

**Christ Lutheran Church
Congregational Council
Meeting Minutes
August 10, 2015**

Attendance:

Eric Moehring <input checked="" type="checkbox"/>	Heather Heckel <input checked="" type="checkbox"/>	Patty Franz <input checked="" type="checkbox"/>	Jim Schnellenberger <input checked="" type="checkbox"/>
Jim Pickels	Gerald Ransone <input checked="" type="checkbox"/>	Glen Kellogg <input checked="" type="checkbox"/>	Jim Ingraham <input checked="" type="checkbox"/>
Faith Hobson	Judy Garnet	Shannon Fleming	
Absent-excused:	Allie Dry		
Non-voting:	Paul Quel	Diane Kellogg	

(11 voting members, indicates voted to approve minutes via email)

Devotions (Gerald)

1) Guest Presentations

- a) God's Work, Our Hands Program (Jennifer John)-September 7-13
 - i) God's Work, Our Hands Sunday (9/13/15) activities:
 - (1) paint the sides of the Little Free Library,
 - (2) Moody Middle snack bags
 - (3) Fleece blankets for LWR
 - (4) CARITAS health kits (36)
 - (5) Snack kits for foster families, with notes of encouragement (22)
 - ii) Supplies needed \$500 for supplies, \$125.00 for t-shirts; last year the funding came from Thrivent, but did not receive any funding for this year.
 - iii) Luther Memorial School Fundraiser; LMS is selling tickets for an Oktoberfest, and would want to sell tickets on 9/13 and 9/20.
 - iv) Motion made to fund the request made and seconded for \$625.00, source of funds would be from the current budget. Vote: unanimous approval.
- b) Moving Our Congregation Forward (Bill Franz) Letter appended to meeting minutes.
 - i) Desire for our congregation to be open to all people, and to provide all pastoral ministries to all of our congregation
 - ii) That includes marriage
 - iii) The ELCA and VA Synod have recommended that should a request arise for a same sex marriage, that first a conversation with council should be initiated.
 - iv) Pastoral care can include care on many issues that might be disagreed upon by the congregation
 - v) Bill's letter spoke of an opportunity, Judy Garnett asked what that opportunity might be. Our church would be listed as "open" and welcoming with the "reconciling works" <https://www.reconcilingworks.org/>, and would attract younger and more diverse members.

- vi) Discussion ensued
 - vii) Pastor suggested rather than creating a subcommittee that council meet at another time when there are no other agenda items to discuss, such as the rest of the business of the church.
 - viii) Motion made to call a separate meeting to discuss this single agenda item. Motion seconded. Date 8/31/2015 (Monday) @ 7:00 PM. Pastor reminded the congregation to pray based Psalm 100. No vote taken, although group agreed to meet.
- 2) Financial Report (Paul)
- a) Spending may look to be over budget, but due to large summer utility bills and salary adjustments.
 - b) Spending vs cash flow, we are still “in the black”
 - c) Jim I. asked about any large expenses that may cut substantially in the surplus. Paul responded that any large expenses would be brought to council for approval.
- 3) Pastor’s Report
- a) National Night out
 - b) \$200 Donation by Lourdes for CARITAS, Pastor Moehring requests that we use this donation to apply it a license fee to “One License” for downloading music and text for worship and music. Pastor and Linda Keener will evaluate One License and another company also does licenses, but does not offer downloading of music. Patty Franz suggested that Pastor Moehring keep track of music he can’t download to help us evaluate the effectiveness of the license. Motion made to use the donation from Lourdes for One License (if necessary, and not covered by any other budget). Unanimous approval.
 - c) Requesting increased funding for pastor’s Continuing Education and Professional expenses, \$145 and \$210. Motion made, 2nd and unanimously approved.
- 4) Council Ministry Reports
- a) **Stewardship:** Faith Hobson; Celebration Sunday 10/4/15 Witness moment, 10/11/15 Your story. Commitment cards distributed to congregation. 10/13/15 mail cards to families that weren’t picked up on the 11th. 10/25, return of commitment cards, and dedication of the cards. 11/1/15 all Saint’s Day “Promise to God” cards. Expanding on The Book of Glad with more material.
 - b) **Evangelism:** Gerald Ransone; “Unity Service” planned one Sunday evening, along with Indian Lutherans in our church, the Renovacion Apostolica, plus maybe some others.
 - c) **Youth/Family Ministries:** Ben Hendrickson went to Detroit to the National Youth Gathering, if he is willing, we would like for Ben to give a short talk to the congregation.
 - d) **Christian Education/Faith Formation:** 10/4/15 Probable start of Adult Sunday School classes

- e) **Collective/Property:** One floor in the basement that is complete, will try for 2 more rooms and start the hallway this Saturday. Sump pumps are installed (correctly). Apostolic Church has helped with the flooring.
 - f) **Liaisons:** (YMCA, Apostolic Church, Moody MS)
 - g) **Audit:** will meet in the next week or two, Julie Miller is leading the effort.
 - h) **Finance:** budget drafts created
 - i) **IT & Communications:** Heather; have not met recently. Did inventory computers, monitors, etc.
 - j) **Vision:** Jim Schnellenberger, will try and meet before the end of August. Bulletin board has been received and partly assembled.
- 5) New Business
- a) 2016 Council Nominees
 - i) Letters sent to 14 people, Jim Schnellenberger is waiting on responses from 3 people. 2 definite yes, 3 maybe.
 - b) 2016 Intern Proposal
 - i) The proposal was made during the visioning cottage meetings.
 - ii) There are timing (intern would arrive in Sept, 2016) and budget considerations
 - iii) Intern commitments are made on a yearly basis, essentially council would have to decide 1/3 of the way into the first internship year whether to fund a subsequent year.
 - iv) The finance committee drafted 2 budgets: with and without an intern; there is a significant monetary commitment.
 - v) Pastor Moehring would serve as the intern's supervisor. There would be a considerable time commitment on Pastor Moehring's part.
 - vi) The total budget amounts with and without an intern, are the same, the distribution of funds differs.
 - c) 2016 Draft Budget
 - i) 2 budgets proposed: both ~\$308,900; one including and one excluding the proposed intern. The funds for the intern salary would come primarily from benevolence and property, followed by smaller deductions to the budgets for family ministries, faith formation, IT & communications, worship and music, stewardship, and evangelism. The 8/23 "counsel the council" meeting was intended to discuss the budget process.
 - ii) Faith Hobson made a motion to present the budget without the intern to discuss on 8/23, Pastor Moehring amended the motion to include the motion that we hand off the discussion of an intern to the vision team for further conversation, which will be considered as part of our long-term, 5-year plan. Jim Ingraham also noted that council can reconsider hiring an intern at any time in the future. Motion seconded, amended motion seconded. Motion to hand off intern to visioning team vote: unanimous approval. Motion as amended vote—presenting budget without intern vote: unanimous approval.

- iii) Judy Garnett requested that the Altar Care budget be restored to prior years' funding level of \$1900 for 2016.
- 6) Set Congregation Meeting for September 27 (Council election and budget approval). Motion made, seconded, unanimous approval. Time at 10:30 am, just at the beginning of late service.
- 7) Approve non-budget expenditures: Laminating machine \$50, God's Work, Our Hands project \$500 (approved previously), Stewardship project \$250 (in addition to the \$350 already budgeted) for Book of Glad materials. Motion made, seconded for \$300 ±10%, unanimous approval.
- 8) Luther Memorial School Fund Raiser September 20, discussed with Jennifer John to be included in the God's Work, Our Hands workshop day.
- 9) Upcoming events
 - a) November and December Doorkeepers
 - b) Doorkeepers: August (Jim Ingraham), September 2 services (Patty open, Gerald close)
 - c) NOTE: 8:15 and 10:30 service schedule resumes September 13
 - d) Devotions for September (Patty, Faith will do the devotions for the special meeting 8/31/2015)
 - e) Counsel-the-Council, August 23
 - f) Next Meeting: September 14
- 10) Closing Comments for the Good of the Church

DEVOTIONS AND DOORKEEPERS for remainder of 2015:

Month	Devotions	Open (8:15)	Close (10:30)
September	Patty	Patty	Gerald
October	Heather	Faith	Jim S.
November	Glen	Jim Pickels?	Glen
December	Pastor	Jim Pickels?	Judy

Bill Franz's letter to council:

Dear Friends on our Church Council,

I write to you to identify an exciting opportunity for our congregation, a possibility that would make a positive statement for evangelism, potentially attracting younger families to our church family.

Reconciling Works, a Lutheran group committed to full inclusion of all Christian believers, is compiling a list of all congregations willing to marry any committed Lutherans without regard to sexual orientation. We have an opportunity to be on that list.

Following last week's Supreme Court ruling affirming the rights of all Americans to marry, Bishop Eaton has sent a pastoral letter urging congregational conversation to establish local practices. I urge us to begin that conversation as urgently as possible, recognizing that we have the chance to be an early participant and create a congregational distinction in the Richmond area. I would also urge that we take the most affirming stance possible, recognizing, as Bishop Mauney has frequently said, the face of Christ in each brother and sister. I hope we do not squander this possibility.

As a voting member of the 2009 church wide assembly, I witnessed firsthand the joy that accompanies Lutheran affirmation of loving relationships. Putting that possibility into practice within our congregation can be truly uplifting.

Please let me know how I can be of help to initiate this dialog as quickly as we can.

VICAR/ INTERN PROPOSAL

August 10, 2015

One of the initiatives that came out of the Visioning cottage meetings over the past two years was the idea to have Christ Lutheran participate in an intern program. A proposal to participate in the intern program was presented to council last October. After discussion council concluded that due to continuing financial uncertainty for the 2015 budget, the time was not right for us to participate in the program. It was suggested that the idea be revisited during the budget process, with the possibility of using the Boldin funds if necessary in order to help defer the cost of an intern. As we are now engaged in the development of the 2016 budget, it is an appropriate time for the council to reconsider this proposal.

The internship has two goals, both of which are equally important.

GOAL ONE: Work of Ministry

One goal is that the intern will make a significant contribution to the work of the ministry in this congregation. The learning covenant process serves this goal. The internship committee, as representatives of the congregation clearly describe the congregation's expectations for effective ministry during the year, aware that expectations could exceed realistic possibilities of ministry for any one person. The intern also comes with some ideas about concentrating in specific areas of ministry, preferring to focus on those areas of ministry with strength. The Learning Covenant process will, however, require the intern to take the needs of the congregation seriously by working in other areas as well. In this sense the learning covenant represents a contract for work or a "job description."

GOAL TWO: Wide Range Learning

The other goal is that the intern will leave the internship with a wide range of learning. These learnings occur at three levels: learning the skills of ministry, learning a proven style of ministry, and developing an effective personal style of ministry.

It is important to note that a decision on the intern technically needs to be made by December. By January pastor must notify the participating ELCA seminaries of our desire to participate in the program. However, the council decision really needs to be made now as there is a significant application process that must be completed by pastor in addition to enabling us to plan for an intern in our 2016 and 2017 budgets.

Participating in the program could provide us with several benefits, some of which would be:

- 1) It means we are a Teaching Parish. We have the opportunity to have a positive impact upon a Lutheran student preparing to be a pastor (1 full year of a 4 year Master of Divinity degree). It can be very satisfying and rewarding for our congregation to be a part of the development of a future pastor.
- 2) It means our vision of the Church is expanded. It will open up the church beyond Christ Lutheran Church to our congregation by broadening our

understanding and connections with the ELCA in an intentional, visible way. Typically these students have an updated grasp of the ELCA and a fresh enthusiasm for and knowledge of this expression of the church. And by having a student from another area of the country, we can further grow in our appreciation of the local church scene beyond Woodman Road.

3) It means our partnership with the VA Synod/ELCA is strengthened in a tangible, helpful way. That also can be rewarding for our members.

4) It means we will have a yearly infusion of new energy and a variety of gifts from the succession of interns.

5) It means we constructively act on our obligations under our constitution to “Foster and participate in interdependent relationships with other congregations, the synod and...the ELCA” (C4.03i) and to “seek out and encourage qualified persons to prepare for the ministry of the Gospel” (C12.04j).

The current estimated annual cost for an intern, per ELCA and seminary guidelines, ranges from \$31,000 to \$37,000. The cost includes a housing allowance and certain other one-time tuition fees. Once the decision is made to bring in an intern, their start date would likely be in September 2016. Thus the budget estimate for this position in 2016 would represent roughly one-third (\$13,000) of the total cost. There are certain one-time fees that would be absorbed in 2016, but the remaining two-thirds (\$24,000) of the intern’s stipend and housing would carry over into 2017. The Finance Committee believes their projections for 2016 revenue could support an intern position. In addition to regular revenue and the Boldin fund, there is a strong possibility that our regular reserve fund at the close of 2015 could also be used to help offset the cost of the program.