

MOUNT CROSS LUTHERAN CHURCH
CONGREGATIONAL MEETING MINUTES
JUNE 30, 2019
SANCTUARY 10:45 AM

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*

Representatives:

Jessica Easter -Youth representative
Tabitha Ebright-Youth Representative
Wendy McClary- Child Development Center

Quorum established and meeting proceeded- 135 members present (66 needed for a quorum)

Call to order at 11:01 by President Craig Blois

Appointment of Tellers:

Patti Stouch
Valerie Patscheck
Gordon Henry
Marilyn Gardner

Overview and Process-Pastor Reg Schultz-Akerson (Assistant to the Bishop for Rostered Leadership)

Pastor Reg thanked the congregation for adhering to the ELCA process of calling a pastor. The process involved identifying the needs, hopes and aspirations for the next chapter at Mount Cross Lutheran Church. He then reminded the congregation that a call of a pastor is not a contract, but a covenant. He led the congregation in a prayer of guidance.

Pastor Julie Morris-Call Committee Presentation

- † Description /Background
- † Rationale for Recommendation

- † Description of the Process
- † Questions for Clarification

Members of the call committee:

Bill Stoll (Co Chair), Becky Riley (Co Chair), Melissa Henry, Sonja Demeter, Henry Moraga, Herb Holler, Susan Prosser, Tabitha Ebright, and Brian Stouch

Becky Riley and Bill Stoll, co-chairs of the call committee spoke to the call committee process. A biography of Pastor Julie had been sent to every household, so it would not be presented at the congregational meeting since it had already been shared.

Becky shared that the work of the call committee was labor intensive but also it was spirit filled work. The committee was aware that many in the congregation wanted to call Pastor Julie since the previous interim experience with her had been so positive, but the call committee did not enter the call process with the understanding that they would call Pastor Julie. They felt that Pastor Julie would be considered as would other candidates.

The call committee faithfully followed the process as recommended by the synod, and after following the process the call committee unanimously felt that Pastor Julie was the right person to lead this congregation into the future. The process began with the Mission Exploration Team (MET). MET members were Karen Cherry, Gayle Johnson, Mary Goodenough, Joe Swindle, Gordon Henry and Susan Prosser, Chair. MET was where goals for the future were identified, followed by a church wide gathering to further identify and consolidate goals. From this information the Call Committee was able to put together a Ministry Site Profile to identify pastoral needs to take Mount Cross into the future. The Ministry Site Profile is what candidates look at before they agree to be interviewed by the call committee.

Presentation of the proposed Compensation Package

Susan Prosser discussed the compensation package. In 2001 the Lutheran Church and the Episcopal Church entered into an agreement which is the “Call to Common Mission” it establishes a full communion between the churches. Under the Call to Common Mission is “The Orderly Exchange of Pastors and Priest”, which further helps define financial responsibilities, and suggested compensation.

**Mount Cross Lutheran Church, Camarillo, Ca
 Proposed Compensation Package for Recommended Pastor Julie Morris
 June 2019**

Salary	\$9,125	
Housing Allowance	\$75,000	As requested-re-verified each year
Total Comp	\$84,125	15 years of rostered service
Retire Contribution	\$15,143	18% non-negotiable-part

(Episcopal)		of church agreement In compliance with Episcopal Church
Insurances (Episcopal)		In compliance with Episcopal Church
Health Contr/Family 5	\$27,720	All \$ values calc Portico equivalent
Disability	\$2,103	
Basic Group Life	\$168	
Insurance Total	\$29,991	To be used for Episc plan selection
Total Comp w/Benefits	\$129,259	
Car Allowance	\$3,000 max/year	(billable) reimburse at \$.58/mi to \$3,000 (Pr John 5200)
Continuing Ed	\$1,000 3 yrs accrual max	Pr John \$950
Phone Allowance	\$600.00 (\$50.00)	New begun with Director of Ministry
Honorariums/Gifts	***	Pass through
Total Package	\$133,859	

Days off	2 days per week equivalent-TBD in agreement with Church Council
Vacation	4 weeks w/4 Sundays/max accrual set/4 more Sundays max/yr at no cost to church/no accrual on extra Sundays
Continuing Ed	2 additional weeks leave
Sick leave	6 days offer 3d MCLC employees/accrual cap set
Sabbatical	3 months after 5 years/church pays full salary and benefits
Disability Pay	2 months pay & benefits prior to disability insurance payment/will match terms of disability insurance
Stephen Ministry Training	Goal within first year
Sexual Abuse Training	Online training used by church staff/Synod training for Rostered personnel
Background screening	CDC requirements & anything further Synod requires

Synod Assembly	Required attendance/cost covered by regular budget
Synod Bishop/Area Conf Mtgs	Required attendance

Acknowledge participation/service in wider church is expected of all Lutheran and Episcopal pastors

Continued participation-Commission on Ministry Episcopal Diocese of LA & mentor new Episcopal clergy

Continued participation-regular clergy support group

Brian Fisher, Keith Selbrede and Susan Prosser worked with Pastor Julie on the Compensation package.

Questions for Clarification-seeing none

Motion from Council and Call Committee to extend a Call to Pastor Julie Morris

Discussion:

- † Meredith Smith shared the positive experiences she shared with Pastor Julie and ask for support in calling her as pastor.
- † Denise Soblik asked for clarification on starting date for Pastor Julie
 - Still working out final details, it is possible we might need a supply pastor for two weeks before she officially starts if she is called to serve Mt Cross.
- † Gail Johnson asked for clarification on call of 3 year period
 - Pastor Reg responded to question. A renewable commitment of 3 years is at the request from Bishop Erwin. At the end of the three year period there will be a conversation between Pastor Julie, Church Council, the ELCA and the Episcopal Church regarding an ongoing call.
 - Bill Stoll expressed that Pastor Julie's expectation is that this will be an ongoing call. This was expressed in the call committee
 - Susan Prosser stated that Pastor Julie views this as a 10 year commitment
- † Garish Michael wanted to know if this is a unique call between the Episcopal and Lutheran Church. Pastor Reg responded that this is a first Episcopal/Lutheran partnership in our Synod.
- † Keith called the question

The results of the vote will be videotaped to share with Pastor Julie our excitement to have her as our pastor. This is something Pastor Jim suggested as it was most meaningful to him when he was called as a Pastor.

The vote to approve or not to approve will be by secret written ballot. The vote requires a 2/3 majority (90 votes needed) of those present to approve. **The church council**

moves that the pastor Julie Morris be called as Pastor of Mount Cross Lutheran Church for a three year period. The motion passed with 132 voting yes and zero voting no.

Motion from Council and call Committee to approve the compensation package

Discussion

The question was called

The vote to approve or not to approve the compensation package will be by written secret ballot. A majority (68 votes needed) of those present are needed to approve. The church council moves to approve the compensation package of \$133,859 as presented for Pastor Julie Morris and to amend (increase/decrease/add) the related 2019 approved budget line items (62100-62199 and 62411) to reflect this compensation. The motion passed with 130 voting yes and 1 voting no.

Stewardship: Susan Prosser

If you so desire, you may modify or change your original pledge especially if you wish to increase your pledge. You may contact Susan Prosser or anyone on the Stewardship committee for additional information.

Motion to Adjourn

There was a motion to adjourn the meeting. Motion received a second.

Motion passed unanimously.

Closing Prayer and Blessing- Pastor Reg

Adjourn: 12:00

Respectfully Submitted
Cecelia Travick-Jackson, Recorder