

**Christ Lutheran Church
 Congregational Council Meeting Minutes
 May 12, 2015**

Present:

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

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

Absent: none

Guest: none

Devotions: (Jim Pickels)

Approval of Minutes: Council approved the minutes via email.

We would like to keep the process to an electronic approval, with the minutes emailed shortly after the meeting, approved and posted as soon as possible. The electronic approval process for the April meeting minutes was discussed, people were generally in favor, but it wasn't perfect. We will continue to make adjustments. We will try sending initial drafts to a few people (council president and Pastor Moehring) for initial comments, then distribute that version to the rest of council.

Financial Report (Paul Quel): We are still in the black for the first quarter, largely due to offerings, rather than reduced expenses. Paul reviewed at the average weekly offering before and after Easter. Before Easter, the average weekly offering was \$5400, since Easter, the average weekly offering was \$3900, Paul is reasonably confident that the after Easter offerings will probably be similar to the offerings for rest of the summer. Gerald Ransone asked about the seemingly high expenses for the end of April, beginning of May ~\$14,000. Paul replied that it was largely due to end of month payroll, and beginning of month mortgage, and is a typical expenditure. Gerald also asked about the size of reserve funds which are large, this includes the basement renovation.

Property: Downstairs remodel. All painting done, most ceiling tiles have been replaced, part of the hallway has new ceiling tiles installed, most of the large pieces will be installed by the end of this week, with the smaller pieces taking longer. Richard Tripp will be ordering flooring.

Pastor's Report

- Jim and Edith Ingraham and Shannon Fleming are attending Synod Assembly as voting members, June 5-7, 2015. Council approval is needed. Council voted unanimously to send these people.
- 3 candidates for confirmation; Helen Burns, Sarah Pernsteiner and Adam Goodwin. Council unanimously approved.
- Several people have expressed interest in becoming members. David Ingraham, Jonathan and, Garrett Jones, Allen Young, Adam and Nadine Zimmerli
- Workday scheduled in June, Revolucion Apostolica will help and will they have told us they will provide “awesome tacos”.
- Discussed the recently published “Stop Trying to Make the Church Cool” article which states that millennials are not necessarily looking for a cool and flashy place to worship.

Council President Report (Jim Ingraham)

- **Audit committee:** Council approval needed: Bob Light, Julie Miller, Cheryl Matson have agreed to serve on an audit committee. Motion made, seconded, vote: unanimous.
- **Pew pencils** ordered, red pencils inscribed with christlutheran.org they seem to be popular.
- **Finance committee,** Shannon Fleming, Stan Carey, Barry Kintzer, and Faith Hobson have agreed to serve. Will meet for the first time this Wednesday.
- **Nursery,** LaToya reports she has 1-2 infants and toddlers each Sunday, with a high of 5 kids one Sunday. With the change in Sunday service schedule, her summer hours will be 9-11.
- Tina Jackson-Woodson (new admin assistant) has made some changes in the office. She is now implementing the electronic calendar, which is also linked on the christlutheran.org website.
- Council article contribution to the newsletter proposed by Patty Franz. Jim Ingraham wrote one for April, Jim Schnellenberger wrote one for vision for the May newsletter. Patty will do the next article.

Council Ministry Reports

- **Vision**—Jim Schnellenberger, a ministry leaders gathering in the works tentatively scheduled for May 28th. The intent is to look at all of our missions and ministries, get an update as to where they are, and discuss developing budgets, etc. Not everyone knows who is running each ministry, so Jim wants to collect and put that information on the bulletin board as well as the web site. If you have any input, give Jim Schnellenberger a call or email. **Bulletin board,** found a sample board, with mahogany edges (since this

will be in a prominent place) evaluated it and discussed alternate locations. Looking for more members for this team, some members of current team will remain on this team for continuity. Patty Franz wonders what happened to previous iterations of vision teams, all of the information from previous groups seems to keep getting lost. We need some mechanism to retain these documents. Patty also asked for a finalized report timeline, which will be published on the website. Judy Garnet wanted to know how they would be presented to the church members. Perhaps with a single service, an informational meeting could be held before or after the service.

- **Youth**—
- **Christian Education**— See Pastor's report. Sunday school finishing next week. July 12-16 is the date for VBS
- **Stewardship**— Saturday, several members will attend "Recovering Macedonia", part 2 will be August 15th. Seeking to update the "did you know" feature we had going recently. Bob Light is writing a history of Christ Lutheran.
- **Evangelism**— Gerald Ransone, the Flying Squirrels ballgame was a huge hit. Band played, lots of free gifts for the kids (we had 35-40 people), spectacular fireworks. Stan Carey did a lot of work to get this together, and the reserve seats were greatly appreciated. **Umbrella project** seems to be working, one went out and brought it back! **Information sheets** for the pews; trying to fold them down didn't work, we will go with single sheets. Tina has been sending emails soliciting volunteers for the evangelism committee, but has gotten no responses. Patty suggested that Gerald put his phone and email contact information in the email.
- **Music**
- **Collective**—sheet on welcome table for who does what needs to be revised for the collective ministries. Jim Pickels the 1-2 people ministries, who may not care that everyone knows that they do it, advised caution in publishing names, as some folks may prefer to remain anonymous, and publishing such information may prompt those folks to stop doing their ministry. Heather pointed out that the collective ministries are ones that basically are running themselves, and council's job is to help them if they need anything. They tend to be limited scope (like chili cook off) and self-running.
- **Liaisons**
- **IT communications:** Edith Ingraham, Heather Heckel, Greg Faust, and Patty Franz have agreed to serve, the committee needs someone with more hardware experience. The committee hopes to meet soon.

Old Business

- **Update on Conflict Resolution Process** (Patty Franz). Patty is talking with Mindy Reynolds from synodical staff for examples of alternative wording. Mindy is the Healthy Congregation and Bridge Builders contact. Currently on hold till further notice.

New Business

- **Restoration of staff salary**—Jim Pickels initiated this discussion last month. He has watched the income, and proposes that we restore 1/3 of the salary reduction, as an increase of the monthly salary. This would impact Pastor Moehring and Linda Keener. Motion made by Jim Pickels, second by Patty Franz. **Discussion:** Faith Hobson, asked what the dollar amount would be for the increase. Paul Quel answered that Pastor's total salary reduction was \$10,500; so 1/3 would be $\$10,500/3=\$3,500$. For Linda Keener, $\$1500/3$ is \$500. Total restoration would be ~\$4,000. Gerald asked if we also cut benevolence, and in what order we agreed to reinstate these funds. Heather Heckel looked up the meeting minutes and answered that both were to be increased if funds became available. Jim Ingraham looked at financial trends from the past couple of years, 2015 looks a lot like 2014 and 2013, based on what we have seen this year. Making conservative estimates, we could project a ~\$310,000 in donations. We don't want to use reserves as monthly operating expenses, and it doesn't look that we would need to do that. Glen pointed out that our attendance is about 8 fewer per week than previous week, and to be careful when estimating giving. Heather pointed out that the reason for the large reserve is to have funds for next year. We told the congregation that we would review the financial information, and restore staff compensation and benevolence. Paul Quel pointed out that historically offerings > pledges, expenses < budget. Assuming no major offering changes, the budget can support a \$5000 increase. The way the budget works with respect to the reserve fund, is that nothing should go in or out of the reserve fund to support the budget. If the end of year balance sheets is negative, then funds are drawn from the reserve. Assuming we increase by 1/3, the increase for benevolence increase would be ~\$600, so the total increase would be under \$5,000 (including FICA, etc). Some discussion regarding restoring salary cuts as a salary increase vs a lump sum and the implications on retirement, taxes, etc were discussed. "Lump sum" indicates that there is no change in base salary, and it doesn't determine how the payments will be made (all at once or spread over a period of time). Paul would need to contact synod and Portico regarding pensions and synod regarding wording. Patty: we need to authorize Paul to investigate the correct action. Jim Pickels wants an electronic vote before the next council meeting. Pastor Moehring's reduction started on 4/1/2015, Linda Keener opted to spread the reduction over 12 months. Jim Pickels revised the motion to move to restore 1/3 of the salary reduction, to also increase Pastor Moehring's retirement, but retains original beginning of year salary. Motion seconded, vote: unanimous. Jim Pickels made a motion to increase benevolence by 1/3, second made. Vote: 1 abstain, 10 ayes.
- **2016 Council Nominees:** One (Jim Ingraham) person has agreed to serve for a second term, we are looking for at least 5 (to bring us to 11 members) new council members.

Still looking for more names. 7 people are rotating off. People rotating off are Heather Heckel, Shannon Fleming, Glen Kellogg, Gerald Ransone, Allie Dry, Faith Hobson, Jim Ingraham. The constitution states that the maximum number of council members is 12, it does not specify a minimum number.

Upcoming Events

- **Doorkeepers for May (Open: Jim Pickels, Close: Jim Schnellenberger)**
- **Doorkeepers for June (Open: Shannon, Close: Jim Ingraham)**
- **Devotions for June (Shannon)**
- **Next Meeting:** June 8th there is a conflict. Next meeting June 15th, time 7:00 pm
- **Newsletter article Due May 20**
- **Ministry Leaders meeting : June 28**

Closing Comments for the Good of the Church