

CROSS OF CHRIST CHURCH COUNCIL

Minutes of April 21, 2010 meeting

Attendance:

Officers	P	A	Pastors	P	A	Cabinets	P	A	Cabinets	P	A
Krin Berg (P) / <i>Personnel Cab.</i>	x		Lane Zaffke	x		Sheri Johnson (<i>Finance</i>)	x		Ann Abraham (<i>Personnel</i>)	x	
Garry Edwards (VP)/ <i>Worship Cab.</i>	x		Louise Stromberg	x		Denise Thompson (<i>Youth & Fam</i>)	x		Eileen Hegland (<i>Worship&Music</i>)	x	
Lynn Meyer (S)/ <i>Evangelism Cab.</i>	x					Grant Olson (<i>C of C Building</i>)	x		Jeanne Tippery (<i>Education</i>)	x	
Patrick Forsyth (Fin Admin)	x					Wayne Olson (<i>St Church Bldg</i>)	x		Shelly Edwards (<i>Stewardship</i>)	x	
Karen Todd (Financial Sec)		x				Justin Zmyewski (<i>C of C Grounds</i>)	x		Barb Muller (<i>W/ELCA</i>)	x	

President Krin Berg called the meeting to order at 7:30 pm in the Fellowship Hall of Cross of Christ. Pastor Lane led us in devotions.

Review of Agenda: President Berg added *Summer Meeting Hours* to New Business. The agenda as amended was unanimously approved upon motion by Denise Thompson, seconded by Sheri Johnson.

REPORTS:

Pastor Lane's Report:

Haley Krenzke will be a youth voting delegate to the SE MN Synod Assembly

Holy Week services

Pastoral Care visits – 3 hospital, 2 nursing home, 6 home, 2 pre-marriage

Meetings – 1 with Bishop Usgaard, Executive, Personnel, Finance, Conference Dean meeting at the Synod, RR Conf Executive Meeting, RR Conference Pastor's Meeting, Hymn Picking Meeting

New Members: We have 8 possibly 10 people interested in joining. All will be contacted by council meeting.

Maple Syrup – 2nd graders came out to the shack, 4H, 1 session of canning besides all the rest of the usual work

Pastor Louise Stromberg March, 2010:

Visits: Hospital – 1

Home – 7 (2 with communion for 4 people) Phone – 0 Office Visits: 0

Pre-marital: 1 Angela Rohweder & Joel Wagner

Funeral Plan & Funeral: Robert Jacobson – March 27, 2010

Events & Activities: Owl Breakfast

VVHC Prayer Group/1 session VVHC Bible Study

VV Manor Communion

WELCA Do Days Lunch

WELCA Circle Briefing

C of C: Council Mtg.

Goal Setting Meetings with Cabinet

Contemporary Rehearsal

First Communion Class: 2

Community: VVHC Dinner & Auction

Chamber Meeting

Synod: Text Study: 1

Mtg. with Bishop

Preach: 3/20, 3/21,

Vacation Days: 0 Holiday: 0 Days Off: 2 Medical Leave: 15 Personal Days: 0

President's Report: Krin's report was a separate document reflecting the Cabinet goals as established March 21, 2010.

Secretary's Report (minutes) of the March 21, 2010 Council meeting were unanimously ratified upon motion by Garry Edwards, seconded by Jeanne Tippery.

Financial Administrator's Report showed YTD giving is down \$5700 through March. Patrick Forsyth highlighted discussion held at a recent special Finance and Executive Cabinet meeting at which it was determined our current level of giving cannot meet or sustain the church's expenses no matter how diligent we are to diminish costs. The Financial Administrator's report was unanimously accepted upon motion by Denise Thompson, seconded by Ann Abrahamson. Discussion was held regarding the need to make plans for the St. Peter's Bell plaque for which there are funds set aside. Justin Zmyewski will follow up by getting bids for the actual work to be done. Existing funds should cover the cost of the plaque and installation.

Financial Secretary's Report was unanimously accepted as written with no discussion upon motion by Sheri Johnson, seconded by Shelly Edwards.

Education Cabinet: No report.

Evangelism Cabinet: Thirty-Three (33) personal notes were sent to visitors who worshipped with us in the past couple months. The Evangelism Cabinet met on April 6th. Notes follow:

Attendees: Pastor Louise Stromberg, Lynn Meyer and Sue Ferries

The purpose of our meeting was to discuss the three goal areas recently established: 1) Reactivating Greeters program, 2) Promoting Fellowship and 3) Invites to Anniversary.

Greeters: The Greeters program was reactivated on Easter Sunday with good results. We have identified 19 persons to be greeters thus far but need more so will put a notice in the upcoming bulletin to ask for volunteers. We will pursue updating/creating a pamphlet describing C of C & its programs. Louise will look for the outdated pamphlet as a place to start. The pamphlet could then be given to attendees unfamiliar with C of C. A couple photo directories will be placed in the magazine rack in the narthex to be used by greeters and ushers who may not recognize members but would like to know their names. **Update:** There are currently 21 volunteer greeters who have come forth. The greeter schedule has been developed for April and May.

Fellowship: We intend to start a social program of fellowship following worship at C of C on non-communion Sundays. Using information on Time & Talent sheets, members will be contacted to participate as hosts to make coffee, bring & serve food and do clean up. We plan to identify a coordinator who would take on the responsibility for scheduling these fellowships and line up the hosts. **Update:** The person we first asked to be the coordinator, Lyn Halvorson, has declined so we will be looking for another volunteer for that position.

Invites to Anniversary: We wish to invite descendants of the building committee and need to identify who that would be. The invite will be done by personal postcard. Louise will look for a history book and we will think of members who might know who was on that committee. We

want to work with the Anniversary Committee to send out an announcement style invitation to all C of C members that provides a schedule of events.

Another program we felt would be worthy is to give a baby quilt to all those infants baptized at C of C. We will contact potential fabric artists among our membership to make the quilts in an effort to initiate such a program.

Finance Cabinet: We met April 8th to review the March financials and the first Quarter of the year. Though we designed a zero sum budget based on last year's giving, we are currently behind last year's pace of gifts. We have been able to pay bills.

Personnel Cabinet: On March 21st, review meetings with both Pastors were held separately with President Krin Berg and Personnel Cabinet head, Ann Abraham to discuss survey results and dissemination. A follow up meeting was held on Apr 1 jointly with the Exec committee to outline options for the Council to consider.

The Personnel Committee Goals are as follows from the Mar 21 planning session are:

- 1) Determine best approach to financial concerns as they affect Pastoral Staff
- 2) Once goal number 1 is determined, work with Pastoral staff on job descriptions and outlining approach to Pastoral staff survey issues
- 3) Expand music department to include a paid Bell Choir director

Property: Grant Olson asked the Council's suggestions on what to do about selling the old chairs. He knows of a local business who would buy most of them. It was agreed the Property Cabinet and W/ELCA leadership should meet and make recommendations to the Council at the next regularly scheduled meeting in May – including a price(s) for selling the chairs.

Stewardship & Mission: No report.

Worship & Music: No report.

Youth & Family: Denise Thompson said in response to the survey results she has been talking with our Sunday School superintendent and they might have a meeting to get more participation/volunteers to plan activities in addition to the Noah's Arc and Logger's game events.

W/ELCA: Money was added to the Valentine Brunch profit of \$132.17 to make a \$200 donation to the Haiti World Relief fund.

A quilt, donated to the Valley View Healthcare & Rehab auction, brought \$120.

New tablecloths were purchased for the Fellowship Hall from remaining money from carpet fund along with funds given W/ELCA in memory of Anna Mae Cook and Adelaide Evenson in the amount of \$838 (25 oblong & 16 round). 24 Easter cards were mailed to military personnel. 12 women signed up for the Root River conference in Spring Grove. We will be taking along 18 quilts, 14 health kits, 11 sewing kits & 13 school kits. **Coming Up:** Stone Church cleaning on May 26th, W/ELCA meeting on May 28th and Age to Age music concert at Cross of Christ on May 29th.

50th Anniversary Committee: No meeting.

OLD BUSINESS:

Covering Carpet Costs: Patrick Forsyth indicated \$6,934 is available through donations from W/ELCA and memorials. The price of the carpet including installation and new base was \$7362 resulting in a \$414 shortfall. After discussing possible options to pay this cost, **Ann Abraham made a motion that any shortfall on carpet costs not already set aside should come out of the allocated savings.** Denise Thompson seconded the motion which passed unanimously.

Church to Home Fundraising: Pastor Lane indicated someone has come forth to match funds raised toward the cost of updating the Church To Home system. Approximately \$800 has been raised for this project and the total cost is projected to be approximately \$1200. Ace is going to schedule the installation. Patrick Forsyth will take the contract to Ace and make the initial down payment on the contract.

NEW BUSINESS:

Financial Situation: Patrick indicated we are down ten percent (10%) YTD. Expenses are not out of control so it comes down to a giving issue. Ninety Six percent (96%) of our budget is in personnel and property cabinet expenses. We are on a course to lose upwards to \$25,000 by year end based on our \$250,000 budget. In addition, we moved synod giving off the balance sheet as a temporary fix but this expense needs to be moved back into future budgets – creating an even larger future shortfall with present expenses.

The first step for the Council was to determine how to fix the failing budget because we are currently losing approximately \$2000 per month. Certain options considered included 1) trying to raise additional funds through giving, 2) determining we need to be a one-pastor parish – and if so, which pastor's severance package do we need to develop.

It was clear we can no longer whittle more cost out of the Property Cabinet budget and need, therefore, to address personnel costs. After thorough discussion and expression of opinions on what is the appropriate process to follow, **Grant Olson made a motion that Cross of Christ reduce its pastoral staff to one pastor.** The motion was seconded by Garry Edwards and passed unanimously. Krin Abraham-Berg described three options for a pastor's call and its ending: 1) a pastor receives a new call, 2) a pastor resigns, or 3) a pastor is asked to leave by a congregational vote which requires a 2/3 vote to take such action. Krin also explained synod guidelines and Bishop Usgaard's recommendations that a severance package should be presented to a pastor prior to the pastor's resignation.

Again after discussion including synod guidelines for our pastors' severance, **Garry Edwards made a motion to develop a severance package for Pastor Louise Stromberg.** The motion was seconded by Eileen Hegland and unanimously passed. It was agreed the Finance Cabinet and Personnel Cabinet would hold a joint meeting to develop the severance package which will need to be approved by the full Council. **Justin Zmyewski made a motion that the Council hold a special meeting on Sunday, May 2, 2010** beginning at 11:30 am for the purpose of receiving, discussing and acting upon a severance package for Pastor Louise as developed by the Finance and Personnel Cabinets. The motion was seconded by Garry Edwards and unanimously passed.

What To Do With The Survey: Certain members have been asking Krin for copies of the presentation materials she used on April 11th when she provided the congregation members with the results of the recent Cross of Christ Climate Survey. After thorough discussion, **Sheri Johnson made a motion that paper copies of the presentation made to the congregation members on April 11th can be viewed by members within the church building.** Denise Thompson seconded the motion which passed unanimously.

Lynn Meyer made a motion that the full survey report will be available only to members actively serving on the council. This motion was seconded by Denise Thompson and passed unanimously.

Summer Meeting Hours: **Garry Edwards made a motion to change our Council meeting start time from 7:30 pm to 7:00 pm for the months of May, June, July and August 2010.** This motion was seconded by Denise Thompson and passed unanimously.

OPEN DISCUSSION: Bulletin Booklet: Eileen Hegland said after receiving mixed reviews, she will continue to monitor use of this new booklet and possibly make a few revisions.

CALENDAR:

Apr 28	C of C Landscape Clean-up	6 pm	May 5	Last day of Confirmation	
Apr 29	Circle Briefing	2 pm	May 6	HHS Testing	
Apr 30	Wedding/Stone Church		May 11	HHS Testing	
May 1	Worship Service w/baptism	5 pm	May 15	Worship Service	5 pm
May 2	Last day of Sunday School		May 16	Sr Recognition w/reception after serv	

The meeting adjourned at 9:35 pm upon motion by Grant Olson, duly seconded by Denise Thompson.

President Krin Berg led us in the benediction.

Respectfully submitted,

Lynn Meyer
Church Council Secretary.