

Creator Lutheran Church Council Minutes

September 7, 2016

Add Hoc Meeting

Council members present: President Ron Noborikawa, President Elect Gene Kneeland, Director of Operations Rich Heineman Director of Operations elect Joanne Hall, Secretary Tammy Funk, Secretary-Elect Michelle Ketter, Treasurer Laurie Bruckbauer and Pastor Heidi Calhoun,

Also in attendance: Donald Eisman- Stewardship chair, Janice Penergast – Finance chair
Excused: Treasurer Elect Sheri Dunn

Ron Noborikawa called the meeting to order at 5:37 p.m.

Pastor Heidi led council in prayer.

Topic 1 – Recommendation to hire Adel Razor

The personnel committee submitted a recommendation to offer the position of church accompanist to Adel Razor.

Ms. Razor has been interviewed, has met with Dani and has rehearsed with the choir.

Personnel recommends she be offered employment effective the 15th of September, 2016

Council members reviewed the contract for 17.00 per hour for 8 to 10 hours per week.

Council motioned, seconded and passed (MSP) authorization for personnel to offer a contract off employment to Adel Razor for the position of accompanist.

Pastor Heidi reports a plan to compensate Dani for the extra hours she has spent as she has filled the accompanist role this summer in Daniel's absence.

Topic 2 – Budget review and approval

Ron's review –

* Giving has been steady at \$33,000/month (\$400,000 a year).

* Expenditures - \$430,000 a year with everything

* \$430,000 is base line and provides no room for growth

* The purpose of this meeting is to choose to cut and keep at the \$400,000 budget level, propose the congregation to step up to the \$430,000 level to maintain our current position, or to live into a \$460,000 level.

General Discussion –

* Finance team suggested that they can propose a budget revision January/February when giving increases.

- * 120 giving units, 71 active giving units
- * General discussion around what kind of budget to pass. Bare budget VS stretch budget.
- * Ron discussed his proposal with power point handout
 - o \$400K level budget – cuts to benevolence, elimination of guides for youth mission trip, cutting back on staff, no cost of living increases and reduction in outside speakers for adult ed
 - o \$430K level budget – restores benevolence to 10%
 - o \$460K level budget – provides room for expansions to our mission priorities.

- * Council MSP the decision to present a formal recommendation to the congregation for the higher budget proposal to include a 3% cost of living increase for eligible paid staff and continuation of a 10% benevolence fund with a new account number for mission priorities that gets 5% of the total benevolence.

Next steps

- Joanne is going to take the motion and add a few sentences to submit to Pastor for re-work.
- Motion to adjourn meeting at 8:13pm – seconded and passed

- Finance committee will adjust the budget to reflect the decisions of the council

- Pastor and Janice will review several line items for minor adjustments

The meeting ended at 8:13pm

Respectfully Submitted,

Tammy Funk Council Secretary

Michele Ketter Council Secretary elect