

## Holy Cross December Council Meeting

December 20, 2017

7:15 pm

Attendance: Pastor Nick, Donna Rearick, Laurie Barse, Ryan Ammann, Dawn Krumvieda, Loren Bevers, Robin Krommendyk, Darrin Rogers, Jason Reisdorfer, Scott Hess and Justin Schneider

Jennifer Foss and Stacy Dierks from Call Committee

Mike Ehlers from Preschool Board

We attended Holden Prayer Service first.

Approval of Agenda: Ryan made a motion to approve the agenda 2<sup>nd</sup>: Dawn Motion Carried

Call Committee -- MSP (Jason & Stacy): Jennifer Foss asking for our input on their findings. They received 80 surveys back. There were other contacts have not been as successful such as informational meetings. One of the common requests was for the new associate pastor to concentrate on the youth and senior attendees. Jason asked if there has been any contact or help from the synod office. Stacy talked to Susan at the synod by phone to answer some questions. Synod probably has some pastors to recommend but the call committee would prefer to put the call out to a wider field. Once the call committee completes their MSP info Synod will come and talk to Holy Cross. How much do you tell someone coming in? Council felt that the truth would be the best. Sabbatical policy is a no. Printed history of the congregation not available. Council approved the MSP so call committee will proceed with the next step.

Mike Ehlers: Preschool: Budget: Scott asked Revenues/increase in rates: Mike says the increase does reflect in the revenues. Payrolls were increased so loss was \$24,000 approx. for the year of 2017. The rate increase is approx. 7% increase. They hope to recoup the rest by increasing after school care by 10 students. Each dollar beyond recoup is to recover their savings. Beyond that preschool hopes to purchase another van. Expenses have stayed approximately the same. What about 40% of actual Holy Cross bills decreased to 35%? Jason states that it is going to 17% of the actual not 35%. The calculation is wrong. Jason asked Mike to take the info back to preschool board and review that. Ryan would like Mike to give a 2017 and 2018 side by side comparison. Pastor Nick will get Mike the true actuals. Preschool board meets Jan. 10<sup>th</sup>. Mike will try to get the budget refigured and out to us via email.

Treasurer's Report & Approval: Scott stated there were no notable changes in this last month. The focus was the 2018 budget.

Darrin made a motion to approve the Treasurer's report. Loren 2<sup>nd</sup> Motion carried.

Secretary's Report & Approval: Dawn made a motion to approve the Secretary's report and team minutes. 2<sup>nd</sup>: Ryan Motion carried

### 1. Team Reports

#### Clergy Report

##### 1. Budget prep

2. Finalize the financial position requirements: There is some interest. Pastor Nick will be doing some interviews.
3. Stewardship campaign-35 people have not pledged that pledged in 2017. Pastor Nick will be contacting them. About 7 inactive. The process is working. We are moving in the right direction.
4. Christmas Eve: 8:00 a.m. service and then 4:00, 6:00 and 10:00 services.
5. Staff Reviews-Has started those. Bev is done. Erica and Miranda will be next.
6. Pastor Nick handed out an 8-step nomination process. He would like to use this process moving forward. This is a method to put people in knowing that they have a responsibility as a leader in the congregation. (See copy below)

#### Business:

1. Security – Ryan: Referring to letter he sent out: Security task is looking for approval from council to go ahead with their plan. Ryan will suggest that they continue with their plan. Synod will send someone to train the volunteers. (See the 12-12-17 minutes below).

2. Annual meeting: Cindy and Eunice to do a lunch for it and have the annual meeting right in fellowship hall. Free will offering. Donna will contact Cindy and let us know about the lunch.

3. Annual Budget – Nick presented the annual budget.

Jason made a motion to approve the 2018 budget. 2<sup>nd</sup>: Robin Motion carried

Closing: The Lord's Prayer.

December 12, 2017

Church Council & Pastor Nick,

Due to recent national events and the potential threat to safety at the church, Holy Cross Lutheran has formed a security task force to identify risks and propose solutions to ensure the safety of church members and staff.

The security task force has been meeting since June 2017 and we have developed a plan to implement a volunteer Church Watchman position to monitor and secure the entrances during each of the church services on Sunday and on Wednesday nights.

We propose that the church issue a call for volunteers for the Church Watchman position which we expect will involve one shift per month/per church service for each volunteer. Each shift will consist of the following duties:

- Be ready 10 minutes before each service to monitor church entrances.
- 5 minutes after each service begins, the Watchman will secure all doors.

- All late traffic will be directed to the main entrance and the Watchman will allow church members to enter.
- If there is a suspicious individual, entry will be denied, and the proper notifications will be implemented including notifying the pastor and dialing 911.
- The Church Watchman will stay on shift until relieved by the next shift Watchman or until the church has been sufficiently cleared.

There will be an official training meeting, written plan, and checklist for each volunteer to ensure they are fully informed and prepared to safely and securely perform the Church Watchman duties as needed.

To communicate this plan the security task force recommends that the congregation is informed several weeks in advance prior to the plan being implemented. We recommend several forms of communication including an insert in the church bulletin, email(s), and a brief announcement from a committee member at each service.

In addition to the Church Watchman position, the security council is working on other safety and security measures for 2018 including the commissioning of an electronic access control system and an audio/video intercom system. We look forward to continuing working with the Council to ensure the safety and security of all church members and staff.

Sincerely,

Bruce Swan, Chad Rotert, Nick Litzen, Micah Carlson

## ***Nomination Process***

*This document outlines the process through which lay leadership at Holy Cross is*

1. Lead Pastor meets with the assigned council member and the nominating team to begin the nomination process.
2. Nominating team prays over the membership directory for 2 weeks seeking the guidance for potential leaders. During this step we are searching for people with an entrepreneurial spirit – those who are “visionary leaders” and administrators, not just leaders.” For the elected positions, we want vision and administration skills, for the teams we want doers.
3. The nominating team will compile the list of names that came about from the prayer and discernment process and pass it along to the Lead Pastor. Because the Lead Pastor has access to confidential information about candidates, the Lead Pastor will have veto over any suggested nomination.
4. Once the list has been “approved,” the assigned council member and the nominating team will prioritize the list of potential leaders based on the open positions and the skills required for each position.
5. Having a prioritized list, the Lead Pastor and the (Incoming) Council President will meet with the top candidate for each open position. During this meeting they will discuss the responsibilities of said position and ask them to prayerfully consider “accepting the call to serve in that role. An immediate answer is not requested; give the person time to consider the responsibilities involved and the commitment they will be making.
6. The Lead Pastor and/or the Council President will follow up with the individual after a set time to seek an answer to the call to church leadership and answer any follow-up questions.
7. If the person accepts the nomination, they are placed on the ballot for the annual meeting. Once approved at the annual meeting, the Lead Pastor and Council President type a “letter of call” (similar to that of the rostered leaders) and presents it to the individual as they begin in office.
8. If the person declines the nomination, the process moves to the next person on the list and a meeting is arranged between that person, the Lead Pastor, and the Council President.

