

**Christ Lutheran Church
Concil Minutes
September 9, 2013**

Present: Pastor Kristin Hunsinger, Council President Heather Heckel, Vice President Tinky Keen, Treasurer Paul Quel, Secretary Stephanie Feaser, Council Members: Dennis Burns, John Jung, Diane Kellogg, Ferrell Newman, Sarah Vaughan

Incoming Council Members present: Jim Ingraham, Glen Kellogg

Absent: Pastor Moehring (on sabbatical), Chad and Ernie Foltz, Bruce Matson, George Springer

Tinky opened the meeting with devotions. Welcomed Jim and Glen as new council members.

Minutes from August were approved along with minutes from congregational meeting on Aug.9.

Pastor Eric (On Sabbatical): No Report

Pastor Kristin's Report (Written):

- Evening service - Begins Sept 22, will be offered the 2nd and 4th Sundays at 5 pm in the fellowship hall.
- Congregational renewal – Team update on upcoming events/education/ACTS class participants. Retreat is Saturday, Nov. 16 with guest Pastor John Herman. Registration requested.
- Education – Sunday School resumes Sept. 15 with guest Pastor/Speaker. Regular classes starting on Sept 22. Also, Trinity Gathering and Village Nights begin.
- Youth – RALY, Virginia Synod, and ELCA gathering in Detroit in fall.
- New Members – Five families interested to be received on Oct 27 or Nov 2

Questions from Council – Are guest speaker expenses included in budget allotment? Yes, honorarium = \$200. How will the congregational retreat be promoted and what are the goals of the retreat? A committee is working on promotion and the goals are to aid the congregation in moving through the renewal process and discipleship.

Ministry Team Reports:

Stewardship (written report by Pastor Kristin):

Stewardship begins Sept 22 and lasts for 5 weeks with 5 themes, a Service Day on Oct 5, and Celebration Sunday on Oct 20.

Dennis reiterated his frustrations expressed at the last council meeting and when meeting with the stewardship committee. He is concerned that the campaign is not focusing enough on our true budget woes. We need to connect costs and short falls with initiatives. Glen recalled an active campaign tried in the past with a saddle bag initiative where you had to pass it on to the next person and that was successful. John reminded us that we either have to cut expenses on an already lean budget or get more members contributing more. Active members have been giving more, but we are still not meeting expenses. All ideas are welcome as we need a change to thrive. Heather remarked that this year's campaign focus is not just give us more money, but here's all the stuff we do and this is how much it costs. Tinky suggested collecting offering at Sunday school to teach giving and generosity at church at a young age.

Music – Fundraising for hand bell refurbishment and organ repairs is still needed. Several new members joined the choir recently but more are always welcome.

Ministry Fair – Request for comments and suggestions. The main complaint heard was that the room was too loud. Also, might consider keeping displays active after the 2nd service.

Treasurer's Report:

- 1) We are nearly 18,000 in the red (deficit). We are under budget with our spending, and income exceed pledges, so the deficit is due to the budget being too far beyond what was pledged. Paul is concerned. He is currently paying the bills with a) advanced offerings (those who paid in full at the beginning of year but were recorded as prorated over the course of the year) to the sum of about \$9,000 and b) \$4,000 from reserve fund and borrowed from money market accounts. But, we are still \$4,000 short. Paul is using other funds (even though he is not supposed to, since they are "protected" funds). For example, he borrowed from the sabbatical fund which he will do all year long or not pay the bills. Hopefully, it will even out at end of year. Ideally, we would need to be \$4-5,000 in black for rest of year, which probably won't happen. The income shortfall/operating expenses are becoming a real problem now. We may need to do something drastic like cut salaries, eliminate synod benevolence, etc. Difficult decisions are imminent.
- 2) Human resources issues – a) health care changes and b) worker's compensation.
 - a) The new Portico health care plan includes four options. The ELCA recommends the Gold Plan as it is most similar to the current plan in cost and scope. We could save about \$5,000 with a lesser plan, for example, the Bronze plan, but benefits would be significantly reduced. A decision needs to be made by October 14. Dennis motioned to proceed with the Gold Plan. The motion was seconded and approved.
 - b) The Lutheran Trust worker's compensation plan under billed us based on older salary figures. We owe \$500 for the under billing. Another \$500 is being added to update the figures. Paul has tried to argue this fee, but was not successful in getting it eliminated.
- 3) The proposed budget (see draft) is similar to last year with a one percent salary increase of about \$5,000. Some future expenses to consider are parking lot repair and fluorescent lighting fixture replacement.

New Business:

We need to consider an Estate Gift Policy to include funds from Ernest Bolden's estate (\$7500) and potential future donations. Heather will discuss with synod (Ellen) about guidelines and suggestions. We should also consider promoting giving to the church in your will/estate. Some memorials go to the memorial gardens and others are undesignated with no conditions. We want to use the funds wisely so we should consider a policy on who decides how to spend the money and on what. There are different policy options to consider, such as having an allocation plan or simply having a recommendation committee. An example of an allocation plan would be 10% to the wider church, 25% to the general fund operating, 25% as an endowment, and 40% to the property fund. Or, we could assign a committee of members from stewardship, council and a pastor to make recommendations to council. We may want to designate priorities, but avoid over restrictiveness as we don't know what the future holds.

Old Business:

Fundraising Update:

The funds for the congregational piece of the sabbatical (congregational renewal) were raised. However, the funds for the hand bell refurbishment and the organ repairs were not raised. Initially there were two teams: a) the fundraising team and b) the sabbatical team. The sabbatical team ended up taking on the fundraising, even though this was not their original intent. After the sabbatical funds were raised they stopped meeting. Linda Keener and others are working on a plan to finish the music portion of the fundraising.

United Lutheran Appeal Update:

John will put envelopes in the bulletins for two Sundays at the end of November/beginning of December and include a short statement to give members the opportunity to support the Appeal, however, we will not make a big push this year as our church needs the fundraising dollars right now.

Constitution Amendments Update:

The constitution has not been updated for many years and there are many changes. Sarah, Diane and Pastor Eric have compiled and reviewed all of the pertinent documents and recommended changes along with the required changes denoted with an (*). Sarah requested that all council members read the documents, proposed and required changes, ask questions, and be prepared to discuss at next month's meeting.

Fall Council Objectives Update:

Heather passed out a list of Fall Calendar Highlights and asked that we be prepared to discuss council objective next month.

Meeting closed with remarks for the good of the church.

Next Meeting: Monday, October 21

Motions Approved: To go with the Gold Health Plan for church employees.

Submitted by Stephanie Feaser, Council Secretary