

Creator Lutheran Church  
Council Meeting  
October 4, 2014

Present: Pastor Heidi Calhoun, Katrina Minton-Davis, Tom Barr, Sara Mahnke, Ron Noborokowa, Marcie Reid, Kevin Davis, Nicole Spenny, Jan Shabro

Meeting was called to order at 2:45pm

**Old Business**

Personnel Update: Music Ministry

We have job descriptions for 2 positions in Music Ministry (Director and Accompanist) - could potentially be combined into one job (3rd job description) - may unearth more qualified individuals. If we find the director first, that person will have input on hiring of an accompanist. Connie can fill in short term until position is filled.

Draft job descriptions - Personnel committee may need to fine tune. Does Council want to approve descriptions and salary? Salaries are within the same range. Council replied that NO we do not need to give approval - Personnel can address this item.

Budget Process Update

Marcie is more comfortable after Leadership discussion today. We have a budget of \$450K and we are not meeting it in terms of consistent giving. Ministry teams are concerned about spending money that is in their budget because it might not be there in terms of funding. Marci is working on budgets with Ministry team leaders. Discussion ensued regarding possible need for a grace period and reliance on 2014 Budget as a starting point. Additional discussion regarding need for outside expertise.

Tom made a motion to hire a Pre-Vision Assessment expert prior to year end and budget \$1,200. Jan seconded. Motion carried.

Special Meeting in October for budget process - is it necessary? Marcie needs to look at salaries from prior year budget, but other budget items will likely remain the same.

Ministry team reporting process

NEW Business

November Meeting date

Flu shots - Sunday 10/19

Tom Barr volunteered to draft a letter to the council regarding this year's budget and projections for next year's budget. Marcie Reid will review, approve and forward it to team leaders.

Tom closed in prayer and moved to adjourn. Nicole Spenny seconded the motion.

In His Service,  
Sara Mahnke  
Council Secretary

Next Scheduled Meeting: November \_\_\_\_\_, 2014

Snacks/Devotions: Sara