duties/responsibilities includes sponsors inviting new members to activities. Lots of activities planned for this summer.
- **Stewardship meeting :** Lisa Hatfield met with PJ so now has better understanding of what stewardship involves. Also attended new members meeting because stewardship was addressed.

OLD BUSINESS:

- **Building Committee:** Keith Selbrede. Drawings generated by Pat Gallagher presented. Bathroom addition estimated at \$54,200+ approximately 10% architectural fee; 210 square feet; 2-stall men's and women's where tree is between sanctuary front and pulpit-side door. Outside access only. Storage space: back of building; 310 square feet (8x38'8"); estimated at \$78,000 + about 10% architectural fee. Will need to have retaining wall and 4-foot wide walkway. Does not include current closet demolition which will be undertaken by church members. Discussion: Can CDC provide some of the funding? Why did we stop the closet area at 38'8"? May consider laying foundation/walkway for whole length now and adding closet space later as cost-containment device. Need multiple access to maximize use/not interfere with others using rooms, eg, choir robe storage access while Sunday School classes are being held. Consider fund-raising a la roof-raising. Changing table space? Last month Treasurer reported there are some funds available so perhaps some of those gifts may be used for this undertaking. Congregation will want to see what is planned. Committee given direction to start renderings and to take to congregation.

NEW BUSINESS:

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- Worship and music: Pastor John : 2 services vs 3.

Discussion: Arguments raised include fragmenting families across 3 services; 3 services killed adult bible study; Simultaneous Sunday School and church works for some families but then some children don't worship; first and third attendees don't know each other(Changing to 2 services may not make this any better.); two half-empty services. Learning Committee says it can live with 3 services but it stresses people. PJ has reservations about change. Sunday School opening in church has really been a significant loss. Lower attendance at third/contemporary.

More discussion: Perhaps need to rotate liturgy, blend services. W&M has tried to do this by bringing music to opposite services. Time is major factor in who attends which service. Worship Committee said that they preferred not making services start later. What is a contemporary service is a huge discussion of definition. 3 services also cause over-scheduling, burnout of volunteers, etc. New suggestion is for no service competing with Sunday School. Pastors' time is also limited on Sundays by 3 services. CDC children see Pastors more than our Sunday School children. We may want to consider adding a service for celebration Sundays, eg Easter. In addition to jeopardizing families worshipping together, the importance of learning does not seem to be sufficiently emphasized when there are 3 services. Older adults don't get to see the young people who are in Sunday School. Metrics say that if church is 85% full, it's too full.

Educating the congregation about reasons to consider change is important. PJ wrote letter explaining these reasons. Worship and Music Committee will take this evening's discussion and continue their discussion. The letter PJ drafted will be sent to members. Listening Posts will be established on June 28 to find out what congregation thinks about possible worship/learning changes so we can serve it. Council members will be at the Listening Posts as gatherers of comments, not proponents of any position. Council should also be mindful our mission and values. PJ will coordinate schedule.

- Fund raising Dan Harris: Watch 7-minute video at shoptoearn.net/maddog. 800 retailers Expedia, Target, Macy's, Home Depot, Sports Authority, church would get \$ back for using Mount Cross shopping mall. Year-round fundraising. Each member gets access card to use. Emphasizes green retailers. ETF to Mount Cross account. Cost is \$448 initial outlay, includes website. \$119 annual fee. Percentage donated depends upon percentage each retailer sets, clearly stated on webpage.

Discussion: There may be some stores that we do not want to support. We are unable to pick and choose which retailers are involved. All subscribers' websites look alike except for small image at bottom of page which is chosen by fundraising organization. Personal gain from this donation-type experience is not being presented as a business, which it is. In defense of capital gain, it was pointed out that there are others who make personal gain from the church. Will put it on agenda for next month after council members have viewed the video.

- Endowment Committee: Pastor John. Proposal is for seminary tuition grant recommendation to fund grants as the Endowment Fund can afford for seminary students who are members of the church. No application necessary, just fund it. Resolution not necessary but preferred, to give Endowment a firm understanding of the church's support for its own seminary students. Voted to adopt suggested resolution for recommendation:
Therefore be it resolved that the Mount Cross Endowment Committee establish a program of awarding seminary tuition grants to Mount Cross members attending a seminary of the ELCA, that the amount of such annual grants be the maximum the Endowment Committee feels can be disbursed each year the student is in seminary.

Meeting adjourned at 9:11p.m. with The Lord's Prayer.

Respectfully submitted,
Carol Paul
Secretary

Next meeting Tuesday, July 14, 2009 at 7 p.m.
Devotions: Diana Hagen
Body of Christ Report: Diana Hagen

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Mount Cross Lutheran Church
Council Meeting – May 12, 2009

Attendees: Mike Laskey, Pastor John Soyster, Bob Brundage, Pastor Erik Goehner, Keith Selbrede, Kris Korzan, Bob Winters, Charlene Sakioka, Trish Gucciardi, Diana Hagen, Susan Prosser, Linette Angelastro, Carol Paul, Lisa Hatfield.

Absent: Paul Fickenscher, Jason Graziani.

Meeting called to order by Keith Selbrede at 7:04 p.m.

Devotion by Trish Gucciardo.

M/S/C to amend the Fellowship Committee portion of the minutes: Fellowship: The potluck on May 3 is cancelled due to conflict with concert. Considering planning to have potluck in conjunction with a softball game; gets people out to root for the home team and share a meal. Also an opportunity for “Come and See.”

August 30 will be the annual Church Picnic with Olympic Games like last year. Another great opportunity for “Come and See.” M/S/C the Minutes of April 2009 meeting.

Report from the Body of Christ by Trish Gucciardo. She will email text of her report to Pastor John to include/collate with other reports.

Pastors' Reports

Pastor Erik: Sabbatical update. Despite bad press re: Tijuana, a house was successfully built. Youth have been doing good evangelism – 2 baptisms will be part of Sunday's Confirmation service. Questions about the Youth gathering fundraising and expenses during the gathering – obtaining a debit card for expenses.

Pastor John: See web.

Treasurer's report: So far so good. Income \$11K better than last year. Spending less than last year. \$8000 MIBI funds have been distributed. Re: balance sheet - our investments are still above book value, but the endowment fund is down.

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Lutheran Magazine: Merits of keeping the bylaw that requires us to pay for the magazine were discussed. No one knows why this item ended up in the bylaws. We pay \$7.95/year for each household. We can add or subtract subscriptions as we wish. Bylaw change proposed for next Annual Meeting. Budget & Finance will propose he change in time for publication.

COMMITTEE REPORTS:

- **Fellowship:** 1st potluck on Monday (5/18). Next meeting 5/14.
- **CDC:** Summer school is on (6/22 – 7/10); smaller than usual (24), but they are paid for. 4 teachers only. No extra staff (floaters); Cathy will take this role. New schedule; 3 weeks of 5 days/week instead of 5 weeks with 3 days/week. Room for 4 kids. Fall registration numbers are good. Smaller enrollment for summer not a sign of worry for fall. Amgen is sending \$600; use to be determined. June will be Trish's last meeting; new chair of the board will be elected in June.
- **Service & Missions:** Blood drive June 7. Wondering what to do about "Taking It To The Streets;" last year we spent an afternoon working at the mobile home park. June 7 is a busy weekend, so what to do? Promote or just publicize?
- **Caring.** Update on the Bob & Liz Ninneman. Concern that the sermons (printed) are not showing up.
- **Stewardship.** Orientation meeting with Lisa, Pastor John and anyone else on Tuesday, May 19.

OLD BUSINESS:

- **Building Committee:** members are Ron Ertel, Rick Mann, Pat Gallagher, Gordon Henry. Keith Selbrede will serve as chair and liaison. See minutes on new tab on the Council minutes web page. Pat G. will take some preliminary drawings to the city for a preliminary sense of things. Next meeting 6/1/09.
-

NEW BUSINESS:

- Consensus that we should not continue our Yellow Pages ad; use money for the website and newspaper advertising.
- Thanks from Camarillo Hospice for our business card ad in the Garden Tour booklet.

Meeting adjourned at 8:37 p.m. with The Lord's Prayer.

Respectfully submitted,
Pastor John
Secretary pro tem

Next meeting June 9, 2009

Mount Cross Lutheran Church
Council Meeting – April 14, 2009

Attendees: Paul Fickenscher, John Soyster, Jason Graziani, Bob Brundage, Erik Goehner, Keith Selbrede, Kris Korzan, Bob Winters, Carol Paul, Lisa Hatfield, Charlene Sakioka, Trish Gucciardo

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Meeting called to order by Keith Selbrede at 7:04

Devotion by Keith

Approval of the Minutes of March 10, 2009

Call to approve the minutes of March meeting. Bob Brundage suggested that minutes be amended to reflect that the blue box contains files for council members as well as committee files. He also recommended clarification about the nursery schedule.

The minutes were amended. Bob Brundage moved that the minutes be approved as amended; second by Paul Fickenscher. Approved by unanimous proclamation.

Report from the Body of Christ

See website for report.

Discussion of kitchen cleanliness and health standards; need for kitchen protocols.

Talking in church: Perhaps increasing sensitivity to noise in the narthex will decrease some of the noise before the service. CP

Pastors' Reports

Pastor Erik: Thanks for congregational support for youth band concert. Had a lot of people there, maybe 100! They were generous with donations, too.

Will defer to later rest of report to Old Business discussion of sabbatical.

Pastor John: Will defer report to Old Business discussion of strategic plan.

Treasurer's report:

Deficit due to 3 payrolls this month and another mortgage payment which had to be made before the new mortgage becomes effective. Income up \$4000 more than last year over last year. There is quite a bit of money in designated accts. MIBI earned \$9000 Some MIBI funds are still outstanding.

Lutheran Magazine proposal: not everyone received Bob's proposal to change by-laws. Please look at by-laws which state we need to subscribe to The Lutheran. It will be re-e-mailed to all Council members by Keith. Also ties into constitutional responsibilities of pastors so needs approval by synod. Savings would be \$2200 per year if church subscription could be cancelled.

COMMITTEE REPORTS:

Fellowship: The potluck on May 3 is cancelled due to conflict with concert. Considering planning to have potluck in conjunction with a softball game; gets people out to root for the home team and share a meal. Also an opportunity for "Come and See."

Week before Labor day will be the Olympic Aug 30 Sunday, August 30 will be the Second Annual End of Summer Church Picnic with Olympic Games like last year. Another great opportunity for "Come and See." JG

Worship and Music: Baptismal font is out being refreshed with a fused glass bowl, fully funded by gifts, and should be returned in 3-4 weeks. It may also be re-tired, re-finished, and may even get lighting installed to enhance the glass art.

CDC: At the May board meeting, a decision will be made whether or not summer school will be in session since response to availability has not been overwhelming. TG

Paul: learning VBS is being planned

Service and Missions: Pastor Erik requests prayers for Tijuana trip. Only doing one house this year. The group will leave early Friday, return Saturday night or Sunday morning.

Sunday, June 7 will be our second annual Takin' It to the Streets, a county-wide action group to build bridges between churches and people with needs. Last year Mt Cross group had lunch followed by 2-3 hours of work.

Lutheran Habitat for Humanity building day will be Saturday, May 2. Gordon Henry is planning it.

Stewardship committee: no meeting.

Endowment: The committee is scheduled to meet in June. Pastor Erik will not be there to chair committee.

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OLD BUSINESS:

CDC budget: The proposed budget included self-supporting summer school separate from the regular school year budget.

Motion to approve the CDC budget made by Bob Brundage. Char Sakioka seconded. The budget was unanimously approved.

PE: Sabbatical schedule was presented. Themes are 1) how to connect, particularly young people, with God's Creation and 2) spirituality aspects of food/community gardens. He may keep the congregation updated electronically. This is not required (but appreciated). He finished his writing class and may want to do some more formal writing about his sabbatical trip.

There may be need for pastoral substitute one Sunday when both pastors gone. PJ will arrange. Some members of the congregation might want to fill in with visitation, youth, etc. which Pastor Erik usually does. Music at VBS will be done by Linette Angelastro. Louise Lofquist helped with piano last year. Hannah Tasker may also be asked to help. Caroline Hobbs and Pastor John will manage 3rd service music.

Come and See: Desire is a 10% increase in attendance. Committees don't need to invent new activities, just encourage inviting people to any church activity, eg concert series, picnics, hockey party, making us more intentional, welcoming people. PJ

Revised strategic plan: Motion to implement proposed RSP made by Kris Korzan, seconded by Bob Brundage. Ensuing discussion included that the original strategic plan was derived after the church's core values were identified. It was very ambitious and not acted upon. Continued interest in moving forward to meet needs for increased space led to a list of 7 priorities for facility changes. It has been proposed that three small projects will make big impact on the identified priorities. This revised plan is in keeping with the intent of the original report but does not require huge expenditure. The revised plan seems like steps that are do-able.

There is \$5000 from prior years plus \$1500 from MIBI available for this beginning step. Before voting on "Revised Recommendation #3," the second resolution wording will read as follows.

"Be it further resolved, that the building committee be authorized to interview architects to get fee and time estimates to bring to Council as soon as possible. Architect should know that we want to explore ways to keep construction costs down by doing whatever work we are capable of doing ourselves."

Motion to amend the resolution as read by the secretary, seconded by Jason Graziani. There was no further discussion. Amended resolution approved unanimously.

Vote for approval of recommendation unanimously carried.

A building committee will be appointed to interview architect candidates. The committee should include at least 3 people, at least one of whom has expertise in construction. Another member should be a member of the Council for optimal communication between the committee and the Council. Council would like estimates for architectural fees and ballpark figures for the 3 proposed projects.

Keith Selbrede will contact people to be the building committee. It is most desirable that members of this committee will be able to serve throughout the entirety of the project.

Recommendations for members include: Rick Mann, who has volunteered; Cy Johnson; Pat Gallagher, John Pitsch; Randy Churchill; Ron Ertel; Gordon Bergh; Jason Graziani; Lisa Hatfield.

NEW BUSINESS: No new business

Meeting adjourned at 9:10 p.m. with The Lord's Prayer.

Respectfully submitted,
Carol Paul
Secretary

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Next meeting May 12, 2009
Trish BOC and devotions next month.
Thanks to Char for cookies.

Mount Cross Church Council Minutes of March 10, 2009 meeting

Attendees: Keith Selbrede, Pastor John, Pastor Erik, Diana Hagen, Jason Graziani, Bob Winters (Treasurer), Carol Paul, Char Sakioka, Linette Angelastro, Bob Brundage, Susan Prosser, Trish Gucciardo, Kris Korzan

Council Meeting called to order by Keith Selbrede at 7:00

Devotions: by Linette Angelastro 2 Corinthians 7 about godly grief

Introductions: Pastor John; Keith Selbrede, President; Jason Graziani, Evangelism; Sue Prosser Budget and Finance; Trish Gucciardo, CDC; Diana Hagen, Caring; Bob Winters, Treasurer; Kris Korzan, Youth rep; Linette Angelastro, Worship and Music; Bob Brundage, Endowment, Property, and Stewardship; Char Sakioka, Fellowship; Pastor Erik, Carol Paul, Secretary, Property.

Sign up for devotions.

Minutes: Approved minutes of January 31, 2009 (February) meeting.

Report from the Body of Christ: See web for report. Presented by Bob Brundage. Consider increased participation of council in new member orientation; degrees of involvement for parents of SS children so there is more parent participation.

Treasurer's Report: See web for reports. Doing well first 2 months of 2009; last year had \$15,000 deficit at this time. This year there is only a \$1,300 deficit due to increased income and planned expenses

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\$7,000 less this year.

Pastor Erik's Report: Good turnout for winter retreats with 44 children and adult volunteers going up two different weekends. Once again our youth band led worship at camp. It is good to see our youth taking a leadership role.

Service and Missions concerned about growing need for food so youth participated in Souper Bowl \$800 and food collected for St Columba's Food Share.

Will present timeline next month re: sabbatical. Asking for items council thinks may be important. Since Pastor John's sabbatical blog was appreciated, maybe Pastor Erik can keep in touch in some way which will not be detrimental to the purpose of the sabbatical.

Youth trip to Mexico: Question regarding the church's response to Mexico travel warnings. Consider moving ahead but Pastor Erik will contact Lutheran Border Concerns. Only doing one house this year for Habitat. Children must be accompanied by responsible adult. The group only goes to and from the compound where they live to the house they are building. Areas appear to be safe.

Pastor John's Report: Food Share pioneer, Cora Mueller, died March 2. Cora was one of the founders of the food pantry and even went out to glean the fields. Memorial service April 7.

More orientation information for people new to Council: All reports are on the Mt Cross website. Click on the Council link. Blue Box has information folder for each committee. Send all committee reports to Marilyn for posting. All are expected to read minutes and reports from website to save printing costs and promote timely sharing of information.

Human sexuality: The ELCA is working toward approving a social statement on human sexuality. Social Statements are advisory documents for church members and pastors. They are policy for those employed by the ELCA in advocacy work. The final recommendation on human sexuality is ready to be approved at the churchwide assembly in August 2009. It can be found on the website for ELCA and Mt Cross.

Grounded in scripture and Lutheran principals, this statement addresses building trust in personal, familial, and social relationships. It states that sexuality belongs in the left-hand realm of God. With His left, hand God rules in this earthly world, not matters central to salvation. Further, marriage is between male and female. We welcome all people regardless of sexual orientation. "Bound conscience" is terminology in statement which means we have to respect others' differing views.

Ministry policies for sexuality: For many years Vision and Expectations stated that gay persons abstaining from a sexual relationship could be ordained. Now 4 separate resolutions are proposed: 1. whether or not ELCA wants to find ways to recognize life-long, monogamous same-gender relationships, to be held to the same standards as marriage. 2. whether in principle, these same-gender relational people can be rostered clergy. 3. encouraging both sides to get along. 4. make changes in documents and procedures to effect and reflect these changes. If the first resolution is not approved, there will be no vote on the others. If all 4 approved, each congregation gets to approve who they call. Pastor John hopes that a call interview does not deteriorate from asking a candidate about the call they have from God and their gifts for ministry to who they are sleeping with!

Synod assembly June 2009. Not too late to send message to ELCA but it is a formal process: a memorial to the church wide assembly thru synod by April 6 must be signed by a number of supporters. Groups interested in human sexuality within Lutheran/ELCA family are Word Alone and Lutherans Concerned.

Committee Reports: See reports on website.

Worship and Music: Recommendation at February meeting to consider alternate service schedule. Expect a recommendation at next meeting. Synod assembly has expanded to Fri through Sunday. Pastors are being strongly encouraged to stay for the assembly instead of returning home for Sunday morning worship. Possibilities for services that Sunday include a DVD being prepared by the bishop for this particular Sunday, a retired supply pastor, a lay-led service with no communion. This is the week of

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the choir and bell choir concert. Council prefers to get a supply minister so we can have Communion that week. PJ

Property: Van use policies stated. Flat screen TV being researched. Clean-out date needs to be sent in e-mails to all organizational activity people, e.g., wedding coordinator. Also publish in bulletin and newsletters. Contact Alanon and NA. Will schedule for week of April 13 to 18 so youth may sell some usable discards for their rummage sale on April 25. CP

Learning and youth: December or January it was recommended removing childcare at first service. This Sunday will be first Sunday without childcare at first service. Nursery needs one attendant at least 18 years old, and one may be as young as 15. \$32 per morning. A new member was disappointed that nursery at first service was stopping but now knows that children are welcome in church. First service coverage may put back in or may change with re-structuring of Sunday morning schedule.

Fellowship: Second annual Olympic picnic planned. Looking for thrifty, family-oriented fellowship. CS

Action Items:

Refinancing: new Thrivent mortgage application submitted. Re-fi terms are \$448800 @ 6% for 25 years. Approval expected by 4/18. New payment will be \$2891. KS

Soup supper. Food at church by 5:45 PM. Last week had 9 dozen rolls and 6 pots of soup with one bowl left. 5-person clean-up team took 45 min. Council-sponsored supper is March 18. CS

MIBI distribution based on what happened last year. If more money is raised, the excess will be appropriated to only those already requesting funds, based on need. KS

Devotion and Body of Christ sign-ups: some slots still open. KS

New Business

The Lutheran: \$2000 for church subscription. May be interpreted as constitutional issue. Talk with members to see what their thoughts/feelings are about it. Some council members stated they like reading the magazine. Congregational costs may be decreased by people using the designated offering envelope to make a donation to cover the cost of their subscription. No action taken. Will discuss at another time. PJ

CDC Budget: Proposed budget presented includes some changes from last year. Summer school planned for this year. Still space available for summer school. Tuition to be paid up front to cover costs. 5 days for 3 weeks.

Traditional for increase in rent to Mt Cross. (Thank you, CDC.) Budget calculated on 138/141 students. Discussed contingency planning for decreased enrollment.

Approval of budget slated for next meeting to allow time to study budget. TG

MIBI retirement of committee. To be turned over to other leadership. Some recognition of the MIBI committee for all their years of service will be done Sunday morning and at MIBI. Also thanks in newsletter. CS

Earthquake/crime risk management plan. Alert for national disasters through ELCA. It would be good to train ushers for awareness and action. Suggestion for use of congregational resource people in police, fire, etc for ideas. Evacuation plans not posted in sanctuary. CDC teachers have recently taken CPR

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classes which averred that defibrillators substantially improve survival rates so maybe we should have defibrillators in church and CDC. SP

Be mindful of an event we can present to share our Come and See theme. PJ

Strategic planning to be at top of Action Items on next meeting agenda. PJ

Meeting adjourned at 9:00 with the Lord's Prayer.

Next meeting: Tuesday, April 14, 2009

Devotions: Mike Laskey

Body of Christ Report: Carol Paul

Respectfully submitted by

Carol Paul

Secretary

Mount Cross Lutheran Church Council Meeting

Saturday, January 31, 2009

Present: Pastor John, Pastor Erik, Linette Angelastro, Char Sakioka, Lisa Hatfield, Paul Fickenscher,

Rick Mann, Bob Brundage, Diana Hagen, Mike Laskey, Carol Paul

Absent: Trish Gucciardo, Jason Graziani, Susan Prosser, Keith Selbrede

Meeting called to order at 12:25 pm.

Introductions made for the benefit of those who do not know everyone.

Pastor John presented a Top 10 List for members of the Council to make them aware of resources and responsibilities. Missing from the list is the box which contains a file folder for each committee. When mail or information is pertinent to a committee's function, it is deposited into that committee's file folder. The box is kept in the church office and goes to the Council meetings. Also, a binder with a hard copy of Council meeting minutes is kept in the office.

Out-going President of the Council, Rick Mann, called for election of council officers.

President: Keith Selbrede, nominated by Charlene Sakioka, seconded by Bob Brundage. Nominations closed by vote of acclamation. Keith Selbrede elected by vote of acclamation.

Vice President: Linette Angelastro nominated by Bob Brundage, seconded by Diana Hagen. Nominations closed by vote of acclamation. Linette Angelastro elected by vote of acclamation.

Rick Mann turned over further elections to Linette, presiding in the absence of Keith, to continue the elections and appointments.

Recorder: Carol Paul and Lisa Hatfield were nominated by Charlene Sakioka, seconded by Bob Brundage. Discussion ensued with the consensus that Carol and Lisa would serve as co-recorders. Nominations closed by vote of acclamation. Carol Paul and Lisa Hatfield were elected by vote of acclamation.

Appointments were made by acclamation to continue with the services of Bob Winters as Treasurer and Jenny Christensen as Financial Secretary.

Bob Brundage was appointed for a 1-year term to act as liaison to the Endowment Committee.

Members of the Council chose committees to serve as liaisons:

Service and Missions: Mike Laskey (Gordon Henry, Chair)

Youth Leadership Team: Kris Korzan

Caring: Diana Hagen

Evangelism and Welcoming: Jason Graziani

Fellowship: Charlene Sakioka

Worship and Music: Linette Angelastro

Learning: Paul Fickenscher

Mutual Ministry: executive committee

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Personnel: Vice President, Linette Angelastro (Becky Riley, Chair)

Property: Carol Paul (Gordon Bergh, Chair)

Budget and Finance: Susan Prosser

CDC Board: Trish Gucciardo

Stewardship: Lisa Hatfield

House Missions was not filled. It may be related to Fellowship or Learning.

The role of the liaison is to be an advocate or voice for a Committee, to present concerns and interests between the Council and the Committee.

Worship and Music: Based on Body of Christ reports, the Committee will consider the worship schedule.

Make It Bake It: Fund requests are being solicited for this year's event on March 14. Time is very short so calls for submission will be made in the next 2 newsletters. Requests for funding for projects should be submitted through a Committee to the Council. Deadline for submissions will be February 28 so decisions can be made and announced before the auction.

It was suggested that the youth help with the set-up and take-down of the rooms.

Suggestions were made for ideas where the proceeds should go if there is a dearth of suitable requests:

1. redesign website
2. seed money for architectural report for storage area as discussed in the morning portion of the retreat
3. New Orleans youth trip

Some auctions preview catalogs so people can get an idea of what may be available. Perhaps some donated items can be present ed on the patio on Sundays before the event if a catalog cannot be prepared.

By-law changes: to delete requirement of providing The Lutheran to our church's households, must be submitted 60 to 90 days before a congregational meeting. The time to present this, then, would be in October for consideration at the 2010 Annual Congregational meeting.

Constitutional changes: To allow election of Council by acclamation, is a 2-year plan and may not, ultimately, be allowed by the ELCA.

Sign ups for Council devotions: March, Linette; April, Mike

Summary of planned actions:

1. Worship and Music to consider two services
2. Consider ways to implement strategic plan within fiscal limitations
3. Bob will do Body of Christ interview this month

New Business

Lenten dinner: March 18 will be Council's sponsored dinner. Char Sakioka wants commitment

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from members for set-up, soup, take-down.

Souper Bowl tomorrow: Emphasis on feeding the hungry in Ventura County. Will take donations of canned foods or money. Donations received at Mount Cross will go to St Columba's Food Pantry. It was stated that for every \$10 the Food Pantry receives, it can provide \$180 worth of food.

Pastor Erik: Since he intends to do some writing during his sabbatical, he wanted to know if the Council thought it appropriate for him to spend \$125 of his continuing education allowance on a writing class. Council assured him this was very appropriate.

Thank you not to be sent to Jan Mann for her generous and delicious treats for the Council.

Char moved to adjourn the meeting, seconded by Paul. Passed by acclamation.

After The Lord's Prayer, the meeting was adjourned at 1:59 pm.

Mount Cross Church Council
Minutes of January 13, 2009 meeting

Attendees: Rick Mann, Keith Selbrede, Pastor John, Paul Fickenscher, Pastor Erik, Curt Bensen, Diana Hagen, Jean Scott, Jason Graziani, Bob Winters (Treasurer).

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Council Meeting called to order by Rick Mann at 7:10 p.m.

Devotions: Jean Scott, "Everyday Grace."

Minutes: Approved minutes of December 2008 meeting.

Report from the Body of Christ: Jason Graziani. Two interviews were conducted:

#1 - Sunday school class of 11 high school students. **LIKES:** People (Youth Group, energy, attitude, all good people!); Contemporary Service (music selection, Caroline Hobbs is "GOOD!"); VBS / Summer Trips (everything youth!). **DISLIKES:** Why have 3 "half full" services rather than 2 "full" services; want more material in Sunday School that has to do with everyday life; would like to see acoustic drum set instead of electric; they couldn't find very many negative things about Mount Cross.

#2 - Sunday School Teachers (11, 1 male and 10 female). **LIKES:** VBS - strong!; Pastors - strong!; family setting (diversity is unique, all ages from young youth to seniors); Contemporary Service (music selection, Caroline Hobbs has "STRENGTH!", merges seniors and youth); • Sunday School / Bible Study. **DISLIKES:** would like to see two services instead of three (more children in church and school, 2 larger groups is better than 3 smaller ones). There was a strong presence for the following model: 8:15 Traditional Service, 9:45 Sunday School and Bible Study, 11:00 Service.

Pastor Erik's Report: See web for full report. He also summarized the goals he set for 2008 (The Statement) and how they were achieved.

Pastor John's Report: See web for full report. He drew attention to the stewardship update: fewer members pledged slightly more money for 2009 than 2008. A good sign in these tough economic times. He also spoke briefly about his goals for 2008 and how they are shaping up for 2009.

Treasurers Report: See web for reports. 2008 Deficit - \$12,513 – nice news considering we were anticipating a \$30 to \$40,000 shortfall. Income for the year was slightly more (\$5,892) than last year. Also a good sign in these weird economic times.

2009 Budget: Looking at \$465,000 income – basically same as last year's income. Expenses pretty much the same as discussed at the last meeting. Question was raised as to why it appears that the "facility use" gift from CDC to church is decreasing. Will research this. Idea: have the CDC director come to give a history lesson to council. Discussion jumped to the issue of refinancing; whether to refinance now (sending less to the principal) or keep the payments the same (sending more against the principal). Council will recommend the budget as presented at this meeting(1/13/09) for adoption at the Annual Meeting (1/25/09).

Committee Reports: See reports on website.

- **Learning:** Nursery attendants have had very few, often no children at the 8:15 a.m. service. And finding subs is difficult. **Motion:** Beginning March 1, 2009, child care will be offered during the 9:30 & 10:45 a.m. worship services and Sunday School only. Special holiday services excepted (for example, Easter Sunday). Pay scale adjusted so that those working three services will receive same pay when working two (better for morale and for finding subs). And that advertising of this change begin immediately through worship folders, newsletters, website and office telephone messages. M/S/C
- **Service & Missions** – info session about this year's Tijuana house building trip on 1/18 during Sunday School.

New Business:

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1. Annual Meeting/Annual Report. Pastor John reported on the work of the Nominating Committee so far. Asked those Council members who are continuing to contact him immediately if they have a strong preference for a particular “portfolio” for the coming year. This might assist the Nominating Committee. He also announced two special features of this year’s Annual Meeting, which will be shaped around the theme “Come and see.” An art show in the sanctuary during the dinner and meeting and a digital photography show, probably during his report, to demonstrate the creation of activities to which we would be eager to invite people to “come and see.”
2. Sale of New Mexico property. Rick Mann gave a brief summary about a piece of property that we own in a housing tract in New Mexico. It is worth about \$1000. We pay an annual assessment on it, but otherwise it serves no useful purpose. A motion will be brought to the Annual Meeting to sell the property at a time and price to be determined by the Council.
3. Refinancing. The original motion to refinance our mortgage will be taken off the table and addressed at the Annual Meeting. When Randy Churchill asked questions at the July 27, 2008 Congregational Meeting about the wisdom of the motion, he wanted to make sure the congregation had explored all options and was aware of their implications. Discussion went back and forth. There are positives that all acknowledge would come with a paid off mortgage. There are positives that come with having increased cash available for our mission now, even if it means more of our monthly payment would go to interest and not principal. At the Annual Meeting, after the 2008 financial summary, the Treasurer will give the floor back to the President, who will bring the motion off the table. In discussing the motion to refinance, it will be explained that the budget proposal for 2009, which is next on the agenda, is built on the assumption that we will refinance. If the motion is defeated, we will understand that the balanced budget presented will become a deficit budget.
4. Lenten soup suppers. Charlene Sakioka has offered to coordinate for this year. One of the Wednesdays will be council’s turn. She will be in touch.

No other old or new business.

Meeting adjourned at 9:06 p.m. with the Lord’s Prayer.

Next meeting: Saturday, January 31, 8:30 a.m. at CLU (Annual Leadership and Church Council retreat)

Respectfully submitted by
Pastor John W. Soyster
Secretary pro tem

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Mt Cross Lutheran Church

Council Meeting of December 9, 2008

Attendees: Pastor Erik Goehner, Curt Bensen, Jean Scott, Diana Hagen, Bob Winters, Paul Fickenscher, Jason Graziani, Bob Brundage, Ric Mann and Herb Holler

Devotions: Herb Holler – “No Weakest Link”

Minutes: Approved

Report on the Body of Christ – Diana Hagen

Suggested Ways and Means Committee to get things done as required. Missed the decorations at Hanging of the greens.

Pastors Reports:

Pastor Erik

Discussed Student Fundraiser

Treasurer’s Report

November income increased by \$2,000. Anticipate budget deficit of \$15,000. Have to see what the income will be in December.

Committee Reports

Finance & Budget Report

Reviewed Draft Budget for 2009

Council expressed opposition to getting rid of the Van, We will keep the Van.

This is a bare bones budget with no increases in expenses.

The council agrees with the draft as it stands. It will come back to the council in January for final recommendation to bring to the congregation

Church Council Meeting Archived Minutes

Service and Missions

Raised over \$3,000 for Sudan Project and African Team Project S747.

Stewardship Committee

Bags are available for precinct captains to deliver to homes.

Property Committee

Thanks for work on replacing lights and renewing doors.

New Business

Annual Meeting – Working on details for meeting

Annual Report – Submit to Marilyn before end of Month

Come and See

Pastor Erik is asking for ideas for annual meeting, etc

Time and Talent Report – All the data has been updated from the Stewardship Drive

Meeting closed at 8:55 PM

Mount Cross Church Council

Minutes of November 11, 2008 meeting

Attendees: Keith Selbrede, Bob Brundage, Pastor John W. Soyster, Herb Holler, Michael Fickenscher, Paul Fickenscher, Pastor Erik Goehner, Curt Bensen, Diana Hagen, Linette Angelastro, Jean Scott, Josh Graziani, Jason

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Graziani, Trish Gucciardo.

Council Meeting led by Keith Selbrede

Call to order: 7:05 pm

Devotions: Mike Fickenscher on Lutheran Characteristics

Minutes: Approved minutes of October meeting.

Report from the Body of Christ

Survey of some members of congregation on the church

Report from Curt Benson with list of Pluses, Not so Plus, and Like and Dislike. Details on written report

Report from Linette Angelastro – see written report

Diana Hagen (December) & Jason Graziani (January) to conduct surveys for next months

Pastor Erik's Report: Refer to written report.

Pastor John's Report: Mutual Ministry Committee: Meet to assist pastors as required.

Herb moved to ask executive committee to serve as Mutual Ministry Committee thru 2009. Second by John. Motion Approved.

Treasurers Report: A \$25,000 cut will be required to the 2008 budget for 2009.

Budget and Finance Report:

Ways were discussed to raise the additional funds. Also creative ways to reduce expenses with least pain.

Plan is to create a visual display to encourage greater giving by the congregation. Draft budget is in work.

Committee Reports: See reports on website

New Business –

Annual Meeting, January 25, 2009 – planning a potluck dinner then congregational meeting. Plan to follow same time and general format as in 2008.

Lenten Suppers – it was reported that Char Sakioka will coordinate this in 2009.

Pastor John introduced "Come and See" concept of introducing our church to others. Council committed to supporting this concept.

Moved to donate contributions from Thanksgiving eve service to LSS and thanksgiving envelopes. Motion passed.

Adjourned at 9 pm

Church Council Meeting Archived Minutes

Mount Cross Church Council
Minutes of October 14, 2008 meeting

Attendees: Keith Selbrede, Bob Brundage, Pastor John W. Soyster, Herb Holler, Rick Mann, Bob Winters, Michael Fickenscher, Paul Fickenscher, Pastor Erik Goehner, Curt Bensen, Diana Hagen, Linette Angelastro, Jean Scott.

Call to order: 7:05 pm

Devotions: Paul Fickenscher – “Stress Relief & Spiritual Gifts”

Minutes: Approved minutes of September meeting.

Treasurers Report: \$30,000 deficit at this point, anticipate \$25,000 at year end.

Budget and Finance Report: Herb Holler Anticipate \$30,000 cut in budget from last year. Asked all members of council to review budget and suggest cuts to budget and finance Committee.

Lengthy discussion on Church expenses and budget process.

Pastor Erik’s Report

New Praise band leader is auditioning

Confirmation class started, Our Saviors group joined us. 35 to 40 students.

CDC 20th Anniversary, many youth in our church and the community have graduated from our CDC.

Pastor John W. Soyster Report

Thank you to council for all our efforts.

Photo Directory – Great big thank you to committee for a great big job well done.

Our church is seventh largest donator to ELCA from our synod. The synod depends on our donations.

New Business – None

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Church Council Meeting

September 9, 2008

Call to order 7:00

Motion by Rick Mann

Attendees: Pastor John, Herb Holler, Jason Graziani, Paul Fickenscher, Jean Scott, Keith Selbrede, Joshua Graziani, Rick Mann, Pastor Erik, Bob Brundage, Bob Winters, Linette Angelastro, Trish Gucciardo

Devotions: Keith Selbrede

Approval of minutes: Joshua Graziani

Motion to approve the minutes by Keith and second by Bob.

Trish Gucciardo is the new Chair of the CDC

Treasurers report – Bob Winter– Currently \$23,000 behind budget on an average of \$4,000 behind schedule each month. Looking to cut expenses in our budget to open up money. Spending has been under budget about \$12,000.

Pastors Report

John:

- We must support the Faith Family Festival held this month at CLU. The Lawn Fair will be an opportunity for every church to “Show Off” what we are best at.
- This Saturday and the next will be the first of the Human Sexuality theme this month with guest speakers on related topics.

Erik:

- Developing a Youth Group Leadership Team among the high school group.
- Saviors Church in Oxnard is looking to add a some students to our confirmation class this year.
- Welcome Joshua Graziani as the Children’s Ministry Coordinator.

Committee Reports

- Budget and Finance: Upon hiring a Praise Band Leader, we must notify them that the position will be reviewed at the end of the year if the position is still needed and will continue.
- Fellowship: Fantasy Football is on it’s way and launched. 12 teams are active and ready to compete.
- Personnel: - Keith - Just hired on Joshua Graziani to the Children’s Ministry Co. Must be specific when hiring the Praise Band Leader to make sure they are aware of the circumstance that this position to be temporary. This is a big position to be filled and would be difficult to find a person to volunteer. This brings challenges with the budget in its position. Motion to approve that the Praise Band Leader position

Church Council Meeting Archived Minutes

will be filled and the position will be reviewed at the Annual Meeting to continue by Herb and second by Linette.

- Stewardship: Stewardship theme is a “Vote of Confidence”. Based on geography, like the Pony Express, neighborhoods with gather for a pie social. This is on its way and well planned. Ballots will be mailed and times are set to meet based on geographical precinct.
- Learning: The Children’s Ministry Coordinator position has been filled.

Action Items

Pastor John W. Soyster provided a list of individuals that will be removed from the scrolls for appropriate reasons. Motion to remove a list of 25 individuals from the scrolls who had either requested or had no response. Motion to remove them was by Linette and second by Herb.

Keith – Photo Directory has been well promoted and 200 will be made for print.

Rick Mann – Mortgage – Randy has taken the approach to investigate the details with Thrivent Financial Services and he will then present the information to council. Realistically, we will be in no position to fulfill the second follow up meeting regarding the congregational within the time that we promised. This information, discussion and conclusion on which direction to proceed will occur in November or at the Annual Meeting. We will notify the congregation on when the meeting will take place.

New Business

- Recording Secretary – With Joshua Graziani as a part of staff, we will have Herb Holler as the new Recording Secretary. We are now looking to fill a new council member and bring recommendations to next council meeting.

Motion to adjourn meeting by Bob and second by Herb.
Close meeting at 8:35 PM with Lord’s Prayer.

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Church Council Meeting

August 12, 2008

Call to order 7:04

Motion by Rick Mann

Attendees: Pastor John, Herb Holler, Jason Graziani, Paul Fickenscher, Diana Hagen, Jean Scott, Keith Selbrede, Joshua Graziani, Rick Mann, Pastor Erik, Barbara Spandrio, Curt Bensen, Michael Fickenscher

Devotions: Joshua Graziani

Approval of minutes: Joshua Graziani

Motion to approve the minutes by Keith and second by Herb.

Treasurers report – Herb Holler – See website for full report. Income was low in July increasing our deficit. Our congregation need to remain aware of the issue through constant dialogue.

Discussed the proposal of notifying members of our status with a congregational meeting, followed by the second meeting promised regarding the church mortgage.

Pastors Report

John:

- Subject for September is sexuality.
- September 7, 2008 we will be going back to our normal service times.
- Channel Island conference event on September 26-27. There will be having a Faith Family Festival promoting different social activities with some worship.

Erik:

- Recap on the educational six week series of a video learning with parents and kids. Looking to continue into the fall.

Committee Reports

- Fellowship: The Olympic Games is an event being held on Sunday August 17 at Pleasant Valley Park. There will be events, food and fun for all ages. Roughly 175 individuals are confirmed for attendance. Our congregation and other community members will be attending.
- Evangelism: Partnering up with Fellowship this Sunday August 17, The Olympic Games BBQ.
- Stewardship: Stewardship theme is a “Vote of Confidence”. Based on geography, like the Pony Express, neighborhoods with gather for a pie social. Possibility of discussing a budget of giving and ways for everyone to do their part. Meeting will be planned and notified to all
- Learning: There are two applicants for the Children’s Ministry Coordinator position and this committee wants to be involved with the interview process. VBS was a huge success and came out under budget.

Action Items

Mortgage – Rick Mann

See Treasurer’s Report

New Business

- Input From a Member – Rick Mann – Mt Cross Lutheran issue its own bonds at \$500 each that mature in 20 years at full face value (interest rates at 3%). This is brought to Budget Committee for suggestions.
- Rally Day – All – September 7, 9:00am to 12:00 noon. FYI – Breakfast Burritos
- Time and Talent updates in process.

Motion to adjourn meeting by Herb and second by Keith.

Close meeting at 8:39pm with Lord’s Prayer.

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Church Council Meeting

July 8, 2008

Call to order 7:05

Motion by Rick Mann

Attendees: Pastor John, Herb Holler, Jason Graziani, Paul Fickenscher, Diana Hagen, Jean Scott, Keith Selbrede, Joshua Graziani, Rick Mann, Bob Brundage, Barbara Spandrio, Linette Angelastro, Curt Benson, Bob Winters

Devotions: Linette Angelastro

Approval of minutes: Joshua Graziani

Motion to approve the minutes by Herb and second by Curt.

Treasurers report – Bob Winters– See website for full report. As a whole, we had a better June but still about \$4,000-\$5,000 short each month. Summer months are slower for various reasons.

Pastors Report

John:

- No current news.

Erik:

- No current news.

Committee Reports

- Fellowship: The Olympic Games is an event being held on Sunday August 17 at Pleasant Valley Park. There will be events, food and fun for all ages. 200 Maximum in attendance is welcome for all congregation and other community members for growth. Coming along great with about **60 confirmed guests!**
- Budget and Finance: See full report on web. Meeting was held Tuesday June, 17, 2008. Discussed Youth Minister Position as an area to possibly cut due to a shortage in the budget.

Action Items: No new action items.

New Business

MORTGAGE – Pastor John W. Soyster – 5 year adjustment is up in March. There will be a balloon payment of \$332,314 which can be avoided by refinancing. Refinancing could open up around \$600 a month as a result of a smaller monthly payment. The current balance is \$462,000 with 25 years on the loan around 5%. Motion to have a congregational meeting on July 27, 2008 at 10:00 by Herb and second by Keith.

Motion to adjourn meeting by Herb and second by Curt.

Close meeting at 8:16pm with Lord's Prayer.

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Church Council Meeting

Call to order 7:04

Motion by Rick Mann

Attendees: Pastor John, Herb Holler, Jason Graziani, Paul Fickenscher, Diana Hagen, Jean Scott, Keith Selbrede, Joshua Graziani, Rick Mann, Bob Brundage, Pastor Erik, Barbara Spandrio, Linette Angelastro

Devotions: Diana Hagen

Approval of minutes: Joshua Graziani

Motion to approve the minutes by Bob and second by Herb.

Treasurers report – Herb Holler – See website for full report. Looking to increase the awareness of a shortage of income throughout the congregation with the help of the finance committee.

Pastors Report

John:

- Faith Family Festival – Ministry event for all ages in Thousand Oaks.
- Mount Cross Lutheran Church is the 7th largest in our synod.
- No inactive membership news.
- Make sure that all committees have a Chair and that we are aware of all communications and goals of committees.

Erik:

- A.C.T.I.O.N. – County wide service blitz to help out a mobile home community was a huge success helping 16 homes.
- Memorial Day weekend El Camino Pines was a great experience with an overflow of attendance.
- Left over sound components from the previous years, keep what we want and open for suggestions to donate excessive equipment (preferably another church).

Committee Reports

- Fellowship: The Olympic Games is an event being held on Sunday August 17 at Pleasant Valley Park.

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There will be events, food and fun for all ages. 200 Maximum in attendance is welcome for all congregation and other community members for growth.

- Personnel: Status of Children's Ministry Coordinator – Paul – approved an ad to get out to viewers to begin interviewing process and fill position by July.
- Endowment: Bob Brundage – Please view minutes from Endowment Committee meeting held on June 9, 2008. Bob has moved the motion to approve the distribution of funds and second by Jean.

Action Items

- Make It Bake It – Rick Mann
\$1,000 to reallocate. Will be given to Raise the Roof
Motion to approve distribution of proceeds by Keith and second by Diana.
- The home for rent across the street is out of consideration.
- Congregational Survey – Address the reaction of the survey while considering all areas of concern. Strongly suggest the expansion of storage space behind the Parish Life Center and along the back of the facility. Investigate the options of this construction project and the logistics.
Notify the congregation of the action that will be taken place. There will be improvements being made to our facilities
Motion to authorize the President to create a Building Committee and the council will give them guidance based on the strategic survey by Herb and second by Bob. 12 in favor, 1 opposed.

New Business

Motion to adjourn meeting by Herb and second by Linette.
Close meeting at 8:39pm with Lord's Prayer.

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Church Council Meeting
May 13, 2008

Call to order 7:00
Motion by Rick Mann

Attendees: Pastor John, Herb Holler, Jason Graziani, Michael Fickenscher, Paul Fickenscher, Diana Hagen, Jean Scott, Keith Selbrede, Joshua Graziani, Rick Mann, Bob Brundage, Bob Winters, Pastor Erik, Linette Angelastro, Curt Bensen, Barbara Spandrio

Devotions: Jason Graziani

Approval of minutes: Joshua Graziani
Motion to approve the minutes by Keith and second by Bob.

Treasurers report – Bob Winters – See website for full report

Pastors Report

John:

- See website for notes.

Erik:

- Sabbatical update – Submitting for grants this week.

Committee Reports

- Fellowship: Present the idea of a potluck event at the park. Wanting to put together a date to start promoting every Sunday on the patio. The theme would be the Olympic Games where there would be events, food and fun.
- Stewardship: Extend the message, social with the pastors with a theme of the “Election”. Meetings could be geared around the events of the national election in October. Other ideas would include a ballot box and participation form members. Stewardship packages would come in the form of a ballot.
- Learning: Nothing major, finalized the job description for Children’s Ministry Coordinator position and possibly publicize a “salary position” with the same amount of pay.
- Photo Directory: Coming along well. Great response with photos.
- Worship: Summer theme: We’ll visit a variety of locations in the Bible and explore some of the various modes of transportation through the Bible, with the idea of high gas prices as a way to encourage people to do their traveling at church.

Action Items

- Inactive Members – Pastor John
A list of 62 baptized members was presented; five households will be removed from the list until status is clarified. Of the remaining names on the list, those who asked to be removed, those whose letters were returned with no forwarding address and those from whom no response was received were recommended to be removed. Moved by Diana and second by Paul. If any return to the area, they can be restored to membership any time. Next two phases of this project: contacting people in town who might want to be included in the picture directory and then adult children of members, who are no longer in their parents household, to be recognized as their own household in the eyes of the congregation.
- Make It Bake It – Rick Mann
Proceeds did not meet the target, accomplished 60% of expectations. Out of the \$7,868 raised:
 - Flinke - \$200

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- Slidell - \$500
- Camp - \$1500
- Platforms - \$1000
- Photo Directory - \$900
- Raise the Roof - \$1405
- Tijuana - \$605
- PLTS - \$605
- R.A.I.N. - \$606 total
- New City - \$545

Motion to approve distribution of proceeds by Keith and second by Jason.

- Summer Worship Schedule - Linette

9:00am – Traditional

10:00-10:30 – Fellowship

10:30 – Contemporary

Motion to approve the times for the summer schedule for July and August only by Linette and second by Bob.

- Facility Survey and Decision – Jean Scott and Rick Mann

Survey responses were posted on web.

Discussed all possible options with leasing the available property across the street for an immediate solution to space needs.

Suggest the idea of a campaign for “Burn the Mortgage” and eliminate debts to free up money in the budget for leasing the property.

Motion to proceed to lease the property and have a congressional meeting to discuss details by Keith and second by Bob. No lease will be signed at this time.

New Business

Allow family leave for Marilyn instead of vacation time. Motion for all full time employees will be granted 3 days per event for any immediate family emergency by Curt and second by Paul.

Close meeting at 9:15 with Lord’s Prayer.

Mount Cross Lutheran Church
Council Meeting – March 11, 2008

Attendees: Paul Fickenscher, Michael Fickenscher, John Soyster, Jason Graziani, Diana Hagen, Curt Benson, Linette Angelastro, Barbara Spandrio, Bob Brundage, Erik Goehner, Herb Holler, Keith Selbrede

Call to Order: Meeting opened at 7:00 by Rick Mann.

Devotions: Devotions were given by Rick Mann

Approval of the Minutes: Motion was made by Herb Holler to approve last meeting minutes and Bob Brundage seconded. Motion passed unanimously.

Treasurer's Report: Financial statement can be found online on the Mount Cross website

New Council Member Jason Graziani: Motion was made by Keith Selbrede to appoint Jason and Herb Holler Seconds the motion.

Pastor's Reports

- Pastor John (See his full report on our Mount Cross website)
 1. Letters will be going out to all members who have moved away and still are on the books
 2. Tithe to be sent to the synagogue

3. Holden Village appreciation for donation given to community

- Pastor Erik (See his full report on our Mount Cross website)
 1. Church Youth Band did a terrific job at winter retreat!
 2. Business card ad will continue in Hospice (\$100) for advertising.

COMMITTEE REPORTS:

Picture Directory – Keith Selbrede

Committee has met and has come to a sample directory. Pictures can be given to be input or taken professionally. 1 family per page in a mini 3-ring binder. Main decision is to have a double sided page or single sided page due to some costs.

Possibly selling these directories to have a wash expense to save money and to have advertising space in the back to help with costs. Target for completion would be on Rally Day.

Amendment for seed money amount out of budget - \$1,000 to be paid back by end of 2008 by Herb Holler

Linette Angelastro moved to approve the amendment

Joshua Graziani second the amendment

Keith Selbrede - Amendment for room in the back of the directory for advertisement space

Michael Fickenscher second the amendment

Linette Angelastro moved to motion of approval motion.

Bob Brundage second the motion.

Finance – Herb Holler and Keith Selbrede

Make It, Bake It Funds

Service and Missions - \$3,900 estimated amount

Tijuana houses - \$1,000

PLTS Scholarships - \$1,000

RAIN Project

- Tutoring - \$500

- Children Watch - \$500

New City Parish - \$900

In House - \$9100 estimated amount

Raise the Roof - \$5,000

Photo Directory - \$900

Slidell (Peace Lutheran) recovery - \$500

Altar/Stage conversion kit - \$1,000

Flinke Hand materials - \$200

Sr High Scholarships - \$750

Jr High Scholarship - \$750

Total - \$13,000 estimated proceeds

Joshua Graziani moved the motion to approve distribution of expenses

Herb Holler second the motion

Proceeds beyond estimate:

70% of surplus goes to Raise the Roof

30% of surplus goes to Tijuana houses

Linette Angelastro moved to approve the proceeds distribution

Jason Graziani second the motion

Property – Saturday 3/15/08 – 8:00am. Servicing the Church

Fellowship – Spring Hockey party – TBA

Worship/Music – Number of services, in conflict of Sunday school, timing of service.

ACTION ITEMS:

Raise the Roof – Rick Mann: Looking to build a committee. Ways to raise money for budget.

NEW BUSINESS:

Children's Ministry Coordinator Vacancy – Paul Fickenscher

Learning Committee – Finding ways to handle duties until position is filled.

Looking to find a person to coordinate Sunday School until course is finished.

Need to recognize her services publicly in front of the congregation (without having Renae in front of the congregation).

Keith Selbrede motioned the meeting adjourned

Herb Holler second the motion

Meeting adjourned at 9:11pm

The meeting concluded with the Lord's Prayer.

Respected submitted by

JOSHUA GRAZIANI (Church Recorder)

Mount Cross Church Council Minutes

August 14th, 2007

Attendees: Caroline Hobbs, Kevin Churchill, Herb Holler, Jean Scott, Lynn Bulock, Bob Brundage, Bob Winters, Melinda Sheller, Dave Delmarto, Diana Hagen, Jean Scott, Sharon Korzan and Curt Benson

Call to Order: Meeting opened at 7:03 pm by Herb Holler

Devotions: Bob Brundage gave devotions

Herb made a motion to elect Diana Hagen (liaison from caring committee) as a member of the church council. The motion was seconded by Bob. Motion was passed unanimously.

Approval of the Minutes: Motion was made by Bob to approve last meetings minutes and Caroline seconded it with a small change in spelling Motion passed.

Treasurer's Report: Budget is looking better. Currently we are down \$7.0K off the budget year to date. See the website for full report

The council recommends that the budget is only posted once a month in the bulletin. The council also suggests that we shade the graph so the congregation can read TY vs. LY. The budget will appear once a month following the monthly council meeting.

Pastor's Reports:

- Pastor John is on sabbatical
- Pastor Erik's report can be found on the Mount Cross website

Neighborhood Appreciation Fair: There is an overall lack of volunteer interest by the congregation in the event. We are very close to postponing the event until 2008. The council recommended the event be postponed until next year.

Caring Committee: Diana Hagen our new liaison explained to the council some new ideas to reenergize the committee.

Stewardship Committee: Bob (liaison for committee) Gayle Johnson has agreed to president, Herb holler and Bob will begin planning stewardship drive.

Endowment Committee: Sharon asked the council to approve the recommended allocations. See website for full report. Bob motions that we approve the 2007 recommendations of funds from endowment. Motion was seconded by Dave and motion was passed unanimously.

Action Items:

- **John Vevia is leaving. Last service will be October 7th**
- **Review summer Service Schedule:** The feedback from the congregation has been very positive.
- **Rally Day is September 9th : Herb agreed to organize the event**

Review council retreat minutes on Make and Bake funds distribution policy.

Council modified the retreat minutes clarifying the distribution of fund generated from Make and Bake it

From the church council minutes of 02/07/07 taken by Caroline Hobbs.

Recommendations for MIBI funds

Regardless of decisions arrived at today, Pastor John suggests that we let the congregation know that this was a time of transition, the annual meeting uncovered some rough spots and council is doing their best to work through it to the satisfaction of the congregation. At the annual meeting January 07, many members of congregation voiced concern at the split of funding in-house versus outreach. Many emails were sent to council voicing this issue and concern.

Much discussion ensued. Regarding the revised recommended grants 2007, there was question as to why original item #13 was removed from the revised list (request for funds for wireless church sound system.) No one was sure as to why this was removed from the revised list given to council today. **(see motion below)**

Council discussed that past grants/funds from MIBI were split as follows: 75% in-house and 25% outreach. Members of council confirmed this through previous WELCA members. We discussed that Council was unaware of the split / did not clarify it with WELCA / did not advise Service and Missions of this split when we gave MIBI to Service and Missions in 2006.

New Action Item as of 8/14/07: Council will review the recommendations made by the separate church committees and will approve the distribution of funds generated by the Make and Bake It event.

Action item: There was much concern and discussion that individuals should not make requests for funds, but rather the requests should run through the committees of the church which will be affected by the request for funds. This should begin with the 2008 MIBI.

Action item: There was discussion that many of the items requested through MIBI grants are items that should be budgeted for in the annual church budget. Annual

budget requests should include all amounts needed by a group or committee and in the future, ~~Bob Winters~~ the finance committee will determine if they fit into the annual budget, or should be considered for MIBI funding. This should begin with the 2008 budget.

***A motion made** by Keith Selbrede & seconded by David Del Marto to put item #13 (\$1,000. for wireless monitors for Worship Band) back into the Grants. **Motion passed unanimously**

***Motion:** Funds for MIBI starting with current 2007, 70% to be kept in-house, 30% to go to outreach. **Motion passed unanimously.**

***Motion:** The excessive funds footnotes and the items attached to the footnotes (on Recommended Grants of MIBI proceeds 2007), should be capped at their requested amounts – bearing in mind the 30% cap. **Motion passed unanimously.**

Action item: Council appreciates the work done by both Service and Missions and their Subcommittee with regards to the MIBI fund distribution. **Council respectfully requests that the grant requests be returned to Service & Missions for reworking under new guidelines outlined above (70% of proceeds kept in-house and 30% to outreach).**

- **Philosophical issue: pushed to next**

Meeting was adjourned with a motion from Dave and seconded by Bob at 8:55 pm with the Lord's Prayer.

Next meeting: Tuesday September 11th @ 7:00 pm (Devotions: Dave Delmarto)

Respected submitted by Kevin Churchill (Church Recorder)

Property Committee
Mt. Cross Lutheran Church

Meeting on August 31, 2004

Attendees: Gordon Bergh, Marilyn Gardner, Herb Holler, Rick Mann, Keith Selbrede
Old Business

- Roof Leak -- In the church & Parish Life Center. -- The property committee will ask Paul Pendolino if he will help us by investigating the problem.
- Microphones/Sound System – New microphones for the pastors along with a receiver has been installed and they are using them. John Wascher is working on a new control panel that can handle everything. The contemporary service equipment also. Keith is also investigating the microphone problem in the loft. He has discovered we have a faulty plug in the loft. He will be recruiting someone to help fix it. presented new microphones that we will purchase from the designated sound money. He also proposes that we either relocate the control panel or revamp the sound room. A larger new control panel & cables is proposed to take care of all the sound in the sanctuary. John will be the project manager on the job with Keith Selbrede overseeing it from property.
- Kitchen Water system – John Wascher is working on this project. Herb Holler will contact John to see where we stand. The kitchen fund has the money for the project.
- New Kiosk – Marilyn Gardner met with Pastors John and Erik and we picked out an Illuminated 36”H by 72” long enclosed Bulletin Board. We’d like to take it one step

further and build protection from the elements. Maybe an overhang structure with a tile roof to match the church and stucco posts. The property committee decided to contact Scott Fajnor and ask him if he could draw up a few sketches. Marilyn G. will contact Scott.

- Janitorial Contract Review – New contract has been written. Changes incorporated regarding setup/take down of Luther Hall. Doug will only be paid if he does it. He will receive 875/month. And \$100 for each set up he does. Also, if spills occur to the carpet, an additional \$35 charge will be added for Doug to clean the carpet. If he can't set up, we need to find someone that is willing to do setups. We also have been asked by Gayle Johnson to let the committee chairs know of the new arrangement we've made with Doug. Marilyn will write something and send it to the committee chairs and the church office.
- RAIN/Food temporary storage in the Narthex. –The two blue bins are working temporarily. The project has been put on hold.
- Playground Storage shed –The CDC has installed the shed with the help of Glenn Channels and Gordon & Melissa Henry. Job is complete.
- Church Tile problem. Gordon B. will ask Bill Greason if he will investigate and see what the damages are underneath the tiles in the Sanctuary. Herb H. and Keith S. are willing to help with the project.
- Fellowship tables on patio –The tables have arrived and Rick, Marilyn and Keith put them together. It has been brought to our attention that they may need to move. The property committee would like to leave them where they are for a while and see what the consensus is after a while. They weigh 300 lbs. And we don't want to move them more than once. Caution when moving the tables! If they are lifted by the seats, they may break.
- Work party – discuss at next meeting.

New Business

- Office safe raised off the floor – Rick Mann is handling the job. He has re-enforced the counter but now needs to find a way to make the safe earthquake proof. Rick is investigating the issue.
- VBS Kudos to Rick Mann and Herb Holler for helping the week of VBS.
- Awning from a local Water Park – Mike Hobbs has found a water park that is shutting down and has an awning that we can have for the patio if we want it. Property committee needs to contact Mike and find out the details.
- Space Allocations – Gayle Johnson brought to property's attention the need for taking some initiative regarding the space allocation for everyone that uses the church's property. The property committee would like to see the proposal that Scott Fajnor came up a few years ago for the Long Range Planning Committee. He contacted everyone that meets at Mount Cross and wrote up a report. Bob Boyer was the chair of Long Range Planning.
- Earthquake Preparedness – Rick Mann has spoke with Gayle Johnson regarding this issue. He has contacted the Red Cross about their kits. They cost \$140 each that will service four people for three days. The thought is maybe we purchase a couple and then see who the suppliers are and buy directly from them. Anyway, Rick is handling this.

Adjourned at 8:55 PM. Next meeting is **Tuesday, September 28** at **7:30 PM**.

Respectfully submitted by,
Marilyn Gardner
Property Committee Liaison