

Christ Lutheran Church
Congregational Council

Agenda

January 12, 2015

Present: Jim Ingraham, Jim Pickels, Jim Schnellenberger, Heather Heckel, Pastor Moehring, Gerald Ransone, Glen Kellogg, Allie Dry, Paul Quel, Diane Kellogg, Shannon Fleming

Absent: Faith Hobson

- 1) Devotions—Jim Ingraham
- 2) Opening Remarks
- 3) Approval of December Minutes
 - a) Moved, 2nd, approved unanimously
- 4) Approval of Congregational Budget Meeting Minutes
 - a) Congregational budget meeting from 12/2014 moved, 2nd, approved unanimously
- 5) Financial Report
 - a) Finished 2014 with \$42,000 surplus, which is accounted for by \$46,000 not spent on associate pastor salary
 - b) Gerald asked about where the increase in benevolence will be shown, it's not shown in the budget report.
 - i) It will be shown in the annual report. This was a non-budget item, and Paul reports budgeted items only.
 - ii) The Pray it Forward pledge (needed \$36,000 meet budget), \$42,000 goal to increase benevolence, and increase the reserve fund is the source of the extra funds.
 - iii) These extra donations have been reported in the bulletin.
 - iv) Financial report motion made, 2nd and accepted unanimously
 - c) Mortgage refinancing. Informational only, we are not voting to refinance the property. Our mortgage matures 5/2020 5.375% (ARM, would re-adjust to current rate)
 - i) Paul got quotes on 7, 10 and 15 year refinancing. \$3885/month current payment
 - (1) 15 year refinance fixed; \$1716/month
 - (2) 15 year ARM; \$1660/month
 - (3) Remember, we will end up paying more overall, but it will reduce our short-term expenses
 - (4) 7-year fixed, \$2943/month
 - (5) 10 year fixed; \$2227/month
 - ii) We would need to attach financial and attendance information in order to refinance.
 - iii) Jim Ingraham asked Paul to prepare the information, but the congregation has to vote on, it's not something that the council alone can vote on. Also, is there a pre-payment

- penalty? (thinking we are so close to paying off our mortgage now, the best bet might be to pay it off, and then have no payments!)
- iv) We owe ~\$219,000 currently
- 6) Pastor's Report
- a) Sunday School; we have 2 tablets for the high school youth, and the next younger group, thanks to the Hendrickson family, would like \$65.00 to cover the cost of the second tablet. Why it didn't come out of SS budget?
 - b) How do we track this kind of thing? Otherwise, it gets really hard to track the expenses and get a handle on how much it actually costs.
 - c) Supposing someone donated 6 new iPads for Sunday school, would they be able to use that as for tax purposes? How would that be handled? The church isn't in the business of valuing things.
 - d) Request for change of the annual congregational meeting in February. We had voted to have just one service, but Pastor Moehring requests that we change it back to 2 services, since we are simply reviewing the annual to be approved by the congregation. There are numerous logistical reasons why 2 meetings won't work. This is the **REQUIRED ANNUAL MEETING**, and any topic can be brought up and voted on. Compromise: meeting at 10:30 followed by the service. Meeting is 2/1/15, so the announcement would be made. Motion made to have early service, Sunday school, congregational meeting, followed by the late service. 2nd unanimously.
 - e) Annual report deadline is 1/20/2015 to give to Katy.
- 7) Council Ministry Assignments
- a) Choices handed in
- 8) Personnel:
- a) Selection Committee for Katy's Replacement
 - i) ~5 people, at least one from council
 - ii) There have already been some volunteers for the committee
 - iii) It would be up to the committee to decide how to advertise for the job
 - iv) It's possible that we will need temporary help to bridge from Katy to the new hire, given the very short time frame that we have to operate in.
 - v) Gerald nominated Heather to be on the list of potential committee members
 - vi) There are a couple of church members who might be considered for the position, or could serve on the committee
 - vii) Patty Franz volunteered to be part of the committee.
 - viii) Temporary employee-council should vote on this option, since it will cost probably \$20-\$25/hr, and there might be a set # hours that they would work. This could get expensive. Could they come from a temp agency, or by word of mouth (ie knowing someone who might be interested). Glen suggested that Pastor and Jim make the selection of the temp. Council would approve the funds, but the committee

would focus on finding a replacement. Council can set an upper limit on funds to be spent.

- ix) A reasonable amount of how much to spend on the temp would be what we are currently paying our secretary, \$1992/month.
 - x) Motion made that Pastor Moehring and Jim Ingraham are authorized to consider hiring a temp person/agency prior to Katy's departure (up to one week of overlap), of up to \$500/week, until a permanent replacement is hired. 2nd, opposed: 1 no abstentions, rest approved. Dissenting voter is concerned about how much we are spending, considering our current financial situation.
 - b) Katy's Retirement Party
 - i) Pastor Moehring; has contacted one of our reception planners, and asked to arrange a party. Would have a gathering on the last Sunday of February or the first Sunday of March. 3/1/15 looking like a better date.
 - ii) Any expenditures would need to know how much and from what line item it should be coming from.
- 9) Old Business
- a) Christmas Service Survey Update
 - i) 10:00 service was well-attended, probably better attended than previous years.
 - ii) Worship planning group meeting next week.
 - iii) We will need to do a follow-up survey
 - b) Gerald Ransone; staff liaison, is it time to reconsider?
- 10) New Business
- 11) Conflict Resolution Process
- a) We approve this document annually; include it in our annual report so the congregation realizes and knows that we have a process in place.
 - b) We can amend or change it if necessary, and it can be amended over the course of the year, if necessary.
 - c) Problems with the document;
 - i) It is a combination of several documents
 - ii) "Conflict" is not defined
 - iii) "Collegial" is used improperly
 - iv) What is the synods "healthy congregation model" and "bridge model"? They are not locatable on the Synod or ELCA websites
 - v) Patty Franz volunteered to help solve the problems with this document.
 - vi) Suggested that changes be made by April
 - vii) Motion to approve, 2nd, no dissenting, 1 abstention, 11 ayes
- 12) Annual Reports
- 13) Council Retreat Plans
- a) Jim Schnellenberger shared a draft document
 - i) Review report from the Vision Committee Report

- ii) Set **timeline** for action plan
 - iii) “table” discussions 4-6 breakout groups
 - iv) Heather; generally we have a council meeting that day as well, so that will add onto the time taken for the meeting. Would be in lieu of the 3/9/15 meeting. Or we might combine the March council meeting with the meeting in February.
 - v) What can be done beforehand?
 - (1) Vision committee report
 - (2) Facilitators
 - (3) Let Jim Schnellenberger know about any topics
- 14) Council Contact Forms and Cube, Council Email
- a) council@christlutheran.org is going to be published, gets redirected to council president, in response to the recurring theme that communication is difficult. Council decided that we don’t want individual council members emails published—leads to too much unwanted spam.
 - b) Recycle stewardship cube to a “council contact cube”, like a suggestion box for members to bring up any issue.
 - c) We have a snail mail address, too. 7809 Woodman Rd.
 - d) Jim will make an announcement to the congregation.
- 15) Goals and Objectives
- a) Pastor Moehring already outlined his goals
 - b) Jim Ingraham asks that council members email any goals and objectives that you may have by 1/25/15.
- 16) Upcoming Events
- 17) Date for February meeting (Feb 2)
- 18) February Doorkeepers
- 19) Richmond Conference Feb 22
- a) With Bishop Mauney

Closing Comments for the Good of the Church