



Rooted in God's grace, we joyfully witness and serve.

Core Values

*Intimacy With God
Inspiring Worship
Intentional Faith Development
Compassionate Outreach
Caring Community*

Church Council Meeting Minutes

December 19, 2023, 7:00 PM

2023 Elected Church Council Members	Executive Committee	Voting Representatives
<ol style="list-style-type: none"> 1. Allison Johnson 2. Barbara Cranfill 3. Bill Stoll 4. Brian Fisher 5. Chrissy O'Farrell 6. Evonne Kuchera 7. Jim Dinges 8. Kristine Dawson 9. Rebecca Riley 10. Rick Gardner 11. Susan Prosser 12. Tom Neuhaus 13. Tracy Blois 	<ul style="list-style-type: none"> ● Bill Stoll (President) ● Tom Neuhaus (Vice President) ● Chrissy O'Farrell (Secretary) ● Rick Gardner (Treasurer) ● Brian Fisher ● Rebecca Riley 	<ul style="list-style-type: none"> ● Wendy McClary- Child Development Center ● Caleb Clem and Tiana Stouch - Youth Group

Call to order

The meeting was on zoom. The meeting was called to order at 7:04 PM by President Bill Stoll.

Council Members Present

- | | |
|----------------------|-------------------|
| 1. Allison Johnson | 7. Jim Dinges |
| 2. Barbara Cranfill | 8. Rebecca Riley |
| 3. Bill Stoll | 9. Rick Gardner |
| 4. Brian Fisher | 10. Susan Prosser |
| 5. Chrissy O'Farrell | 11. Tom Neuhaus |
| 6. Evonne Kuchera | 12. Tracy Blois |

Representatives Present

1. Wendy McClary

Staff Members Present

1. Julie Morris
2. Joe Zimmerly

Determination of Quorum

(C12.06) majority of members of the council-majority is defined as one over one-half (7).

- 12 council members
- Number of voting representatives present: 1



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- Number of council members and voting representatives present: 13 of 14

Devotion: Led by Tom

Caring Conversation: Favorite Christmas traditions?

Approval of Minutes

Motion by Becky: *“to approve the minutes from the November 21, 2023 meeting”*

- Second by Tom
- The minutes are approved

Acceptance of Consent Agenda

Motion by Brian: *“to accept the consent agenda for December 19, 2023”*

- Second by Becky
- The consent agenda is accepted

Discussion on consent agenda

- Encouraging new volunteers for meal delivery
- Reimagining committee - thank you to this committee for the work devoted to this process!!
- 2022 Mount Cross Audit - thank you to the audit team for work devoted to this year's report!!

Motion

Motion by the Executive Council: *“to make the CDC extended hours pilot permanent.”*

- Discussion:
 - CDC program is full because extended hours are offered
 - One of the functions of the CCC Committee is to address questions, concerns and feedback around the extended hours
 - Next CCC Committee meeting will be in February (Date TBD)
- The motion passed unanimously

Motion

Motion by the RIC Committee: *“to approve the following minor change to the welcome statement...”*



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- Current statement:

Mount Cross Lutheran Church welcomes, embraces, and affirms all individuals, regardless of race, gender identity or expression, sexual orientation, faith background, physical or mental ability, or anything else that may set us apart from each other. We are a Reconciling in Christ (RIC) congregation, one of over 1000 Lutheran communities that intentionally welcome and affirm LGBTQIA+ people and families. **We are committed to racial equality**, celebrating the beautiful tapestry of humanity, and fostering an inclusive community that recognizes the inherent worth and dignity of every person. We strive to follow Jesus' way of love, compassion, and justice and invite you to walk this path alongside us. With open hearts and open arms, we welcome *you*.

- *The proposed change is in the third sentence which would then read:* **"We are committed to racial equity and the work of anti-racism..."**
- Reason for the proposed change is the following e-mail from Aubrey Thonvold, the Executive Director of Reconciling Works:

"Thank you for sharing your welcome statement. It is a great start. However, after reviewing it, I did not see the needed language Reconciling Works requires in our RIC Partner Public Commitments naming a commitment to anti-racism or racial equality. You can find all four of the commitments [HERE](#). Once the welcome statement meets the requirements, you will fill out the [RIC Profile Survey](#) which will start the official welcome process in our office.

As you and your community work to make those updates, please let me know if there is anything I or our program coordinator, David Rask Behling, who is included in this email can do for you."

- The four required commitments, which seem to be satisfied by this minor tweak, are: To be recognized as a Reconciling in Christ (RIC) Partner, your faith community will:
 1. Clearly state a welcome to people of **"all sexual orientations, gender identities, and gender expressions"** or **"LGBTQIA+"** and name its commitment to **"racial equity"** or **"anti-racism"** in its welcome statement.



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Anything in bold and quotations above must be included in your RIC Partner Welcome Statement to meet ReconcilingWorks commitments.

- The motion passed unanimously

Motion

Motion from the Endowment Committee to approve: *“To disperse money from 2023 endowment withdrawal as per the chart below (specifically referring to the following: moving screening (\$950), Pastor Discretionary (\$800), music and technology (\$5,000)).*

Endowment Committee Recommendation

Motion 1: To disperse money from 2023 endowment withdrawal as per the chart below		
CATEGORY	AMOUNT	NOTES
PRIOR APPROVALS	\$ 11,900	prior approvals
Movie Screening Fee	\$ 950	Request from Pastor to redirect from movie screening to ministry w/ partner churches
Pastor Discretionary	\$ 800	Request from Pastor Julie to replenish discretionary fund
Music and Technology	\$ 5,000	Request from Carol Browning, all items but the intercom. Transfer money into account #35363. Details of items requested below
	\$ 5,970	hold over until 2024
	\$ 24,620	total available 2023 endowment disbursement

- The motion passed unanimously

Motion

Motion from the Endowment Committee: “we move that:

1. *The \$21,000 Make, Bake, Celebrate proceeds be used to renovate the kitchen. Updates to include plumbing repairs, a new dishwasher and blinds for the Parish Life Center.”*
2. *The \$10,000 Winter Family Gift be used to cover currenting operating expenses*
3. *To utilize the \$200,000 gifts per the chart below:”*

(\$33,000)	PERPETUAL FUND PROP & CAPITAL IMPROVEMENT FUND (see list below)
(\$6,000)	PERPETUAL FUND WORSHIP AND MUSIC
(\$8,000)	PERPETUAL FUND MISSION AND SOCIAL ACTION
(\$60,000)	GENERAL OPERATIONS FUND



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(\$1,000)	ENDOWMENT FUND
(\$3,000)	WEBSITE REFRESH
(\$89,000)	OTHER IDEAS OR HOLD FOR NEXT YEAR
(\$200,000)	TOTAL GIFT RECOMMENDATION
	details or property committee request
4000	Removal of playground trees
2500	Resurfacing of the exterior stairs
1000	Cable troughs outside sanctuary
1000	Pavilion improvements to lighting
2500	Fund other enhancements per ad hoc committee
20000	Relandscape front
2000	Church office improvements, Cecilia workspace

- The motion passed unanimously

Reports

- Staff Report: Pastor Julie – report below
- Staff Report: Joe Zimmerly – report below
- Treasurer's Report: Rick Gardner – report below
- CDC update and report reviewed by council
- Committee liaison updates reviewed by council
- Listening post comments reviewed by council

Upcoming Dates

- *January*
 - Executive Committee Meeting – [January 11th at 7:00pm via Zoom](#)
 - Next Council Meeting – [January 16th at 7:00pm via Zoom](#)
 - Due date for reports – Friday, January 12th (to office@mountcross.com)
 - Upcoming Annual Meeting – Sunday, January 28th, 11:30am
- *February*
 - February Council Meeting (first for new council members) – Saturday, February 3rd, 8:00am - 9:00am



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- Leadership retreat (new council members to join as well) – Saturday, February 3rd, 9:00am - 12:00pm
- New council members installed – Sunday, February 4th, 9:30am service

Meeting Adjourned at 9:07 PM

DEVOTIONS			
FEBRUARY Becky	MARCH Bill	APRIL Susan	MAY Tracy
JUNE Chrissy	JULY Allison	AUGUST Kristine	SEPTEMBER Brian
OCTOBER Barbara	NOVEMBER Evonne	DECEMBER Tom	JANUARY 2024 Jim
COUNCIL LISTENING POST 1st Sunday of the Month on the patio after service			
FEBRUARY Brian	MARCH Susan	APRIL Tom	MAY Jim
JUNE Bill	JULY Becky	AUGUST Tracy	SEPTEMBER Allison
OCTOBER Wendy	NOVEMBER Evonne	DECEMBER Kristine	JANUARY 2024 Barbara

Pastor's Report December 2023 - Church Council Meeting

The Thanksgiving Eve Holden Evening Prayer service went well. Mount Cross hosted the service and pie social. 79 people attended from the three churches (MC, St. Columba's and Camarillo UMC). Jennifer Caldwell, the Chief Development Officer from Food Share, gave the message. We were all humbled to hear her stories of food insecurity in our county. Food Share was the beneficiary of the collection that evening.



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I had a great vacation with my family Nov. 23-30. Thank you to Carol Browning, Deacon Cecelia, and Joe Zimmerly for their extra work in my absence, and to Pastor Scott Maxwell-Doherty for preaching and presiding at Sunday worship on November 26.

Our Advent Theme is "Make Room." If quoting the theme during the week is any indication, it seems to be resonating with people. I appreciate efforts to keep the prayerful and watchful season of Advent and the ways people are trying to slow down and resist the frenetic and consumerist underbelly of "the holidays." As a congregation, we are trying to make room for Christ wherever and however he chooses to arrive for us.

Gratitude to all who attended the Work Day on December 2 and all those, under the direction of the Saner Family, who helped set up the Christmas tree and decorate the church. The pavilion lights and lights on the parking lot island trees (all on timers) are nice additions to our holiday decorations and are a nice sign of joy and welcome to our neighbors. Thank you to Tom LaCalamita Jr. for donating wreaths to add to the pavilion decor.

Our Music Ministry and CYFM offered a lovely Advent/Christmas program on Dec. 10. Special thanks to Carol Browning and Joe Zimmerly for arranging for participation from so many people.

I'm pleased with how our Adult Education programs have gone in this first part of the program year (Men's Bible Study, Women's Bible Study, Rooted, and the Discipleship Experience). **I am looking forward to having as many people as possible read *Love Without Limits* by Jacqueline Bussie in January.** I am thankful that Allison Johnson offered to lead a study group on the book on Wednesday evenings at 6:30 p.m. beginning January 10. I encourage others to gather a small group and read the book together. **We will have an all-church discussion of it on Sunday, February 18.**

The CDC Christmas Program on December 14 was delightful! It was wonderful to have our sanctuary filled with our preschoolers and their families. I was happy to invite them all to our Christmas Eve Worship, as well as the Blue Christmas service sponsored by the three churches on Dec. 17.

The CCC (Church and CDC Committee) has come near to finalizing the agreements between the two organizations. I have been working along with Kate LaCalamita, Wendy McClary, Rick Gardner, and Bill Stoll on this.

It was an honor to officiate at Norman Williamsen's burial on Friday, December 15th in Calabasas. It was a simple graveside service celebrating Norman's 95 years of faithfulness to Christ and, even more (as he would want to point out), Christ's faithfulness to him.



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We will celebrate the 4th Sunday of Advent at our 9:30 a.m. service on Sunday, December 24 and our Christmas Eve service will be at 4 p.m. on December 24.

I will be away with my family December 25 – January 3. Deacon Cecelia will be on call for pastoral emergencies and Pastor Scott Maxwell-Doherty will preside at communion for our Christmas Lessons and Carols service (no sermon) on Sunday, December 31.

Paul and I invite you to stop by an Open House at our home on Epiphany, January 6, anytime between 1-4 p.m. In honor of the Christ Child, we are happily collecting diapers for Redimidos/Our Saviour Lutheran's Graceful Diaper Pantry, so feel free to bring diapers (sizes 6 and 7 are most needed) and wipes, instead of gold, frankincense, and myrrh.

Thank you for your service this year, Church Council! I hope and pray you have a deep and refreshing experience of Christ's presence this Christmas.

**Joe Zimmerly - Children, Youth and Family
December 2023 - Church Council Meeting**

December

Sunday's - Youth Selling Cookie Jars
3rd - Advent Wreath Making Event & Potluck
8th - Parent's Night Out
10th - Advent Christmas Program
20th - Christmas Caroling

Treasurer's Report

Budget Performance (through November 2023):

Gross income for November was \$29,723 (71% of budget versus 108% last month).

Gross income YTD was \$409,102 (89% of budget versus 92% last month).

Pledged giving for November was \$21,436 (72% of budget).

Pledged giving YTD was \$314,991 (96% of budget).

Expenses for November were \$39,219 (92% of budget versus 94% last month).

Expenses YTD were \$470,519 (100% of budget versus 101% last month).



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Net income for November was $\$29,723 - \$39,219 = - \$9,496$ (compared to budget amount of $- \$967$).

Net income YTD was $\$409,102 - \$470,519 = - \$61,417$ (compared to budget amount of $- \$10,642$).

Calculated reserves were $\$70,651$ compared to $\$83,915$ in October.

Analysis:

1. There was a sharp drop-off in income in November in contrast to above-budget performance in October and near-budget performance in November 2022. The pledged amount was only 72% of budget, the worst performance we've had since February.
2. Expenditures were lower than budget for the second straight month. For the year, expenditures are running almost exactly on budget.
3. Reserves dropped to below $\$71,000$. In December, we should see a rebound in reserves due to higher holiday giving. If giving is down for the month, we may be seeing a disturbing trend going into the new budget year.



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November 21, 2023, 7:00 PM

2023 Elected Church Council Members	Executive Committee	Voting Representatives
<ol style="list-style-type: none"> 1. Allison Johnson 2. Barbara Cranfill 3. Bill Stoll 4. Brian Fisher 5. Chrissy O'Farrell 6. Evonne Kuchera 7. Jim Dinges 8. Kristine Dawson 9. Rebecca Riley 10. Rick Gardner 11. Susan Prosser 12. Tom Neuhaus 13. Tracy Blois 	<ul style="list-style-type: none"> ● Bill Stoll (President) ● Tom Neuhaus (Vice President) ● Chrissy O'Farrell (Secretary) ● Rick Gardner (Treasurer) ● Brian Fisher ● Rebecca Riley 	<ul style="list-style-type: none"> ● Wendy McClary- Child Development Center ● Caleb Clem and Tiana Stouch - Youth Group

Call to order

The meeting was in person. The meeting was called to order at 7:03 PM by President Bill Stoll.

Council Members Present

- | | |
|----------------------|------------------|
| 1. Allison Johnson | 7. Jim Dinges |
| 2. Barbara Cranfill | 8. Rick Gardner |
| 3. Bill Stoll | 9. Susan Prosser |
| 4. Brian Fisher | 10. Tom Neuhaus |
| 5. Chrissy O'Farrell | 11. Tracy Blois |
| 6. Evonne Kuchera | |

Representatives Present

1. Wendy McClary

Staff Members Present

1. Julie Morris
2. Joe Zimmerly

Determination of Quorum

(C12.06) majority of members of the council-majority is defined as one over one-half (7).

- 11 council members
- Number of voting representatives present: 1



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- Number of council members and voting representatives present: 12 of 14

Devotion: Led by Evonne

Caring Conversation: Any holiday plans you're excited about?

Approval of Minutes

Motion by Tom: *"to approve the minutes from the October 17, 2023 meeting"*

- Second by Evonne
- The minutes are approved

Acceptance of Consent Agenda

Motion by Susan: *"to accept the consent agenda for November 21, 2023"*

- Second by Allison
- The consent agenda is accepted

Motion

Motion by the Family Faith Formation Committee: *"to evolve the PrayGround from the "pilot" phase to one of continuous improvement."*

- *Discussion:* It is the committee's intention to provide ongoing intentional listening opportunities for input in order to improve options for inclusive, child-friendly, intergenerational worship.
- The motion passed unanimously

Motion

Motion by the Ad Hoc Sanctuary Committee and Property Committee: *"The Ad Hoc Sanctuary and Property Committees join in recommending that two existing pews (the furthest one back from each side of the aisle) be removed from the back of the sanctuary and replaced with upholstered chairs already owned by the church. This will increase the number of chairs currently in use within the sanctuary."*

- The motion passed unanimously

Motion



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Motion by the RIC Committee: *“to approve the proposed welcome statement: Mount Cross Lutheran Church welcomes, embraces, and affirms all individuals, regardless of race, gender identity or expression, sexual orientation, faith background, physical or mental ability, or anything else that may set us apart from each other. We are a Reconciling in Christ (RIC) congregation, one of over 1000 Lutheran communities that intentionally welcome and affirm LGBTQIA+ people and families. We are committed to racial equality, celebrating the beautiful tapestry of humanity, and fostering an inclusive community that recognizes the inherent worth and dignity of every person. We strive to follow Jesus’ way of love, compassion, and justice and invite you to walk this path alongside us. With open hearts and open arms, we welcome you.”*

- *Discussion:* Approval of the mission statement allows it to be used in various places (i.e. the website, in the Sunday bulletin, other offering brochures).
- *Discussion:* suggestion that the entire statement added to the website, but a summarized version in Sunday bulletin
- *Discussion:* Once formal statement is approved, it can be adopted for succinctness depending on place of use (i.e. website versus E-Grapevine)
- The motion passed unanimously

Motion

Motion by the RIC Committee: *“to add the RIC logo (see example below) to our front church sign.”*

RECONCILING *in* CHRIST



- The motion passed unanimously

Motion

Motion by the RIC Committee: *“to add a wood sign in the Narthex (see below).”*



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- The motion passed unanimously

Reports

- Staff Report: Pastor Julie – report below
- Staff Report: Joe Zimmerly – report below
- Treasurer's Report: Rick Gardner – report below
 - Discussion: What is the role of the Budget and Finance Committee? Intent to have general congregational input to the budget process – to have representative members of the congregation who looked at things from that point of view together.
 - Next Budget and Finance Committee meeting – December 5th
- CDC update and report reviewed by council
- Committee liaison updates reviewed by council
- Listening post comments reviewed by council

Information

- Upcoming annual meeting – Sunday, January 28th, 11:30am
 - Due date for reports – Wednesday, January 10th
- Leadership retreat – Saturday, February 3rd, 9:00am - 12:00pm
 - Council Meeting – Saturday, February 3rd, 8:00am - 9:00am
- New council members installed – Sunday, February 4th
- Executive Committee meeting – [December 7th at 7:00pm via Zoom](#)
- Next Council meeting – [December 19th at 7:00pm via Zoom](#)

Motion

Motion by Rick: *“to enter into Executive Session for personnel budget discussion.”*



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- Second by Brian
- The motion passed unanimously

Entered into Executive Session at 8:51pm

Emergred from Executive Session at 9:23pm

Motion

Motion by Tom: *"to adjourn the meeting."*

- Second by Brian
- The motion passed unanimously

Meeting Adjourned at 9:24 PM

DEVOTIONS			
FEBRUARY Becky	MARCH Bill	APRIL Susan	MAY Tracy
JUNE Chrissy	JULY Allison	AUGUST Kristine	SEPTEMBER Brian
OCTOBER Barbara	NOVEMBER Evonne	DECEMBER Tom	JANUARY 2024 Jim
COUNCIL LISTENING POST 1st Sunday of the Month on the patio after service			
FEBRUARY Brian	MARCH Susan	APRIL Tom	MAY Jim
JUNE Bill	JULY Becky	AUGUST Tracy	SEPTEMBER Allison
OCTOBER Wendy	NOVEMBER Evonne	DECEMBER Kristine	JANUARY 2024 Barbara



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Pastor's Report - Church Council Meeting

Helpers needed for Thanksgiving Eve Set-Up

As we gather for our monthly meeting just a few days before Thanksgiving, I am feeling deeply grateful for the whole Mount Cross community, especially our staff, council members, and the many people who serve so consistently and generously throughout the year. I am looking forward to Wednesday night's Thanksgiving Eve service when we will join together to praise God. Jennifer Caldwell, Food Share's Chief Development Officer, will give the message. This year, we are welcoming Camarillo United Methodist Church and St. Columba's Episcopal Church to the venerable Holden Evening Prayer and Pie Social tradition.

It is wonderful to see how the relationship among our **three churches** is growing. The Reformation Sunday symposium on the future of the church drew over 100 people from our three congregations and from the wider community. In December, we will join together for Blue Christmas, and we are already planning for Ash Wednesday and Holy Week 2024. A **Blue Christmas** service is for those who are carrying grief, loss, sadness, or depression during the holiday season. It will be held on Sunday, December 17 at 4 p.m. at St. Columba's. There will be space within the service for people to remember loved ones who have died and to be with others who may be struggling to find hope and joy in the holiday season.

I am thankful for the careful work of the Reconciling in Christ (**RIC**) team leading up to the important vote on November 5. I am also thankful for the love and grace members have shown one another following the vote. It is now up to each of us to truly embody the all-inclusive welcome we profess. I am energized by this mandate and plan to prioritize community engagement focused on inviting and welcoming newcomers in 2024.

Reviewing my calendar for this past month generates another big dose of gratitude for the variety of opportunities and experiences I have to work with different ages (Rooted, The Discipleship Experience, Women's Bible Study, Men's Bible Study, Confirmation, Pre-school Chapel), stay connected to a variety of Committees and Teams (at least 2-4 different ones each week), interact with the ecumenical and interfaith communities (Feast of Faiths with VCIC and collaborations with the three churches), offer spiritual care (hospital calls, home visits, pastoral care meetings, intercessory prayer); lead the congregation in worship (Sunday word and sacrament); and contribute to the wider church as a mentor/coach to clergy through the Thriving in Ministry program.



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I end the month grateful for all we have been able to do together this year. For all that is left undone, I ask the Holy Spirit to cover us with grace. God bless us in the Advent season. I've chosen "**Make Room**" as our Advent theme. I pray that we will be able to make room for the subtle and surprising ways Jesus will choose to arrive in our church, homes, and hearts this Christmas. **Our Christmas Eve service will be at 4 p.m. on Sunday, December 24.**

Current Vacation, Continuing Education, and Sabbatical Plans

I will be away on vacation November 23-30 and December 25-January 3. Pastor Scott Maxwell-Doherty will preach and preside on November 26 and preside over Lessons and Carols and Eucharist on December 31. Deacon Cecelia and local pastors will be available to respond to pastoral emergencies.

For continuing education, I will attend a CREDO conference in Oakhurst, California April 16-22, 2024. It is sponsored by the Episcopal Church to address several dimensions of clergy wellness, including financial, vocational, spiritual, physical, and psychological health.

My five-year anniversary at Mount Cross will be August 1, 2024 (wow – 5 years!). I will be eligible for a 3-month sabbatical. I'm beginning to work with the Executive Committee to plan for that, likely mid-August to mid-November 2024.

Looking Ahead: All Church Reads

Many thanks to Allison Johnson for introducing me to the book *Love Without Limits: Jesus' Radical Vision for Love with No Exceptions* by Jacqueline Bussie. The plan is to encourage all Mount Cross members to read it in January and have several opportunities for people to study it together, possibly culminating with an all-church discussion Sunday, February 11, 2024.

Joe Zimmerly - Children, Youth and Family November 2023 - Council Report

The Family Faith Formation Committee met on November 6th on Zoom and discussed the Playground in many different aspects. We believe the space is necessary for our kids and families who participate in worship and our committee is very excited to make improvements that benefit all at Mount Cross.



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Our high school youth met to assemble cookie jars on November 13th as we prepare to sell them. All the proceeds raised will go towards our high school summer trip. For just \$10 a jar, you have yourself one “sweet” Christmas gift.

Children's Ministry Assistant Update:

We are still seeking candidates for the Children's Ministry Assistant position. Our hope is to have the position filled by the new year.

November

Sunday's - Youth Selling Cookie Jars
22nd - Holden Evening Prayer & Pie Social
27th - High School Meet Up @ Starbucks

December

Sunday's - Youth Selling Cookie Jars
3rd - Advent Wreath Making Event & Potluck
8th - Parent's Night Out
10th - Advent Christmas Program
20th - Christmas Caroling

Treasurer's Report

Budget Performance (through October 2023):

Gross income for October was \$44,773 (108% of budget versus 78% last month).

Gross income YTD was \$381,943 (92% of budget versus 91% last month).

Pledged giving for October was \$37,910 (127% of budget versus 76% last month) **

Pledged giving YTD was \$300,482 (101% of budget versus 98% last month).

Expenses for October were \$40,199 (94% of budget versus 106% last month).

Expenses YTD were \$430,096 (101% of budget versus 101% last month).



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Net income for October was $\$44,773 - \$40,199 = \$4,574$ (compared to budget amount of - $\$967$).

Net income YTD was $\$381,943 - \$430,096 = -\$48,153$ (compared to budget amount of - $\$9,675$).

Calculated reserves were $\$83,915$ compared to $\$84,032$ in September.

Analysis:

1. Gross income in October was above budget for the first time in a few months. Expenditures were below budget because October was a two-paycheck month. The net result was a positive income for October, which unfortunately was offset by a restatement of financial results for September.
2. Reserves were unchanged from the calculation of the previous month. At the current rate, we will end the year at $\$75,000$ in reserves, an improvement from our projection last month. We may see further improvement during the last two months of the year.



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Church Council Meeting Minutes

October 17, 2023, 7:00 PM

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<ol style="list-style-type: none"> 1. Allison Johnson 2. Barbara Cranfill 3. Bill Stoll 4. Brian Fisher 5. Chrissy O'Farrell 6. Evonne Kuchera 7. Jim Dinges 8. Kristine Dawson 9. Rebecca Riley 10. Rick Gardner 11. Susan Prosser 12. Tom Neuhaus 13. Tracy Blois 	<ul style="list-style-type: none"> ● Bill Stoll (President) ● Tom Neuhaus (Vice President) ● Chrissy O'Farrell (Secretary) ● Rick Gardner (Treasurer) ● Brian Fisher ● Rebecca Riley 	<ul style="list-style-type: none"> ● Wendy McClary- Child Development Center ● Caleb Clem and Tiana Stouch - Youth Group

Call to order

The meeting was in person. The meeting was called to order at 7:01 PM by President Bill Stoll.

Council Members Present

- | | |
|---|---|
| <ol style="list-style-type: none"> 1. Allison Johnson 2. Barbara Cranfill 3. Bill Stoll 4. Brian Fisher 5. Chrissy O'Farrell 6. Evonne Kuchera 7. Jim Dinges | <ol style="list-style-type: none"> 8. Kristine Dawson 9. Rebecca Riley 10. Rick Gardner 11. Susan Prosser 12. Tom Neuhaus 13. Tracy Blois |
|---|---|

Representatives Present

1. Wendy McClary

Staff Members Present

1. Absent due to synod leadership conference

Determination of Quorum

(C12.06) majority of members of the council-majority is defined as one over one-half (7).

- 13 council members



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- Number of voting representatives present: 1
- Number of council members and voting representatives present: 14 of 14

Devotion: Led by Barbara

Caring Conversation: A prayer for peace

Approval of Minutes

Motion by Tom: *"to approve the minutes from the September 19, 2023 meeting"*

- Second by Barbara
- The minutes are approved

Acceptance of Consent Agenda

Motion by Becky: *"to accept the consent agenda for October 17, 2023"*

- Second by Wendy
- The consent agenda is accepted

Information

- Sanctuary Reimagining Task Force
 - Large element of the discussion: replacing versus fixing pews
 - *Metric:* what would be worth spending money on to achieve?
 - *Priorities:* Flexibility should be a main priority to include ADA needs as well as events like funerals
 - *Potential suggestions:*
 - include in the special gifts discussion on November 12th
 - visit churches that have made the transition from pews to chairs
 - in summary, options look like 1) repair / reupholster, 2) have pews, 3) have chairs - might be worth paying a consultant ahead of making any proposals
- RIC update
 - Open forum Sunday, October 22nd



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- members unable to attend congregational meeting can prepare statements to be read at either the open forum or the congregational meeting
- Congregational meeting Sunday, November 5th
 - due to bylaws, members must be present, in-person to vote
- Tri Church Forum, Sunday October 29th: The Future of Christianity and the Church

Motion

Motion by Becky: *“To approve membership for Fred Antrim and Marni Engh to be received by Affirmation of Baptism on November 5, 2023.”*

- Second by Tom
- The motion passed unanimously

Motion

“The Personnel Committee moves to approve the Children and Youth Ministry Assistant job description.”

- The motion passed unanimously

Motion

“The Endowment Committee moves that \$5,200 be allocated toward the PLC and Luther Hall floor replacement and \$1,200 towards the sacristy door replacement from our 2023 withdrawal.”

- The motion passed unanimously

Information

- Next Council meeting – [November 21st at 7:00pm via Zoom](#)
- Executive Committee meeting – [November 9th at 7:00pm via Zoom](#)

Reports

- Staff Report: Pastor Julie - report below
- Staff Report: Joe Zimmerly - report below



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- Treasurer's Report: Rick Gardner - report below
- CDC update and report reviewed by council
- Committee liaison updates reviewed by council
- Listening post comments reviewed by council

Meeting Adjourned at 8:38 PM

The following motion was passed electronically via email on November 1, 2023:

Motion by Susan: *"motion to approve membership for the following individuals on Sunday, November 5th, 2023:*

1. *Rachel Zook-Brimer*
2. *Chris Miller*
3. *Alexander Joseph Morgan*
4. *Samantha Miller"*

- Second by Tom
- The motion passed unanimously with 13 yes vote and none opposed

DEVOTIONS			
FEBRUARY Becky	MARCH Bill	APRIL Susan	MAY Tracy
JUNE Chrissy	JULY Allison	AUGUST Kristine	SEPTEMBER Brian
OCTOBER Barbara	NOVEMBER Evonne	DECEMBER Tom	JANUARY 2024 Jim
COUNCIL LISTENING POST			



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1st Sunday of the Month on the patio after service			
FEBRUARY Brian	MARCH Susan	APRIL Tom	MAY Jim
JUNE Bill	JULY Becky	AUGUST Tracy	SEPTEMBER Allison
OCTOBER Wendy	NOVEMBER Barbara	DECEMBER Kristine	JANUARY 2024 Evonne

Pastor's Report - Church Council Meeting

Council Action needed: Approve membership for Fred Antrim and Marni Engh to be received by Affirmation of Baptism on November 5, 2023

Individual Council Action Needed: Please register for the Oct. 29 forum at Camarillo UMC, "Is Religion Dying: The Future of Christianity and the Church." It is from 4-6 p.m. on Reformation Sunday, dinner is included in the \$20 ticket price. Encourage others to attend. Don't let cost be an obstacle, please talk to me for ticket sponsorships.

<https://subsplash.com/camarillounitedmethodist/lb/ev/+vtvgn9y>

This month we commended Bob Padgett to God's eternal care. Bob joined Mount Cross just before the pandemic. He was grateful for our church and especially loved our Prayer Garden. His family held a private service for him, using the large cross from our Prayer Garden.

Make, Bake, Celebrate was a wonderful evening of generosity and community connection. Thank you to Patti Stouch and her team of many, many volunteers who brought back this Mount Cross tradition!

Thank you to Barbara Cranfill and her Generosity Team for a successful launch of this year's campaign. We have a goal of receiving 100 pledge cards before November 5, Council members can lead by example and talk about the importance of pledging - both spiritually and for budgeting purposes.

The Discipleship Experience, a year-long commitment to Christian spirituality and community, is off to a good start with 16 adults with 14 children. Please pray that this will be a transformative experience for the participants and something that will bear fruit in the congregation.



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Joe Zimmerly and I will not be in attendance at the October 17 Council meeting. We, along with Deacon Cecelia, will be at TheOasis, the Synod's leadership conference in La Quinta October 17-19. The theme is "Bound by Grace, Bound by Race: What does this mean?"

Upcoming Important Dates for Council Member Attention and Attendance:

- October 22 11 a.m. Open Forum on RIC
- October 29: Reformation Day Worship, Dr. Kevin O'Farrell preaching; 4 p.m. forum at Camarillo UMC (see above)
- November 5: All Saints Sunday Worship and reception of new members, in-gathering and blessing of pledge cards, followed by Special Congregational Meeting to vote on RIC designation
- November 22: Thanksgiving Eve Holden Evening Prayer Service and Pie Social at Mount Cross at 7 p.m.. We will be joined by the people of St. Columba's Episcopal and Camarillo UMC.
- December 17: Blue Christmas service at St. Columba's, combined with the 3 churches (Mount Cross, St. C's, and Cam UMC).

Joe Zimmerly - Children, Youth and Family October 2023 - Council Report

The Family Faith Formation Committee met on October 2nd at Yolanda's. As we gear up for a busy October and November, we are excited to welcome new committee members in the coming months.

Our high school youth have met a few times in October. Once at Toppers for youth group and the other time at church to serve as middle school mentors to our confirmation students. We will continue to meet in this way going forward.

Thank you to all who participated in Make Bake Celebrate. It was a joy to see everyone come together. Thank you to all that donated towards the Tips for Teens as we raised over \$5,000 towards our youth programs! We are so thankful to have such a generous congregation who supports our youth.

The Family Faith Formation Committee and Personnel Committee have approved of the job description for the Children & Youth Ministry Assistant position, previously held by Jessica Easter. Working with feedback provided by Jessica in her exit interview, we have modified the position to be more focused on Children's Ministry, however they may assist in other areas as



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needed. The hope is to find a candidate who specializes in one area rather than generalize in a few.

Pastor Julie and I will be attending TheOasis in Palm Desert October 17-19, 2023. The focus for the conference is "Bound by Grace, Bound by Race: What does that mean?" We look forward to reporting back what we have learned.

Below are a few activities are happening later this month:

October

- 18th - *No Wednesday Night Programs*
- 22nd - High School Youth Group Potluck Bash
- 25th - Stories Around The Campfire @ St. Columba's
- 27th - Trunk or Treat - Sign Up <https://signup.com/go/rgzwxdi>.
- 29th - Pumpkin Painting Party after church
- 29th - Forum at Camarillo United Methodist

Note from Bill Stoll : I will email the CYFM Assistant job description to Council members prior to the October meeting and will place it on the regular agenda.

Treasurer's Report

Budget Performance (through September 2023):

Gross income for September was \$32,683 (78% of budget versus 87% last month).

Gross income YTD was \$339,270 (91% of budget versus 92% last month).

Pledged giving for September was \$22,517 (76% of budget versus 94% last month).

Pledged giving YTD was \$262,572 (98% of budget versus 101% last month).

Expenses for September were \$45,211 (106% of budget versus 92% last month).

Expenses YTD were \$387,406 (101% of budget versus 100% last month).

Net income for September was \$32,683 - \$45,211 = -\$12,528 (compared to budget amount of - \$967).

Net income YTD was \$339,270 - \$387,406 = -\$48,136 (compared to budget amount of - \$8,707).

Calculated reserves were \$84,032 compared to \$96,503 in August.



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Analysis:

1. The decline in our operating finances continued in September with below-budget performance in pledged giving and gross income and expenditures that were above budget. The increase in expenditures was due to a three-paycheck month in September and to one-time expenses such as the synod leadership conference (which will be transferred to dedicated funds) and the digital subscription for ICON CMO.
2. The result was a net loss for the month of over \$12,000 and an equivalent drop in reserves down to \$84,000. At this rate, we will end the year below \$70,000 in reserves, compared to \$132,000 at the beginning of the year.



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Church Council Meeting Minutes September 19, 2023, 7:00 PM

2023 Elected Church Council Members	Executive Committee	Voting Representatives
<ol style="list-style-type: none"> 1. Allison Johnson 2. Barbara Cranfill 3. Bill Stoll 4. Brian Fisher 5. Chrissy O'Farrell 6. Evonne Kuchera 7. Jim Dinges 8. Kristine Dawson 9. Rebecca Riley 10. Rick Gardner 11. Susan Prosser 12. Tom Neuhaus 13. Tracy Blois 	<ul style="list-style-type: none"> ● Bill Stoll (President) ● Tom Neuhaus (Vice President) ● Chrissy O'Farrell (Secretary) ● Rick Gardner (Treasurer) ● Brian Fisher ● Rebecca Riley 	<ul style="list-style-type: none"> ● Wendy McClary- Child Development Center ● Caleb Clem and Tiana Stouch - Youth Group

Call to order

The meeting was in person. The meeting was called to order at 7:06 PM by President Bill Stoll.

Council Members Present

- | | |
|----------------------|--------------------|
| 1. Barbara Cranfill | 6. Kristine Dawson |
| 2. Bill Stoll | 7. Rick Gardner |
| 3. Brian Fisher | 8. Tom Neuhaus |
| 4. Chrissy O'Farrell | 9. Tracy Blois |
| 5. Evonne Kuchera | |

Representatives Present

1. Wendy McClary

Staff Members Present

1. Pastor Julie Morris
2. Joe Zimmerly

Determination of Quorum

(C12.06) majority of members of the council-majority is defined as one over one-half (7).

- 9 council members plus the Pastor and the Children, Youth and Family Director
- Number of voting representatives present: 1
- Number of council members and voting representatives present: 10 of 14



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Devotion: Led by Brian

Caring Conversation: What's the best piece of advice you've ever been given?

Approval of Minutes

Motion by Barbara: *"to approve the minutes from the August 15, 2023 meeting"*

- Second by Tom
- The minutes are approved

Acceptance of Consent Agenda

Motion by Tracy: *"to accept the consent agenda for September 19, 2023"*

- Second by Brian
- The consent agenda is accepted

Motion

Original motion "The RIC committee moves to call a Special Congregational Meeting on November 5th, 2023 at 11:00am to vote on Mount Cross becoming an RIC congregation"

Rick amended motion: To call an in-person Special Congregational Meeting on November 5th, 2023 at 11:00am to vote on Mount Cross becoming an RIC congregation"

- Second by Tom
- The motion passed, two opposed
- Notes: Notice shall be given for the Special Congregational Meeting at services on two preceding Sundays (Oct 29, Nov 5) and by mail at least 10 days in advance. On October 22nd there will be an open forum for church discussion - see church announcements for more information.

Information

- Sanctuary Reimagining Task Force: will bring suggestions to council, in process of obtaining ballpark figures
- Tri Church Forum, Sunday October 29th: The Future of Christianity and the Church
- Next Council meeting – [October 17th at 7:00pm via Zoom](#)
- Executive Committee meeting – [October 5 at 7:00pm via Zoom](#)



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Motion

The Executive Committee moves: *“to move up to \$250k to an account(s) with Pacific Western Bank with signers being the President, Treasurer, Secretary and Bookkeeper.”*

- The motion passed unanimously

Mount Cross Lutheran Church of Camarillo, California
Resolution to Open an Account with Pacific Western Bank

WHEREAS, The Church Council has determined it to be in the best interest of the Church to establish a banking resolution with Pacific Western Bank, be it:

RESOLVED, that the Church execute and deliver to said bank a duly signed original of the completed banking resolution, and that the authority to transact business, including but not limited to the maintenance of savings, checking, and other accounts by the Church, shall be as contained in said resolution with the following officers authorized to act on behalf of the Church as Authorized Signers: William Stoll, President; Chrissy O'Farrell, Secretary; Richard Gardner, Treasurer; and Heather Edwards, Bookkeeper.

The undersigned hereby certifies that she is the duly elected and qualified Secretary and the custodian of the books and records of Mount Cross Lutheran Church of Camarillo, California, a nonprofit religious corporation duly formed pursuant to the laws of the State of California and that the foregoing is a true record of a resolution duly adopted at a meeting of the Church Council and that said meeting was held in accordance with state law and the Bylaws of the Church on September 19, 2023, and that said resolution is now in full force and effect without modification or rescission.

IN WITNESS WHEREOF, I have executed my name as Secretary this Tuesday, the 19 th of September in the year 2023.

[Signed by Secretary, Chrissy]

Reports

- Staff Report: Pastor Julie - report below
- Staff Report: Joe Zimmerly - report below
- Treasurer's Report: Rick Gardner - report below
- CDC update and report reviewed by council
- Committee liaison updates reviewed by council
- Listening post comments reviewed by council



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Motion

Tom moved to enter closed Executive Session.

- Second by Tracy
- The motion passed unanimously

Went into Executive Session at 8:57 PM for personnel matter

Motion

Brian moved to emerge closed Executive Session.

- Second by Rick
- The motion passed unanimously

Emerged from Executive Session at 9:10 PM

Motion

"The Personnel Committee moves that the Council recommend to the congregation at the annual meeting to provide Joe Zimmerly with either a Portico Bundled Gold Plus or Silver Plus Benefit Plan, allowing him to make the selection between the two plans."

- The motion passed unanimously

Motion

Tom moved to adjourn the meeting.

- Second by Evonne
- The motion passed unanimously

Meeting Adjourned at 9:13 PM





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DEVOTIONS			
FEBRUARY Becky	MARCH Bill	APRIL Susan	MAY Tracy
JUNE Chrissy	JULY Allison	AUGUST Kristine	SEPTEMBER Brian
OCTOBER Barbara	NOVEMBER Evonne	DECEMBER Tom	JANUARY 2024 Jim
COUNCIL LISTENING POST 1st Sunday of the Month on the patio after service			
FEBRUARY Brian	MARCH Susan	APRIL Tom	MAY Jim
JUNE Bill	JULY Becky	AUGUST Tracy	SEPTEMBER Allison
OCTOBER Wendy	NOVEMBER Barbara	DECEMBER Kristine	JANUARY 2024 Evonne

Pastor's Report - Church Council Meeting

Pastor's Report for September 2023 Council Meeting (August 15-September 13, 2023)

We begin our new program year with heavy hearts, still aching with the Moraga family over their loss of baby Celia and Pastor John Soyster's family over their loss of Jason. Mount Cross has truly lived up to our calling to weep with those who weep and to help bear one another's burdens. Thank you for your prayers, support and generosity towards these families. Celia's Celebration of Life will be Saturday, September 16 at 2 p.m.

I met with Pastor Jade Ortiz of Redimidos/Our Saviour's Lutheran, Oxnard. They are the hosts of the monthly Graceful Diaper pantry. Mount Cross will sponsor the February 2024 distribution. More details are forthcoming.

It's a challenge to report on, let alone attend, all the Mount Cross committee meetings, but this month I have been working most closely with Stewardship, Re-imagining, and RIC. I am always



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thankful for the skills and gifts of wisdom and leadership we are blessed with in our congregation.

This past month, we hosted Lincoln Mayorga's memorial service (August 19) and celebrated Michael Hondas baptism (September 3). I was able to have a few meetings reconnecting with members I haven't been able to sit down with in awhile, but never as many as I would like.

I attended chapel at CLU on Thursday, October 7 and met with Pastor Elbert Kim and Dr. Bill Garlington of Camarillo UMC and Mark Asman of St. Columba's Episcopal along with The Rev. Dr. Colleen Dr. Windham-Hughes, Associate Vice-President for Mission and Identity. She will be the speaker at our tri-church forum on Reformation Sunday. I have committed Mount Cross to bringing at least 20 people to that forum (see below). **I especially hope Church Council members will register**, as I think this will help us understand the context in which we are doing ministry and connect with our full-communion partners.

Is Religion Dying? The Future of Christianity and the Church. Concerns about the decline of mainline Christianity have intensified since the COVID-19 pandemic. Locally, we are observing signs of hope and signs of decline. In an effort to foster faithful conversations within and among our congregations, three churches are joining together to present a forum this Reformation Sunday, October 29, 2023 at 4 p.m. at Camarillo United Methodist Church. Join Camarillo United Methodist, St. Columba's Episcopal and Mount Cross Lutheran as we share a meal together, hear from Dr. Colleen Windham-Hughes, Associate Vice-President of Mission and Identity at California Lutheran University, and discuss our experiences and questions. The cost is \$20. Online registration will soon be available.

I will be speaking at an interfaith forum Tuesday, September 26 at 7 p.m. The theme is "Wedding Rituals in Various Faith Traditions." It will be held at the Islamic Center of Conejo Valley (2700 Borchard Road, Newbury Park, CA 91320) on Tuesday, September 26 at 7 p.m. I will speak on Christian weddings, Imam Muhammed Shoayb will speak about Muslim weddings, and Venerable Thepo Rinpoche will speak about weddings in the Buddhist tradition.

With several other members of Mount Cross, I will be attending the Via De Cristo retreat in Frazier Park September 28-October 1. For more information about the retreat, see <https://www.californiavdc.org/>. Rev. Sara Wilson will be the supply pastor October 1. I am taking this as one of my "buy out Sundays" and hopeful that it will be a source of personal and congregational renewal.

Looking Ahead



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Guest preachers: Although I will preside at worship on October 8 and October 29, I'm looking forward to welcoming guest preachers those Sundays. Sunday, October 8, David Kitch will be our tent service preacher. (Animals who play well with others are welcome that day, too, as it is blessing of the animals day). Our own Dr. Kevin O'Farrell will be our guest preacher on Reformation Sunday, October 29.

I will be on vacation November 23-30 and December 25-January 3. Rev. Scott Maxwell-Doherty will be the supply pastor for both those Sundays. I am eligible for a three-month sabbatical as of Aug. 1, 2024. I will work with the Executive Committee to determine the dates and plan for that.

Joe Zimmerly

Youth Report - Joe / Caleb / Tiana **September 2023 - Council Report**

Our Fall Programming resumed September 13th following the schedule below:

Rooted / 5:00PM-5:45PM

Fun With Faith / 5:00PM-5:45PM

Dinner / 5:45PM-6:30PM

Confirmation / 6:30PM-8:00PM

I have been selected to lead a Thriving Leadership Formation cohort this Fall focused on creating space for youth workers seeking community and spiritual renewal. I have attended over 10 hours of training and have a few more sessions to attend before our cohorts starts. My responsibilities include 12 hours of training and 10 weeks of meetings that range from 1-1.5 hours. I have been part of this program before as an attendee and have benefited greatly from this experience and I look forward to giving others the opportunity to learn new skills and experience spiritual renewal. Here is a link to their website:
<https://thrivingleadershipformation.org/>

The Family Faith Formation Committee has designed some fun Fall activities for members of Mount Cross to participate in. These are open to ALL members, not just young people and families.

October

- 27th - Trunk or Treat - Sign Up <https://signup.com/go/rgzwxdi>.



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- 29th - Pumpkin Painting Party after church.

November

- 19th - Serving Sunday during worship, Play Date Sunday after worship.

December

- 3rd - Advent Wreath Making Event with St. Columba's

Treasurer's Report

- Budget Performance (through August 2023):
- Gross income for August was \$36,417 (87% of budget versus 88% last month).
- Gross income YTD was \$306,587 (92% of budget versus 94% last month).
- Pledged giving for August was \$28,088 (94% of budget versus 91% last month).
- Pledged giving YTD was \$240,056 (101% of budget versus 99% last month).
- Expenses for August were \$39,376 (92% of budget versus 103% last month).
- Expenses YTD were \$342,253 (100% of budget versus 102% last month).
- Net income for August was \$36,417 - \$39,376 = -\$2,959 (compared to budget amount of -\$967).
- Net income YTD was \$306,587 - \$342,253 = -\$35,666 (compared to budget amount of -\$7,740).
- Calculated reserves were \$96,503 compared to \$103,569 in July.

Analysis:

1. The summer swoon continued in August with pledged giving and gross income falling below budget. Expenses for the month were also below budget, but we experienced a net loss for the month of \$3,000.
2. As projected, operating reserves fell below our desired level of \$100,000 in August. Reserves will probably be below \$80,000 by the end of the year. The reserve calculation does not include the recent gifts of \$210,000, even though the donors have not designated the funds for a specific use; these funds are sitting in a temporary holding account awaiting further disposition.



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Church Council Meeting Minutes

August 15, 2023, 7:00 PM

2022 Elected Church Council Members	Executive Committee (Incoming)	Representatives (voting representatives)
<ul style="list-style-type: none"> ● Barbara Cranfill ● Chrissy O'Farrell ● Brian Fisher ● Allison Johnson ● Susan Prosser ● Rebecca Riley ● Bill Stoll ● Evonne Kuchera ● Tom Neuhaus ● Jim Dinges ● Kristine Dawson ● Rick Gardner ● Tracy Blois 	<ul style="list-style-type: none"> ● Bill Stoll (President) ● Tom Neuhaus (Vice President) ● Chrissy O'Farrell (Secretary) ● Rick Gardner (Treasurer) ● Brian Fisher ● Rebecca Riley 	<ul style="list-style-type: none"> ● Wendy McClary- Child Development Center ● Caleb Clem and Tiana Stouch - Youth Group

Call to order

The meeting was via Zoom. The meeting was called to order at 7:04 PM by President Bill Stoll.

Council Members Present

- | | |
|---|--|
| <ol style="list-style-type: none"> 1. Barbara Cranfill 2. Chrissy O'Farrell 3. Allison Johnson 4. Susan Prosser 5. Bill Stoll 6. Evonne Kuchera | <ol style="list-style-type: none"> 7. Jim Dinges 8. Kristine Dawson 9. Rick Gardner 10. Tracy Blois 11. Rebecca Riley |
|---|--|

Representatives Present

1. Wendy McClary

Staff Members Present

1. Pastor Julie Morris
2. Joe Zimmerly



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Determination of Quorum

(C12.06) majority of members of the council-majority is defined as one over one-half (7).

- 11 council members plus the Pastor and the Children, Youth and Family Director
- Number of council members present: 11 of 13
- Number of voting representatives present: 1

Devotion: Led by Kristine

Caring Conversation: What is your favorite restaurant?

Posey's (Santa Paula), Slate, Rabalais Bistro (Santa Paula), Boccali's Pizza (Ojai), Papa Linen's (Ojai), The Hip Vegan (Ojai), Latitude 34, Finney's

Approval of Minutes for July 18, 2023

Motion made by Becky: *"to approve the minutes from the July 18, 2023 meeting"*

- 2nd by Barbara
- The minutes are approved

Information

- Committee reimagining Task Force
 - Talking to committee chairs and liaisons to find out how council can support, any concerns they have, feedback
 - Looking ahead to Rally Sunday (Date TBD)
- Tech help
 - Looking for individuals to assist with technology help on Sundays, regular and short-notice fill ins
- Service in the Park (Bob Kildee Park - September 10th)

Reports

- Staff Report: Pastor Julie - report below
- Staff Report: Joe Zimmerly - report below
- Treasurer's Report: Rick Gardner - report below
- CDC update and report were heard by council (Wendy McClary)
- Committee liaison updates were heard by council
- Listening post comments were heard by council

Went into Executive session at 8:34 PM for personnel matter

Emerged from Executive session at 9:20 PM



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Motion

Motion made by Becky: "to extend meeting to 9:15"

- 2nd by Allison
- The motion is approved

Motion made by Becky: "to extend meeting to 9:30"

- 2nd by Barbara
- The motion is approved

Information

- Next Council meeting – [September 19th at 7:00pm at PLC](#)
- Executive Committee meeting – [September 7th at 7:00pm Zoom](#)

Meeting Adjourned at 9:23 PM

DEVOTIONS			
FEBRUARY Becky	MARCH Bill	APRIL Susan	MAY Tracy
JUNE Chrissy	JULY Allison	AUGUST Kristine	SEPTEMBER Brian
OCTOBER Barbara	NOVEMBER Evonne	DECEMBER Tom	JANUARY 2024 Jim
COUNCIL LISTENING POST 1st Sunday of the Month on the patio after service			
FEBRUARY Brian	MARCH Susan	APRIL Tom	MAY Jim
JUNE Bill	JULY Becky	AUGUST Tracy	SEPTEMBER Allison



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OCTOBER Wendy	NOVEMBER Barbara	DECEMBER Kristine	JANUARY 2024 Evonne
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Pastor's Report

Pastor's Report for August 15, 2023 Church Council Meeting

July 19 - August 15, 2023

I was away the first week of this reporting period, enjoying good time with family and friends, including birthdays for two of our daughters. Paul and I have entered a new era of parenting. It's hard to believe we are now officially parents of three young adults, as our youngest daughter turned eighteen at the end of July. Many thanks to The Rev. Dr. Colleen Windham-Hughes from CLU for presiding at worship and preaching on Sunday, July 23.

The second week was a wonderful VBS whirlwind (see Joe's report). Mount Cross VBS is a real gift that we offer the community, and it is a blessing for me to be part of it. Thank you to the many, many helpers and to Joe Zimmerly for his leadership.

The rest of the month has consisted of worship planning, preaching preparation, visits, committee and team meetings, and planning for the fall.

I am especially looking forward to the Discipleship Experience I am co-leading with Chrissy and Kevin O'Farrell. Fifteen parents of young children in our congregation are joining together to grow closer to Christ and each other. They are committing to daily prayer, weekly worship, monthly gatherings, and service. Some of them (along with me and others in the congregation) will be attending a Via de Cristo retreat Sept. 28-October 1 in Frazier Park. See <https://www.californiavdc.org/> for more information about this three-day retreat. I will need to take Sunday, October 1 as one of my "buy out" Sundays. I hope this Discipleship Experience experiment, lasting from September 2023-May 2024, will become an annual offering at Mount Cross as a pathway for those seeking spiritual growth and increased connection and leadership in the congregation. Please pray for the Discipleship Experience.

I want to take this opportunity to thank the RIC (Reconciling in Christ) Team for their wisdom and care as they have been guiding the congregation through the process of discernment, and I want to thank the congregation for their thoughtful and faithful work



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in exploring becoming an RIC congregation. The RIC Team offered two excellent programs this summer helping people to understand what the Bible says and doesn't say about LGBTQ+ issues. On July 30, they screened the Matthew Vines video and facilitated discussion about it. On August 14, they welcomed Roman Catholic priest and biblical scholar, Fr. Patrick Mullen, for an in-person presentation. Both forums were well-attended. I am heartened by the sincerity, prayerfulness, and genuine love with which people are engaging this important matter. I am reminded of the saying the Christian Church has always tried to live up to: "Unity in things essential; liberty in things non-essential; charity in all things."

As always, thank you to our Executive Committee, Church Council, Staff, Committee Chairs, and members for being generous in giving and serving Mount Cross and the wider community.

Glory to God whose power at work within us is able to accomplish abundantly far more than all we can ask or imagine, to God be glory in the church and in Christ Jesus, forever and ever. Amen. (Ephesians 3:2-21).

Joe Zimmerly

August 2023 - Council Report

On July 24th, our middle and high school youth were invited to join Holy Trinity Lutheran Church for a day at Six Flags! Because of their hard work fundraising at Easter Breakfast, they were rewarded with a free trip. We had 2 adults and 4 youth attend from Mount Cross.

After three weeks of fundraising, we raised over \$500 towards Children's Hospital Los Angeles. The donation was written in honor of Celia Joy Moraga, our most recently baptized baby at Mount Cross.

Vacation Bible School was a wonderful time! We had 75 kids attend this year and over 25 volunteers. Our theme was Operation Restoration and our daily themes were Feed, Pray, Heal, Forgive, Rest. We partnered with St. Columba's and their food ministry raising over 700 canned food/non-perishable items which meant Joe and Pastor Julie were dunked in the dunk tank on Friday. Tuesday was our Zander's Game House night where we had 11 people attend. Wednesday was our Topper's Pizza fundraiser night where over 40 people gathered and raised \$320 for our youth programs. Thursday was our VBS Program where our kids highlighted what they had learned all week. Afterwards we enjoyed a cookie and ice cream social under the pavilion. Friday, we closed the week with water day. Some fun numbers to hear is that we had 16 kids from Mount Cross attend, 11 church members teach, 5 youth as teachers assistants, 2 young adults as helpers, and 1 youth lead snacks by the end of the week. Our kids learned



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more about God's creation and how we, the members, can make a difference in our daily lives by following those five themes. We have already started designing what next year will look like!

On August 20th we will be hosting a Zoom information meeting regarding the ELCA National Youth Gathering. Our hope is to travel and attend with Holy Trinity Lutheran Church in hopes to attain group rates and build community with our neighboring Lutheran's. The estimated cost per person is \$1,500 which means there will be many fundraising opportunities in the coming months.

Community Time on Wednesday's has been a great opportunity to connect with each other. We have averaged 5-7 families most nights throughout the summer. We will be ending this program for the season the last week of August as we prepare for Fall Programs.

Our Fall Programming will restart September 13th following the schedule below:

- Rooted / 5:00PM-5:45PM
- Fun With Faith / 5:00PM-5:45PM
- Dinner / 5:45PM-6:30PM
- Confirmation / 6:30PM-8:00PM

August 15th (today), I would have attended an Employment Law 101 - for Non-Lawyers.

I have been selected to lead a Thriving Leadership Formation cohort this Fall focused on creative solutions for doing ministry differently. I will be equipping other ELCA youth leaders and those involved in youth ministry settings with the skills to build and adapt in a changing world.

My responsibilities include 12 hours of training and 10 weeks of meetings that range from 1-1.5 hours. I have been part of this program before as an attendee and have benefited greatly from this experience and I look forward to giving others the opportunity to learn new skills and experience spiritual renewal. Here is a link to their website:
<https://thrivingleadershipformation.org/>

Treasurer's Report

Budget Performance (through July 2023):

Gross income for July was \$36,791 (88% of budget versus 98% last month).

Gross income YTD was \$274,370 (94% of budget versus 95% last month).

Pledged giving for July was \$27,191 (91% of budget versus 84% last month).

Pledged giving YTD was \$206,335 (99% of budget versus 101% last month).

Expenses for July were \$43,950 (103% of budget versus 89% last month).

Expenses YTD were \$302,969 (102% of budget versus 101% last month).



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Net income for July was $\$36,791 - \$43,950 = -\$7,159$ (compared to budget amount of -
\$967).

Net income YTD was $\$274,370 - \$302,969 = -\$28,599$ (compared to budget amount of -
\$6,772).

Calculated reserves were \$103,569 compared to \$111,492 in June.

Analysis:

1. Our finances in July were subject to the typical summer swoon with pledged giving and gross income falling below budget. Expenses for the month were below budget in most accounts, but this was more than offset by a huge, unexpected increase in the cost of earthquake insurance.
2. We ended the month with a loss of over \$7,000 dropping our reserves below \$104,000. We will likely fall below our desired reserves of \$100,000 within the next month.
3. The recent gifts totaling \$210,000 have been placed in a temporary holding account awaiting further disposition.

Respectfully,
Rick Gardner
Treasurer



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Church Council Meeting Minutes

July 18, 2023, 7:00 PM

2022 Elected Church Council Members	Executive Committee (Incoming)	Representatives (voting representatives)
<ul style="list-style-type: none"> • Barbara Cranfill • Chrissy O'Farrell • Brian Fisher • Allison Johnson • Susan Prosser • Rebecca Riley • Bill Stoll • Evonne Kuchera • Tom Neuhaus • Jim Dinges • Kristine Dawson • Rick Gardner • Tracy Blois 	<ul style="list-style-type: none"> • Bill Stoll (President) • Tom Neuhaus (Vice President) • Chrissy O'Farrell (Secretary) • Rick Gardner (Treasurer) • Brian Fisher • Rebecca Riley 	<ul style="list-style-type: none"> • Wendy McClary- Child Development Center • Caleb Clem and Tiana Stouch - Youth Group

Call to order

The meeting was via Zoom. The meeting was called to order at 7:03 PM by President Bill Stoll.

Council Members Present

- | | |
|----------------------|---------------------|
| 1. Barbara Cranfill | 8. Tom Neuhaus |
| 2. Chrissy O'Farrell | 9. Jim Dinges |
| 3. Brian Fisher | 10. Kristine Dawson |
| 4. Allison Johnson | 11. Rick Gardner |
| 5. Susan Prosser | 12. Tracy Blois |
| 6. Bill Stoll | 13. Rebecca Riley |
| 7. Evonne Kuchera | |

Representatives Present

0

Staff Members Present

1. Pastor Julie Morris
2. Joe Zimmerly



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Determination of Quorum

(C12.06) majority of members of the council-majority is defined as one over one-half (7).

- 13 council members plus the Pastor and the Children, Youth and Family Director
- Number of council members present: 13 of 13
- Number of voting representatives present: 0

Devotion: Led by Allison

Caring Conversation: Name one thing that makes you smile.

Approval of Minutes for June 20, 2023

Motion made by Brian: *"to approve the minutes from the June 20, 2023 meeting"*

- 2nd by Allison
- The minutes are approved

Information

- Nursery, Luther Hall, PLC flooring (Bill)
 - Considering flooring replacements in other rooms to be completed simultaneously - obtaining quotes, will approach council with a motion shortly
- Committee reimagining Task Force update (Allison)
 - In order for clarity, to continue to align with the mission of the church, looking to categorize all committees into five baptismal promises: (1) to live Among God's Faithful People, (2) to hear the Word and Share the Lord's Supper, (3) to proclaim the Good News of God in Christ through Word and Deed, (4) to serve All People, following the example of Jesus, (5) to strive for Justice and Peace in all the Earth, (6) good Stewardship/Careful management of what God has entrusted to our care
- Flag (Bill)
- A second 100K donation from a generous donor (Julie)

Discussion

Personnel Handbook language change (Tom)

- Proposed by the personnel committee to add: language "The vacation benefit for an exempt employee may be modified from the foregoing so long as the modification is in writing, signed by the employee and approved by the church council".

Motion



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Motion made by the Personnel Committee to approve the following:

“This is the proposed revised Personnel Handbook Vacation leave language as drafted by the Personnel Committee and endorsed by the Executive Committee of Council (New language in BOLD):”

“Vacation Leave. Mount Cross grants ten (10) days paid vacation to full-time employees working 1-5 years. After 5 years of employment, full-time employees will earn one additional day of paid vacation for each year of service up to a maximum of 15 days’ vacation. **The vacation benefit for an exempt employee may be modified from the foregoing so long as the modification is in writing, signed by the employee and approved by the Church Council.** Mount Cross grants to any part-time employee who regularly works more than 30 hours per work week five (5) paid vacation days at their regular rate of pay for the number of hours that would normally have been worked. Vacation accrual begins upon employment in a position eligible for vacation benefits and is earned pro- rata from their start date. For example, an employee starting on July 1, would be eligible for one half the normal vacation time earned for their credited experience. Overtime hours are not included in the basis for calculating vacation accrual. Vacation must be scheduled at a time appropriate to the planning of the organization and approved in advance by the Senior Pastor.

- Vacation may not be taken during your first six months of continuous employment. Vacation leave may not be taken until it is earned.
- The Church urges employees to take their vacation annually. Once an employee accrues 150% of the annual allotted vacation, accrual of vacation stops. For instance, an employee entitled to ten (10) days of vacation who accrues fifteen (15) days of vacation will cease accruing additional vacation until his or her vacation balance falls below the fifteen (15) day cap in years 1-5.

Upon termination of employment, employees will be paid for accrued vacation time and current unused vacation time prorated based upon the employee’s termination date.”

NOTE: In response to the Council Motion of June, the Personnel Committee is not recommending a change in Vacation Leave policy for full-time non-exempt staff at this time.

- Motion passed unanimously

Reports

- Staff Report: Pastor Julie - report below
- Staff Report: Joe Zimmerly - report below



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- Treasurer's Report: Rick Gardner - report below
- CDC update and report were heard by council (Wendy McClary)
- Committee liaison updates were heard by council
- Listening post comments were heard by council

Went into Executive session at 8:24 PM for personnel matter

Emerged from Executive session at 8:40 PM

Information

- Next Council meeting – [August 15 at 7:00pm via Zoom](#)
- Executive Committee meeting – [August 10 at 7:00pm via Zoom](#)

Meeting Adjourned at 8:54 PM

The following motions were passed via email:

Motion

Wednesday, July 26th

The Property Committee has sent its flooring recommendations to the Executive Council. We in turn, **MOVE** to accept their recommendation as follows:

The Property Committee recommends the following course of action dependent on available funding:

- 1) Proceed with new flooring for all three of the spaces listed in the display above.*
- 2) In light of the certainty of availability and the better quality of the Cali flooring, select the Cali Longboard line of flooring as specified for installation.*
- 3) Accept the bid from Flooring 101 in the amount of \$27,616 and authorize the Church Council President or other designee to sign the agreement on behalf of Mount Cross Lutheran Church.*
- 4) Identify sufficient funds for the Flooring Replacement Project and authorize the expenditure upon direction of the Property Committee Chair.*



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5) Assign the Mount Cross Property Committee to oversee the satisfactory completion of the Flooring Replacement Project.

Further, we recommend that contracts for improvements or major maintenance to Mount Cross facilities be approved and administered by the PC from this point forward. We are happy to coordinate with the CDC and other groups on scope and timing of such projects. It is the PC's understanding that we are responsible for recommendations to the Church Council as to the scope, material, and implementation of projects.

Motion passed unanimously

Motion Monday, July 24th

The Personnel Committee has made a motion to approve the below modification of employee vacation leave accrual for Joe Zimmerly. The Council voted electronically via email.

"Modification of Employee Vacation Leave Accrual

On July 18, 2023, the Church Council of Mount Cross Lutheran Church added the following language to the Employee Handbook concerning vacation accrual:

"The vacation benefit for an exempt employee may be modified from the foregoing so long as the modification is in writing, signed by the employee and approved by the Church Council."

The basic Employee Handbook provision regarding vacation leave accrual is 2 weeks of vacation leave in the first 5 years of employment. Joe Zimmerly is employed as the Director of Children Youth and Family Ministries at Mount Cross, which is a full-time, exempt position. It is the desire of the Church Council to provide for 3 weeks of vacation leave (15 days) annually for Joe Zimmerly ("the Employee"), effective January 1, 2023. Thus, the vacation accrual rate for the Employee shall be 4.62 hours per pay period as of the first payroll period in January, 2023. Since the accrual rate for the Employee prior to the Council action on July 18 was 3.08 hours per pay period, there shall be an adjustment of 1.54 hours for each completed payroll period as of this date, and going forward the vacation accrual rate shall be 4.62 hours per pay period. All provisions of the Employee Handbook



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regarding vacation leave, other than the provisions regarding vacation accrual, shall remain in effect.”

Motion passed unanimously

DEVOTIONS			
FEBRUARY Becky	MARCH Bill	APRIL Susan	MAY Tracy
JUNE Chrissy	JULY Allison	AUGUST Kristine	SEPTEMBER Brian
OCTOBER Barbara	NOVEMBER Evonne	DECEMBER Tom	JANUARY 2024 Jim
COUNCIL LISTENING POST 1st Sunday of the Month on the patio after service			
FEBRUARY Brian	MARCH Susan	APRIL Tom	MAY Jim
JUNE Bill	JULY Becky	AUGUST Tracy	SEPTEMBER Allison
OCTOBER Wendy	NOVEMBER Barbara	DECEMBER Kristine	JANUARY 2024 Evonne

Pastor's Report for March Church Council Meeting

Pastor's Report for July Council Meeting

June 21-July 18, 2023

Thanks be to God, we baptized two new members into the Body of Christ on Sunday,



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July 16! God bless Crew Eckman and Zoe Awe, and their families.

In services at Mount Cross, we commended Bob Winters (June 23) and Debra Kolibas (July 18) to the loving arms of God and extended our care and support to their families.

In addition to more need-based pastoral care, I am making a special effort this summer to have at least a few meetings each month just to get to know church members better or to connect with people who have not returned since COVID. Please let me know if there are particular people you would like me to meet with or call.

Knowing of Mount Cross' commitment to the community, Camarillo Chief of Police Eric Tennesen and Camarillo City Manager Greg Ramirez invited me to lunch to discuss homelessness in Camarillo on June 27. Gordon and Melissa Henry joined us for the conversation and share my sense of encouragement that city leaders want to include faith communities in helping those who are unhoused find permanent housing and the services they need. I expect Mount Cross will be invited to join in a city-wide effort to support people in need of housing. Please pray for this effort and Mount Cross' role in it.

Kevin and Chrissy O'Farrell and I are gathering a discipleship group together among newer church members and people with young children. The group will journey together from September '23 – May '24, with the intention of growing in faith and in connection to each other and the congregation. Please pray that this will be an experience that bears fruit in the lives of the participants and Mount Cross.

I've been meeting with the CCC (Church/CDC Committee) as they develop mutual understandings about our shared ministry to preschool students and their families, including a document detailing how we will share space and expenses. Bill Stoll and Rick Gardner represent Church Council on this committee, and Kate LaCalamita, Lisa Saner, Laura Ripley, and Wendy McClary (all church members) represent the CDC. Laura Ripley will be leaving the committee as she begins employment as a teacher at our CDC. We are glad she will be serving in that capacity in the new school year!

I heard from Pastor John Soyster. He will be visiting the area and plans to worship at Mount Cross on Sunday, Aug. 13. He declined my invitation to preach or lead worship in other ways, but he is happy to have an informal time for questions and conversation in the PLC following the service. It will be a blessing to have him with us!

Many thanks to The Rev. Susan Klein for preaching and presiding on July 2 in my absence. I was able to spend wonderful time with my family that week and am looking forward to doing more of that when I am away on vacation July 20-27. We are honored to welcome The Rev. Dr. Colleen Windham-Hughes, CLU Professor of Religion, to



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Mount Cross on July 23.

Ecumenical Connections: I represented the Episcopal Church at the funeral for Father Bill Lowe at Padre Serra Catholic Church on June 27. I met again with Pastors Elbert Kim (Camarillo UMC) and Mark Asman (St. Columba's Episcopal) on June 22 to continue planning our shared events. Please reserve the dates on your calendars for a symposium tentatively titled: "Is Religion Dying? The Future of Christianity and the Church" at 4 p.m. on Reformation Sunday, October 29 at Camarillo UMC; Nov. 23 Thanksgiving Eve Holden Evening Prayer and Pie Social at Mount Cross; and a "Blue Christmas" service on December 17 at 4 p.m. at St. Columba's.

It is important that Church Council members attend both of the upcoming Reconciling in Christ (RIC) forums. I am encouraged by the prayerful and caring ways the RIC Committee is engaging their work of inviting the whole congregation to discern an inclusive and affirming welcome to people who identify as LGBTQ+. Their initial survey of Mount Cross members indicates strong support for becoming an RIC congregation. Below is the RIC Committee's July announcement.

Reconciling in Christ (RIC) Survey Response

The RIC team received 75 responses to the survey on the sample RIC welcome statement. We found that many were wholeheartedly supportive of this statement. The survey also identified the need for more scriptural and/or educational engagement. The breakdown of responses is included below.

50	YES, wholeheartedly
10	YES, need either more scriptural or educational engagement or both
2	NO, need more scriptural engagement
13	NO

In response to these needs we encourage you to attend the two upcoming RIC forums announced. We appreciate and thank all who submitted surveys, commented and/or participated in congregational forums.

Upcoming Events:

Sunday, July 30, 11:00 a.m. - conversations on scriptural engagement on LGBTQ+ inclusion based on the following Matthew Vines video:

["For the Bible Tells Me So: Hermeneutics and the Debate about LGBTQ Inclusion"](#)

Monday, August 14, 6:00 p.m. - "Seeking Understanding: A Deep Scriptural Dive into



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Same Sex Relations”; with Father Patrick Mullen, biblical scholar and pastor of Padre Serra Catholic Parish in Camarillo.

Joe Zimmerly

July 2023 - Council Report

On June 26th, I took two of our high schoolers on a tour at Cal Lutheran. We were there for a few hours and even had their parents attend too. It is so important that our kids know about our Lutheran colleges, especially if they happen to be twenty minutes away.

I was away at the Western States Youth Gathering from July 3-9 serving as the Night Life & Community Life Coordinator. On July 6, our two high schoolers arrived, as well as our chaperone for the weekend. I can say that our kids left feeling Revived, Reunited, and Rejoiced. Did I mention we had a foam party too?

On July 24th, our middle and high school youth have been invited to join Holy Trinity Lutheran Church for a day at Six Flags!

Our first Sunday selling Lemonade was a success! We raised \$289 towards Children's Hospital Los Angeles. We will continue raising money by selling Lemonade for two more Sundays. Jennifer Moraga talked to our kids explaining what the money could go towards at the hospital. For perspective, we raised enough money to feed over 50 people at the hospital.

Treasurer's Report

Treasurer's Report – 7/18/2023

Budget Performance (through June 2023):

- Gross income for June was \$40,863 (98% of budget versus 82% last month).
- Gross income YTD was \$238,074 (95% of budget versus 95% last month).
- Pledged giving for June was \$25,127 (84% of budget versus 87% last month).
- Pledged giving YTD was \$179,540 (101% of budget versus 104% last month).
- Expenses for June were \$37,757 (89% of budget versus 117% last month).
- Expenses YTD were \$258,751 (101% of budget versus 104% last month).
- Net income for June was \$40,863 - \$37,757 = \$3,106 (compared to budget amount of -\$967).



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- Net income YTD was \$238,074 - \$258,751 = -\$20,677 (compared to budget amount of -\$5,805).
- Calculated reserves were \$111,492 compared to \$108,400 in May.

Analysis:

1. Our finances in June out-performed the usual summer swoon with a gross income close to budget and expenses under budget. The decrease in expenses was primarily due to a two-paycheck month for staff. The result was a net income of \$3,106 for the month and a corresponding increase in reserves to \$111,492. Nevertheless, we still appear on track to drop below our desired reserves of \$100,000 by late summer or early autumn.

2. We have been blessed by the generosity of church members over the past couple of months. We have received \$110,000 in gifts with another \$100,000 due this week. The donors have provided no stipulations as to the use of the funds other than to put it to the best use for the church.

Respectfully,
Rick Gardner
Treasurer



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Church Council Meeting Minutes

June 20, 2023, 7:00 PM

2022 Elected Church Council Members	Executive Committee (Incoming)	Representatives (voting representatives)
<ul style="list-style-type: none"> ● Barbara Cranfill ● Chrissy O'Farrell ● Brian Fisher ● Allison Johnson ● Susan Prosser ● Rebecca Riley ● Bill Stoll ● Evonne Kuchera ● Tom Neuhaus ● Jim Dinges ● Kristine Dawson ● Rick Gardner ● Tracy Blois 	<ul style="list-style-type: none"> ● Bill Stoll (President) ● Tom Neuhaus (Vice President) ● Chrissy O'Farrell (Secretary) ● Rick Gardner (Treasurer) ● Brian Fisher 	<ul style="list-style-type: none"> ● Wendy McClary- Child Development Center ● Caleb Clem and Tiana Stouch - Youth Group

Call to order

The meeting was in person. The meeting was called to order at 7:03 PM by President Bill Stoll.

Council Members Present

1. Barbara Cranfill
2. Chrissy O'Farrell
3. Brian Fisher
4. Allison Johnson
5. Susan Prosser
6. Bill Stoll
7. Evonne Kuchera
8. Tom Neuhaus
9. Jim Dinges
10. Kristine Dawson
11. Rick Gardner
12. Tracy Blois



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Representatives Present

1. Wendy McClary

Staff Members Present

1. Pastor Julie Morris
2. Joe Zimmerly

Determination of Quorum

(C12.06) majority of members of the council-majority is defined as one over one-half (7).

- 12 council members plus the Pastor and the Children, Youth and Family Director
- Number of council members present: 12 of 13
- Number of voting representatives present: 1

Devotion: Led by Chrissy

Caring Conversation: What was the highlight of your week?

Approval of Minutes for May 16, 2023

Motion made by Barbara: *"to approve the minutes from the May 16, 2023 meeting"*

- 2nd by Kristine
- The minutes are approved

Action

Sanctuary Stucco Tiling Project Change Order

Motion made by property committee: *"1) Authorize payment of a change order for additional work beyond that outlined in the contract in the amount of \$1,613.00. The work included with the item has been reviewed by the Property Committee and is recommended for approval and payment after the fact. And B) Allocate \$1,290.16 in additional funding for Sanctuary Stucco (peaks and slopes) Tiling Project needed to make this additional payment."*

Motion passed unanimously

Discussion

- Security Task force looking for volunteers (Becky / Bill)
- Venmo (Joe) - see update below
- Discussion with St. Columba's
 - Bill is hoping to meet with his counterpart at St. Columba's to explore interest in deepening partnership and ministry opportunities, solely to gauge interest.
- \$100K gift
 - The Executive Council discussed that the Endowment Committee would be



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involved in leading the process to hear the congregation's thoughts on how money should be allocated and report back to allow the council to make the final decision. Want to ensure everyone is consulted and has the opportunity to share ideas and align with Mt. Cross priorities and strategic vision.

Reports

- Staff Report: Pastor Julie - report below
- Staff Report: Joe Zimmerly - report below
- Treasurer's Report: Rick Gardner - report below
- CDC update and report were heard by council (Wendy McClary)
- Committee liaison updates were heard by council
- Listening post comments were heard by council

Motion

Motion made by Barbara: *"to extend meeting to 9:15 PM"*

- 2nd by Tom
- The motion is approved

Motion

Motion made by Brian: *"to extend meeting to 9:30 PM"*

- 2nd by Tom
- The motion is approved

Motion

Motion made by Endowment Committee: *"to approve spending \$6,450 of the \$24,620 for items specified in the spreadsheet below"*



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2023 Mt Cross Endowment Draft

Description	Requested	Grant	Notes	Contact
Colin Edwards Scholarship	\$1,500	\$1,500	College Scholarships (Subject to proof of full time enrollment in the College of their choice)	Joe
Andrew Johnson	\$2,500	\$0	refer to Pastor's Discretionary Fund	Joe
Shipping for Lutheran World Relief Kits	\$500	\$500	Service and Missions	Service and Missions
Guest Preachers	\$1,000	\$1,000	Pastor Julie.	Joe
Movie Screening Fee	\$950	\$950	Pastor Julie, Licensing Fee for Screening movie	Joe
Camp Scholarships	\$1,000	\$1,000	request from Joe, Move to designated account #35412	Joe
Bibles for CYFM	\$1,000	\$1,000	request from Joe	Joe
Playground Improvements	\$1,000	\$500	request from Joe	Joe
Preschool Improvements	\$6,000	\$6,000	Amy Vega, Flooring subject to the property committee approval	Amy Vega
Property Committee	\$28,330	\$4,830	Pavilion Enhancements, Landscaping and Door Replacement	
Music and Technology	\$12,104	\$7,340	request from Carol Browning, need advice from property, tech and sanctuary committees, is this the best way forward?	Carol
Preschool Scholarships	\$1,200	\$0	Amy Vega	Amy Vega
Start a bus fund	\$0	\$0		Joe
Pastor Discretionary	\$0	\$0		Joe
Quilters?	\$0	\$0	No request, do they need? Barbara to follow up	Marilyn G.
TOTAL	\$47,634	\$24,620		
4.25% available from fund	\$24,620			
returned from Travis Davis	\$0			
Grand Total	\$24,620			
Difference		(\$0)		

- The motion is approved unanimously

Information

- Next council meeting – July 18th at 7:00 PM via Zoom
- Executive Committee meeting – July 6th (Need to reschedule - Date TBD) at 7:00 PM via Zoom

Went into Executive session at 9:20 PM for personnel matter

Emerged from Executive session at 9:48 PM

Motion

Motion made by Brian: *“The Council recommends that full time exempt employees after three years of service accrue three weeks of vacation per year and asks the Personnel Committee to craft language accordingly for the employee handbook. Furthermore, we would like their recommendation if this policy should only apply to exempt or all full time staff.”*

- 2nd by Tracy
- The motion wording was updated and voted on via email on June 27th. The motion is approved.

Meeting Adjourned at 9:52 PM



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DEVOTIONS			
FEBRUARY Becky	MARCH Bill	APRIL Susan	MAY Tracy
JUNE Chrissy	JULY Allison	AUGUST Brian	SEPTEMBER Kristine
OCTOBER Barbara	NOVEMBER Evonne	DECEMBER Tom	JANUARY 2024 Jim
COUNCIL LISTENING POST 1st Sunday of the Month on the patio after service			
FEBRUARY Brian	MARCH Susan	APRIL Tom	MAY Jim
JUNE Bill	JULY Becky	AUGUST Tracy	SEPTEMBER Allison
OCTOBER Wendy	NOVEMBER Barbara	DECEMBER Kristine	JANUARY 2024 Evonne

Pastor's Report for March Church Council Meeting

Pastor's Report for June 2023 Council Meeting

May 17 - June 20, 2023

Thanks be to God for all the ministry we do together at Mount Cross. This past month has been full of the mixed emotions of grief and gratitude as we said goodbye to Nancy Jaeger, Jay Mason (son of Keith and Jan Mason), and Bob Winters. I consider it a sacred privilege to offer pastoral care to people at the end of their lives and to accompany families as they release their loved ones into God's care. In addition to the ministry of pastoral care and the regular weekly and monthly rhythms of worship and committee meetings at Mount Cross, here are some notes on the past month:

- Daphne Lewis and Miera Stouch were confirmed on May 21. It was a joyful day!



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- I concluded my supervision of Jade Ortiz (Our Saviour's/Redimidos, Oxnard) and she is now approved for ordination in the ELCA.
- Pastor Elbert (Camarillo UMC) and Mark Asman (St. Columba's Episcopal) met again to continue planning for our future collaborations, including a symposium on "The Future of the Church" at 4 p.m. on Reformation Sunday, October 29 at Camarillo UMC; all three churches gathering at Mount Cross on Nov. 23 for Thanksgiving Eve Holden Evening Prayer and Pie Social; and joining together for a "Blue Christmas" service on December 17 at 4 p.m. at St. Columba's.
- Along with Gordon and Melissa Henry, I attended the groundbreaking ceremony for Many Mansions' low-income senior housing project on Lewis Rd.
- I enjoyed Synod Assembly June 2-3 at CLU with a focus on ministry among people with disabilities. Mount Cross was well-represented by delegates Allison Johnson, Vicky Edell, and Kevin O'Farrell. Allison presented a summary of the Assembly as an announcement at worship on June 4.
- It was fun to work alongside the Property Committee and others at the work day on Saturday, June 10. Thank you to all those who do so much unseen service to make our property functional and beautiful!
- I am working with Chrissy and Kevin O'Farrell to design a one-year intentional Christian formation and discipleship experience. We will pilot the program with Faith Formation families from September 2023 – May 2024 in the hope that it will become an annual offering at Mount Cross.
- I was at Virginia Theological School in Alexandria, Virginia for a Thriving in Ministry training June 12-18. I was trained to serve as a mentor/coach to clergy using a model that focuses on 8 areas of clergy growth: building internal connections; growing collaborative leadership; connecting gospel to culture and context; increasing conflict adeptness; strengthening spiritual practices; setting and managing clear goals; increasing community engagement; and advocating and bridging gaps with those on the margins. I was inspired by the content and the people at the conference and hope to implement a lot of what I learned into my ministry at Mount Cross while I also help newer clergy grow in their practice of ministry. Many thanks to Rev. Sara Wilson for preaching and presiding at Mount Cross on June 18, and to the church staff for always making sure things run smoothly in my absence.
- I will be away on vacation June 29-July 6 and July 19-26. The Rev. Susan Klein will preach and preside on July 2. The Rev. Dr. Colleen Windham-Hughes, CLU Professor, will preach and preside on July 23.

God bless each of us and all of us together!

Glory to God whose power, working in us,
can do infinitely more than we can ask or imagine:



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Glory to God from generation to generation in the church
and in Christ Jesus forever and ever (Ephesians 3:20-21).

Joe Zimmerly

June 2023 - Council Report

As we continue to pilot the Playground area throughout the summer, we wanted to share with you the recent configuration changes we have made to the area. A picture and notes of the changes made are on the next page.

Venmo has been a great tool and has been meeting families needs. We have seen our account become very active! When we created the account, Venmo created a personal account and a business account for us. We have been using the personal account since the beginning, but can't seem to find out why we have the business account. With a few donations going through the business account, it has made recording a little difficult for the Financial Secretary as the only access to said account is through the app. With that said, VANCO (our long-time church giving platform) has released an updated digital giving platform. Many features were not offered in our initial conversations of Venmo vs. VANCO. In hopes that Make Bake Celebrate explores the effectiveness of VANCO's new service being offered for their event, we hope they will provide adequate feedback in which we can take into consideration how we might use it in our programs. What this means is that we want to properly align our giving to meet the needs of families, streamlining the recording process, and meeting the needs of the financial secretary and if that means VANCO is easier to record than Venmo, we will need to greatly consider the utilization of both programs.

*This came up as we are looking at transitioning the Venmo account to be a Venmo Charity account.

Summer Updates

This Summer is going to be a summer of experimenting. I know we say that a lot, but we will be trying out a few new things:

Midweek Wind Up - Wednesday Night Program Continuation

- We have had a great response to this program. Families have had a great time connecting with one another and with the church staff. We



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High School Youth Group - Activity Based Model

- Hoping to take a tour at Cal Lutheran next Wednesday, June 28th.

Prayground Development

- We have configured the prayground into a new configuration. Feedback after almost 2 months of this project has been positive from families and congregants that sit nearby.

Youth Leadership Team

- Will be sending out invitation letters this week to those who I hope to serve on the team.

Prayground Configuration 6/20/23

Changes Made:

- The pew was moved to the side wall.
- We added another chair to the space that provides extra cushion for parents with their children.
- The storage organizer was moved to other wall, where the pew previously was.



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Treasurer's Report

Budget Performance (through May 2023):

Gross income for May was \$34,308 (82% of budget versus 119% last month).

Gross income YTD was \$197,211 (95% of budget versus 99% last month).

Pledged giving for May was \$25,801 (87% of budget versus 127% last month).

Pledged giving YTD was \$154,413 (104% of budget versus 108% last month).

Expenses for May were \$49,681 (117% of budget versus 99% last month).

Expenses YTD were \$220,979 (104% of budget versus 100% last month).

Net income for May was $\$34,308 - \$49,681 = -\$15,373$ (compared to budget amount of $-\$967$).

Net income YTD was $\$197,211 - \$220,979 = -\$23,768$ (compared to budget amount of $-\$4,837$).



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Calculated reserves were \$108,400 compared to \$125,874 in April.

Analysis:

1. After an excellent financial performance in April (due in large part to Easter giving), we have turned sharply downward. Pledged giving and gross income in May were down, and expenses were up. The net result was a loss of \$15,373 for the month and a drop in reserves to \$108,400.
2. The increase in expenses was primarily due to insurance payments; we paid over half of our annual insurance billings in May (year-to-date, we have paid over 75%). Also, in May there was an adjustment in the pastor's pension to make up for under-billings by the Episcopal diocese during the first few months of the year (we called their attention to this).
3. As projected, we will drop below our desired reserves of \$100,000 this summer, perhaps in one month from now. At the current rate of decline in reserves, we will finish out the year below \$75,000.

Respectfully,
Rick Gardner
Treasurer



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Church Council Meeting Minutes

May 16, 2023, 7:00 PM

2022 Elected Church Council Members	Executive Committee (Incoming)	Representatives (voting representatives)
<ul style="list-style-type: none"> ● Barbara Cranfill ● Chrissy O'Farrell ● Brian Fisher ● Allison Johnson ● Susan Prosser ● Rebecca Riley ● Bill Stoll ● Evonne Kuchera ● Tom Neuhaus ● Jim Dinges ● Kristine Dawson ● Rick Gardner ● Tracy Blois 	<ul style="list-style-type: none"> ● Bill Stoll (President) ● Tom Neuhaus (Vice President) ● Chrissy O'Farrell (Secretary) ● Rick Gardner (Treasurer) ● Brian Fisher ● Becky Riley 	<ul style="list-style-type: none"> ● Wendy McClary- Child Development Center ● Caleb Clem and Tiana Stouch - Youth Group

Call to order

The meeting was virtual via Zoom. The meeting was called to order at 7:05 PM by President Bill Stoll.

Council Members Present

1. Barbara Cranfill
2. Chrissy O'Farrell
3. Brian Fisher
4. Allison Johnson
5. Susan Prosser
6. Bill Stoll
7. Evonne Kuchera
8. Tom Neuhaus
9. Jim Dinges
10. Kristine Dawson
11. Rick Gardner
12. Tracy Blois
13. Becky Riley



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Representatives Present

1. Wendy McClary

Staff Members Present

1. Pastor Julie Morris

Determination of Quorum

(C12.06) majority of members of the council-majority is defined as one over one-half (7).

- 13 council members plus the Pastor
- Number of council members present: 13 of 13
- Number of voting representatives present: 1

Devotion: Led by Tracy

Caring Conversation: What would be your ideal job to have (if not the one you currently have)?

Approval of Minutes for March 21, 2023

- Motion made by Tom: *“to approve the minutes from the April 18, 2023 meeting”*
- 2nd by Evonne
- The minutes are approved.

Information

- Sanctuary Committee update - Bill
 - Committee formed, ready to get started
- Make Bake Celebrate update - Brian
 - October 7
- Tuesday Meal fundraiser - Becky
- Committee Reimagining - Allison
- Donation - Julie
 - Undesignated gift received
 - Show appreciation of gifts through communicating impact (6 months - 1 year down the road)

Reports

- Staff Report: Pastor Julie - report below
- Staff Report: Joe Zimmerly - report below
- Treasurer's Report: Rick Gardner - report below



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- Committee liaison updates heard by council
 - RIC
 - Child Development Center committee to discuss any RIC progress concerns
 - Property
 - Updates almost complete - contractor coming back to make a few touch ups
 - Looking into internal security locks - more details to come
 - Work Day coming up in early June - past work days are not always attended well - potential to advertise work days way ahead of time
 - Personnel
 - Meeting on Sunday morning
 - Fellowship
 - No updates
 - Welcome
 - No updates
 - Family Faith Formation
 - Looking for Playground feedback
 - Planning events for summer - June 25 beach day
 - Birthday planning
 - Endowment
 - Meeting Thursday - soliciting requests for potential uses of endowment funds, have 8-10 requests in that will be considered, will come back in June meeting with recommendation
 - Care
 - May - Mental health month
 - Cards and phone calls continued
 - Event - Avoid Scams presentation on Saturday
 - Adult Education
 - No updates
 - Audit Team
 - Team is underway, pursuing the audit
- Listening Post comments were heard by council
- CDC update and report heard by council, Wendy McClary
 - Enrollment is up for 2023-2024, as well as summer school
 - CCC committee will meet monthly



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- Looking for additional board members

Information

- Next council meeting – [June 20th at 7:00 PM in PLC](#)
- Executive Committee meeting – [June 15th at 7:00 PM via Zoom](#)

Meeting Adjourned at 8:00 PM

DEVOTIONS			
FEBRUARY Becky	MARCH Bill	APRIL Susan	MAY Tracy
JUNE Chrissy	JULY Allison	AUGUST Brian	SEPTEMBER Kristine
OCTOBER Barbara	NOVEMBER Evonne	DECEMBER Tom	JANUARY 2024 Jim
COUNCIL LISTENING POST 1st Sunday of the Month on the patio after service			
FEBRUARY Brian	MARCH Susan	APRIL Tom	MAY Jim
JUNE Bill	JULY Becky	AUGUST Tracy	SEPTEMBER Allison
OCTOBER Wendy	NOVEMBER Barbara	DECEMBER Kristine	JANUARY 2024 Evonne



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Pastor's Report for May Church Council Meeting

Pastor's Report for May Church Council Meeting

April 18 - May 15, 2023

In addition to regular ministry, including worship planning, preaching, pastoral care, Bible studies, preschool chapel, staff supervision, and committee meetings, here are some things that come to mind as I reflect on the past month and look towards the summer.

Sincere thanks to Marilyn Gardner!

Marilyn Gardner recently retired from her role as Coordinator of the Helping Hands Ministry. She has served in that role for as long as I have been at Mount Cross, and I'm sure for many years prior! Countless families have been comforted by her and her team's efforts to coordinate receptions following funeral services at Mount Cross. Thank you and God bless you, Marilyn! As we look for a replacement for Marilyn, I am grateful to those who are willing to help at the upcoming service for Nancy Jaeger (May 18).

Clergy Conference

I attended the Episcopal Clergy Conference in Riverside May 1-3. The theme was "Moving forward as Beloved Community: Lament, Hope, Communion." It was a good opportunity to connect with my Episcopal colleagues. I was able to share about our recent collaborations for Lent and Holy Week with our full communion partner churches. Many large and small group discussions during the conference focused on the need for all congregations to be creative in addressing declining membership, insufficient staffing, and limited financial resources.

Diaper Pantry

Redimidos is an ELCA worshipping community that meets at Our Savior Lutheran Church in Oxnard. Redimidos sponsors Graceful Diapers, a monthly diaper pantry for low-income neighbors. I volunteered there on May 6 and was moved to see the extreme need of families, many of whom began lining up nearly two hours before the distribution began, for a pack of 25 diapers. God bless the Pastor of Redimidos, Jade Ortiz, and their youth group and other volunteers who serve the community this way each month. They are in need of additional sponsors for the diaper pantry. I hope Mount Cross can commit diapers and volunteers for 2-3 months each year.

Future Collaboration with Full Communion Partners

In meetings this month with Pastors Elbert Kim (Camarillo UMC) and Mark Asman (St. Columba's Episcopal) we celebrated the grace-filled Holy Week services we were able to do together and discussed ideas for future collaboration, including: a symposium on "The Future of



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the Church” at 4 p.m. on Reformation Sunday, October 29; all three churches coming to Mount Cross on Nov. 23 for Thanksgiving Eve Holden Evening Prayer and Pie Social; joining together for a “Blue Christmas” service on December 17 at 4 p.m.; joining together for a community service day some Sunday, following a brief worship service; and definitely sharing Ash Wednesday, Maundy Thursday, Good Friday, and the Easter Vigil again next year.

Child Development Center

Now that the CDC is a separate organizational entity from the church, I serve as a voting member on their Board of Directors. Their May 6 silent auction and mocktail party was successful – thank you to all who supported it! I am on the working group (along with other CDC board members and members of the Executive Committee) to draft a document celebrating the CDC-Church relationship and delineating responsibilities of each entity. The mission statement of the CDC states: Our mission at Mount Cross Child Development Center strives to educate young children in a safe and nurturing environment that will help prepare them to enjoy learning, care for the earth, serve others, and spread God’s love in the community.

Looking Ahead

- God bless Miera Stouch and Daphne Lewis who will be confirmed May 21.
- Synod Assembly is June 2-3 at CLU.
- Continuing Education Week: I was selected to be a Mentor-Coach for a program called Thriving in Ministry out of Virginia Theological Seminary. I will be in Virginia for training June 12-18. The Rev. Sara Wilson, Director of Seminary Relations for PLTS will preach and preside on June 18.
- I will be on vacation June 29-July 6 and July 19-26. The Rev. Susan Klein will preach and preside on July 2. The Rev. Dr. Colleen Windham-Hughes, CLU Professor, will preach and preside on July 23.

Thank you, Church Council, for your service to our congregation!



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Joe Zimmerly

May 2023 - Council Report

April 30th was the launch of our Playground Pilot. We have seen many families use the space and have positive feedback from congregants. We will be making adjustments as needed as we evaluate the space throughout the summer.

Confirmation for 2023 is this Sunday, May 21st at 9:30AM. We are excited to be confirming Daphne Lewis and Miera Stouch. We hope that you are able to join us for a great day! All are invited for a cake celebration under the pavilion after worship.

Summer Updates

This Summer is going to be a summer of experimenting. I know we say that a lot, but we will be trying out a few new things:

- Midweek Wind Up - Wednesday Night Program Continuation
- High School Youth Group - Activity Based Model
- Playground Development
- Youth Leadership Team

Report Continued

As many of you know, I started the conversation regarding salary increase and benefits in October of 2022. I am grateful that the church was able to offer a health benefits package.

That conversation continues here as I am curious if the church would be willing to expand upon the current benefits package beyond just health care in 2024?

Would retirement be a possibility? Would an increase in Paid Time Off (PTO) be available?

Would an increase in the health insurance allowance be offered to help cover dental and vision?

I look forward to continuing this conversation.



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Treasurer's Report

Treasurer's Report – 5/16/2023

Budget Performance (through April 2023):

- Gross income for April was \$49,422 (119% of budget versus 84% last month).
- Gross income YTD was \$164,685 (99% of budget versus 92% last month).
- Pledged giving for April was \$37,862 (127% of budget versus 95% last month).
- Pledged giving YTD was \$128,612 (108% of budget versus 102% last month).
- Expenses for April were \$41,999 (99% of budget versus 104% last month).
- Expenses YTD were \$170,399 (100% of budget versus 100% last month).
- Net income for April was \$49,422 - \$41,999 = \$7,423 (compared to budget amount of - \$967).
- Net income YTD was \$164,685 - \$170,399 = -\$5,714 (compared to budget amount of - \$3,870).
- Calculated reserves were \$125,874 compared to \$118,155 in March (adjusted).

Analysis:

1. As expected, we saw a financial rebound in April, due to increased giving for Easter. April giving was higher this year than 2022 by about \$6,000. However, year-to-date gross income and net income are well off our pace last year (about \$8,000 and \$20,000, respectively).
2. Net income in April was \$7,400, but year-to-date was -\$5,700. Reserves are sitting at \$125,874, about \$6,500 below the reserves entering 2023.
3. I feel better about our finances after a stellar month. However, last year's financial performance suggests that we will now be entering several months of flagging revenues. Reserves will likely fall below the desired level of \$100,000 by late summer.

Respectfully,
Rick Gardner
Treasurer



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Church Council Meeting Minutes

April 18, 2023, 7:00 PM

2022 Elected Church Council Members	Executive Committee (Incoming)	Representatives (voting representatives)
<ul style="list-style-type: none"> ● Barbara Cranfill ● Chrissy O'Farrell ● Brian Fisher ● Allison Johnson ● Susan Prosser ● Rebecca Riley ● Bill Stoll ● Evonne Kuchera ● Tom Neuhaus ● Jim Dinges ● Kristine Dawson ● Rick Gardner ● Tracy Blois 	<ul style="list-style-type: none"> ● Bill Stoll (President) ● Tom Neuhaus (Vice President) ● Chrissy O'Farrell (Secretary) ● Rick Gardner (Treasurer) ● Brian Fisher ● Becky Riley 	<ul style="list-style-type: none"> ● Wendy McClary- Child Development Center ● Caleb Clem and Tiana Stouch - Youth Group

Call to order

The meeting was virtual via Zoom. The meeting was called to order at **7:04** PM by President Bill Stoll.

Council Members Present

1. Barbara Cranfill
2. Chrissy O'Farrell
3. Allison Johnson
4. Susan Prosser
5. Rebecca Riley
6. Bill Stoll
7. Evonne Kuchera
8. Tom Neuhaus
9. Jim Dinges
10. Kristine Dawson
11. Rick Gardner
12. Tracy Blois



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Representatives Present

Wendy McClary
Caleb Clem

CDC Guests

Amy Vega
Laura Ripley
Kate LaCalamita

Staff Members Present

Pastor Julie Morris
Joe Zimmerly

Determination of Quorum

12 council members plus the Pastor
(C12.06) majority of members of the council-majority is defined as one over one-half (7).
Number of council members' present: 12 of 13
Number of voting representatives present: 2

Devotion: Led by Susan: Live in Grace, Walk in Love. Want more faith, do more stuff. 1 John.

Caring Conversation: What is the scariest thing you've ever done for fun?

Approval of Minutes for March 21, 2023

- Motion made by Becky: "to approve the minutes from the March 21, 2023 meeting"
- 2nd by Wendy
- The minutes are approved

Report

CDC update and report: Wendy McClary, Amy Vega, Kate LaCalamita

- Refer to proposal below
- The following is a summary of points discussed:
 - Council: Utilization of office bathroom cleared with Pastor Julie?
 - CDC: Correct
 - Council: Group meetings may need key holder access
 - Council: CDC Directors have keys
 - Council: Each group has to have a CDC fingerprinted staff person - does church provide or CDC?
 - CDC: ...as long as the church is using a facility there will always be someone at the CDC who has been fingerprinted.
 - Council: Is the request to extend hours motivated by financial need?



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- CDC: TK is in full swing in Camarillo school districts. In Camarillo, TK was amping up last year, so we don't know the full financial impact because it's new for Camarillo, it's now offered in all schools.
- Council: Does the CDC remain financially viable without time extension?
- CDC: The CDC is financially viable, and we'd love to stay viable and move forward so we are not in a crunch in the future.
- Council: Curriculum offered?
- CDC: Offer education from 8:30 - 1:30. From 1:30pm - 5:00pm childcare. We will always continue our education and required nap times.
- Council: From 3:30pm-5:00pm, the CDC would use Luther Hall and the bathrooms and free up the PLC and kitchen, correct?
- CDC: Yes
- Council: So we wouldn't need to wait until 5 to use those areas.
- CDC: Yes and currently if you need sooner you've been able to.

Motion

Motion made by Becky: *"that we accept the CDC proposal as written and presented to council on April 18th 2023 via email: to extend the hours of the Mount Cross Child Development Center to 5:00 pm beginning this fall (August 2023). This would be a pilot program with a review with Council at the end of January."*

- 2nd by Tom
- One opposed
- Motion passed

Actions

Motion made by Becky: *"that we authorize the formation of a Sanctuary Exploratory Task Force - one year subject to renewal. We will look to have name suggestions of people who may want to be involved by the May council meeting."*

- Things to consider: Space utilization, ADA, security, technology. We can capture cross-section representation including the property committee, CDC board, family faith formation committee, care team, technology, worship, etc.
- 2nd by Tom
- Motion passed unanimously

Information



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- Make Bake Celebrate update (Bill)
 - October 7th, 2023
- Tuesday Meal fundraiser - Becky
 - Care team is going to be making an ask for donations specifically for funding the Tuesday meal budget.

Reports

- Staff Report: Pastor Julie - report below
- Staff Report: Joe Zimmerly - report below
Prayground
 - *Susan*: Are there age limitations and will a parent accompany the child?
 - *Joe*: Our Prayground is geared for crawlers, so ideally a parent would be accompanying.”
 - *Tracy*: ...and anyone is welcome to sit in the Prayground, but geared towards younger toddlers.
 - *Wendy*: How do we corral them into this one space - are there boundaries?
 - *Joe*: ...the space we're looking at is the carpeted area on the far left side of the sanctuary, but as we go through the weeks, if we need to make adjustments we can - this will be a pilot.
- Treasurer's Report: Rick Gardner - report below

Motion

Motion made by Tom: *“to add new check signers: President (Bill Stoll), VP (Tom Neuhaus), Treasurer (Rick Gardner), Secretary (Chrissy O’Farrell).”*

- 2nd by Allison
- Motion passed unanimously

Reports

- Committee liaison updates heard by council
- Report on sanctuary stucco repair
Kenstruction installed all of the 100 roof tiles he was able to purchase at the outset of work on the Sanctuary. The wholesaler promised the remainder needed by Friday of this week (4/21/23). That said, it may take a bit longer given the supply chain issues we still see. Work will resume when the additional tile is available.



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Compassionate Outreach
Caring Community*

As Cy Johnson will be unavailable for a few weeks, Susan Prosser will take the lead on the project and will also be the point of contact for questions or coordination.

- Listening Post comments were heard by council

Motion

Motion made by Becky: *"to extend the meeting to 9:15."*

- 2nd by Tom
- Motion passed unanimously

Motion

Motion made by Susan: *"to appoint Dave Gilbertson as a member of the audit committee."*

- 2nd by Becky
- Motion passed unanimously

Information

- Next council meeting – [May 16th at 7:00 PM via Zoom](#)
- Executive Committee meeting – [May 4th at 7:00 PM via Zoom](#)

Meeting Adjourned at 9:15 PM



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DEVOTIONS			
FEBRUARY Becky	MARCH Bill	APRIL Susan	MAY Tracy
JUNE Chrissy	JULY Allison	AUGUST Brian	SEPTEMBER Kristine
OCTOBER Barbara	NOVEMBER Evonne	DECEMBER Tom	JANUARY 2024 Jim
COUNCIL LISTENING POST 1st Sunday of the Month on the patio after service			
FEBRUARY Brian	MARCH Susan	APRIL Tom	MAY Jim
JUNE Bill	JULY Becky	AUGUST Tracy	SEPTEMBER Allison
OCTOBER Wendy	NOVEMBER Barbara	DECEMBER Kristine	JANUARY 2024 Evonne

Pastor's Report for March Church Council Meeting

March 21-April 17, 2023

In addition to regular meetings, preaching, and pastoral care, my focus for the past month has been on Holy Week and Easter. It was a grace-filled time. The opportunity to worship with our full communion partners on Maundy Thursday, Good Friday, and the Easter Vigil was especially meaningful for me and others. I hope we planted seeds for future collaboration. Easter Sunday at Mount Cross was festive and full of joy. Thank you to the staff, musicians, worship assistants, and many, many volunteers who contributed to these sacred days.

April 2, Palm Sunday. It was an honor to have Bishop Brenda Bos with us, presiding and preaching for Palm Sunday and sharing at the RIC forum following worship.

April 6, Maundy Thursday at Camarillo United Methodist Church (291 Anacapa Dr.) Dan Nelson and I portrayed two of the twelve apostles in the dramatization of the Last Supper.



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April 7, Good Friday, about 40 people participated in the Prayer Walk with the Cross of Christ for Peace and Healing. We met at Camarillo UMC and walked two miles to Mount Cross for the Tenebrae service, attended by 124.

April 8, about 60 people attended the Easter Vigil at St. Columba's Episcopal Church. Alleluias resounded at the Easter Sunday Worship (211 people), and people enjoyed connecting over the Easter breakfast (thank you to Joe Zimmerly and the CYFM team!).

I will be away on April 30. Pastor Ron Cox will be the supply pastor.

Joe Zimmerly

April 2023 - Council Report

Thank you to all who attended and donated to our Easter Breakfast. We raised over \$1,000 towards our high school youth program. We are so thankful to our congregation who continues to support our youth. With 8 youth serving and 4 adults supervising, we had a joyous time.

The High School Youth Group will be meeting on April 23rd and will be cooking a meal. 3 ingredient pasta with salad.

April 30th we will be launching our playground! Located in the sanctuary, where the praise band used to play, we will be incorporating a welcoming space for families with little ones to be comfortable during worship. We look forward to how our pilot program goes throughout the summer.



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Treasurer's Report

Treasurer's Report – 4/18/2023

Budget Performance (through March 2023):

Gross income for March was \$34,917 (84% of budget versus 71% last month).

Gross income YTD was \$114,967 (92% of budget versus 96% last month).

Pledged giving for March was \$28,212 (95% of budget versus 71% last month).

Pledged giving YTD was \$90,750 (102% of budget versus 105% last month).

Expenses for March were \$44,228 (104% of budget versus 101% last month).

Expenses YTD were \$128,400 (100% of budget versus 96% last month).

Net income for March was $\$34,917 - \$44,228 = -\$9,311$ (compared to budget amount of - \$967).

Net income YTD was $\$114,967 - \$128,400 = -\$13,433$ (compared to budget amount of - \$2,902).

Calculated reserves were \$120,445 compared to \$132,144 in February.

Analysis:



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1. As expected, there was a financial rebound from the poor showing in February. However, all financial indicators were still negative.
2. Pledged giving for March was somewhat below budget, but year-to-date is above budget. Gross income in March was only 84% of budget due to worse-than-expected receipts in all giving categories including envelope non-pledged, loose plate, miscellaneous, and special general giving (LCO). Year-to-date gross income is \$10,000 below budget due to low envelope non-pledged giving and miscellaneous giving. Year-to-date loose plate and special general giving (LCO) are hovering around budget.
3. Total expenses in March were somewhat above budget with year-to-date expenses at budget. The excess expenses in March were largely due to a three-payroll month.
4. Net income in March was down \$9,300 (\$8,300 below budget) and was down year-to-date \$13,400 (\$10,500 below budget). Reserves are sitting at \$120,445, about \$14,000 below the reserves entering 2023.
5. The financial trends are not looking promising. The problem is flagging revenues, particularly in envelope non-pledged, loose plate, and miscellaneous. We may also be seeing the beginning of a problem with special general giving (LCO). We are almost \$14,000 behind year-to-date giving at this point last year; when we set the 2023 budget we were expecting higher giving, not lower, due to a big jump in pledges.

Respectfully,
Rick Gardner
Treasurer

CDC Request for Extended Hours

Sent to Council via email on 4/18/2023



What

Proposal to extend the hours of the Mount Cross Child Development Center to 5:00 pm



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beginning this fall (August 2023).

Current hours are until 3:30 pm. The school has been doing hours until 3:30 pm since September 2022. Currently 30% of our enrolled kids stay until 3:30 pm – all of which would likely extend until 5:00 pm.

Why

It meets the needs of current church and school families and it will help to mitigate the loss in enrollment expected by free, public TK. We have missed serving our own communities needs by not having extended hours for working families. We have current families at the CDC who have expressed interest in longer hours. We also have families who are church members who do not attend our preschool because the preschool hours do not meet their needs. We estimate that extending the hours would allow another 20% of students to stay for aftercare.

How

The CDC would like to extend hours as a pilot program and review with Council in January.

Per licensing regulations, only those fingerprinted by the CDC can have access to the children, i.e. be behind the fence.

- a. The preference will always be not to have overlap of facility use between CDC and church. Encourage church groups to use the sanctuary or pavilion.

- b. In the case of unavoidable overlap it will be made clear that adults are only to use the bathroom in the church office and each group will have at least one CDC finger-printed volunteer or staff in attendance to insure separation from the children and escort non-fingerprinted adults when walking behind the fenced perimeter.

- c. From 3:30 pm to 5:00 pm the CDC will use Luther Hall and the bathrooms. Children and staff will access bathrooms via the front school entrance 102 Camino Esplendido,



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Camarillo, CA 93010 • 805-482-9706 • mountcrosscdc.com behind the fenced perimeter.
This leaves the PLC and kitchen (connected via the nursery) for church use.

d. In the rare event of a special occasion (e.g. funeral) that cannot be scheduled at another time, and where access to the bathrooms is necessary, the CDC/church will position a finger-printed staff member or volunteer at the bathroom door to make sure adults are not in the restrooms when children are present and that adults do not wander through the CDC. Alternatively, the CDC may close early (with sufficient notice) to accommodate the church event.

Representatives from the CDC, Church Council, and Church Staff will meet as needed to discuss issues as they arise. The first meeting of this Committee will be Thursday, April 25 at 7:30pm on Zoom.

This committee will explore the question of the facility use donation made by the CDC to the church, including how the donation will or will not be impacted by the extended hours.

Mount Cross Lutheran Church

Church Council Minutes

March 21, 2023, 7:00 PM

2022 Elected Church Council Members	Executive Committee (Incoming)	Representatives
<ul style="list-style-type: none"> ● Barbara Cranfill ● Chrissy O'Farrell ● Brian Fisher ● Allison Johnson ● Susan Prosser ● Rebecca Riley ● Bill Stoll ● Evonne Kuchera ● Tom Neuhaus ● Jim Dinges ● Kristine Dawson ● Rick Gardner ● Tracy Blois 	<ul style="list-style-type: none"> ● Bill Stoll (President) ● Tom Neuhaus (Vice President) ● Chrissy O'Farrell (Secretary) ● Rick Gardner (Treasurer) ● Brian Fisher ● Becky Riley 	<ul style="list-style-type: none"> ● Wendy McClary- Child Development Center ● Caleb Clem and Tiana Stouch - Youth Group

Call to order

The meeting was virtual via Zoom. The meeting was called to order at 7:01 PM by President Bill Stoll.

Council Members Present

1. Barbara Cranfill
2. Chrissy O'Farrell
3. Allison Johnson
4. Bill Stoll
5. Evonne Kuchera
6. Tom Neuhaus
7. Rebecca Riley
8. Rick Gardner
9. Jim Dinges
10. Tracy Blois

Representatives Present

none

Staff Members Present

Pastor Julie Morris
Joe Zimmerly

Determination of Quorum

10 council members plus the Pastor

(C12.06) majority of members of the council-majority is defined as one over one-half)
Number of council members' present: 10 of 13
Number of voting representatives present: 0

Devotion: Led by Bill: help, support and love our neighbors in all their needs - this is the community we are building at Mt. Cross. Challenge: commit to support each other in all of life's needs.

Caring Conversation: What was your favorite television show as a kid?

Approval of Minutes for February 11, 2023

- Motion made by Becky to approve the minutes from the **February 11, 2023** meeting
- 2nd by Barbara
- The minutes are approved

Report

Sanctuary stucco repair – Bill (5 minutes) - delay start, looking more likely that start will be after Holy Week

Information

- Website – Chrissy - looking to update website
- Make Bake Celebrate – Brian (5 minutes) - tentatively planned for 10/7, simplified compared to years past
- Next council meeting – [April 18th at 7:00 PM via Zoom](#)
- Executive Committee meeting – [April 13th at 7:00 PM via Zoom](#)

Update

The Audit Committee meant to start their work in March. Currently, members are Tom Carr and Jim Prosser, but we need one more recommendation (potentially Gayle Johnson, Kate LaCalamita?). Council to send recommendations to Bill.

Motion

Tracy: *“To officially form the Committee Task Force including Allison, Gayle Johnson, Susan Prosser, Elliott Ripley and Pastor Julie”*. Looking to have this finished by the end of July because we want to have rally day at the end of September.

- 2nd by Becky
- Motion passed unanimously

Motion

“The Executive Committee moves to approve the May 6th CDC fundraiser, silent auction and mocktail demonstration (no alcohol). (no second needed).”

- Yes votes via email: Becky, Barbara, Brian, Jim, Richard, Chrissy, Bill, Evonne
- Motion Passed via email vote. From Bill on March 10, 2023: “We have 9 yes votes at present, so this motion passes. Chrissy, the email motion and results can be posted in the March 21 minutes. Wendy, CDC can commence its planning.”

Motion

Made by Tracy: *"We propose a motion that the Family Faith Formation Committee kick off a pilot at the end of April to introduce a "Prayground" space in our sanctuary."*

For details refer to the addendum below. Soft "Prayground" (Tracy): Momentum of young families from church - we want to take a thoughtful approach as it can be seen as a big change. Pilot first and smaller space off to the side. Create a soft space for young children to experience worship - we want giggles and wiggles. Creating a space for them. We are thinking of chairs to the left of the altar, clear out chairs, put in rocking chairs and soft toys and maybe a small table. Synergy with energy and momentum to what's happening at church. End of April launch. Donations and Thrivent action team for blankets or other needs to compliment space. We'll remove some chairs and add them to the stacks in the back - only about 8-12 chairs. We'll keep a few there for the parents to sit. Fill in some of the tech areas with chairs as well. Pew will not be moved.

- 2nd by Rick
- Motion passed

Discussion

- Add a quarterly financial report in the grapevine for the congregation to see the financial stands. Rick to coordinate.
- Per Joe, a chicken was harmed by an unleashed dog that walked through the church property. We should consider having signs "please have a dog on leash". Something to consider for future meetings.

Reports

- Staff Report: Pastor Julie - report below
- Staff Report: Joe Zimmerly - report below
- Treasurer's Report: Rick Gardner - report below
- Listening Post comments were heard by council
- Committee Liaison updates heard by council
- CDC update and report (given by Pastor Julie): CDC is planning on approaching the council with a request to extend hours in the fall. This year they extended until 3:30 PM - they would like to extend to 5:00 PM. They need a decision sooner rather than later.
What information do we need? How do we want to proceed?
 - PLC and kitchen are shared with the church the impact on church would be light.
 - Can't use the restrooms?
 - We need to think through potential impacts
 - Consider a one year trial basis with contingency clause
 - Go through a cost-sharing analysis: copy paper, janitorial, wear and tear,

implications on insurance

- Have a group that liaises with CDC? Set up a group to work with them on a regular basis - Potentially Rick, Cill and Julie and Wendy (as the liaison) - who do they want on the committee?
- Develop a use agreement - be more formalized
- They can present in April and the council can have decision for them in May
- Potential of increased revenue for CDC - how did we arrive at a number for the use fee? Current use fee was set up as a two-tier structure in 2021, low, then rose to \$2,000 a month as they came out of the pandemic to provide some financial relief. Now, it's \$2,000 a month for all of 2023. Consider doing this in more formalized fashion - we want to encourage and support CDC, but need to reflect agreement officially.

Meeting Adjourned at 8:53 PM

DEVOTIONS			
FEBRUARY Becky	MARCH Bill	APRIL Susan	MAY Tracy
JUNE Chrissy	JULY Allison	AUGUST Brian	SEPTEMBER Kristine
OCTOBER Barbara	NOVEMBER Evonne	DECEMBER Tom	JANUARY 2024 Jim
COUNCIL LISTENING POST 1st Sunday of the Month on the patio after service			
FEBRUARY Brian	MARCH Susan	APRIL Tom	MAY Jim
JUNE Bill	JULY Becky	AUGUST Tracy	SEPTEMBER Allison
OCTOBER Wendy	NOVEMBER Barbara	DECEMBER Kristine	JANUARY 2024 Evonne

Pastor's Report for March Church Council Meeting

February 11, 2023 – March 20, 2023

- The new Church Council and other interested members met on Saturday, February 12 for the annual Leadership Retreat. I think the gathering was productive and energizing. We are blessed with skilled and engaged leaders. We focused on Reconciling in Christ, re-imagining our committee structure, how to communicate the energy centers we are experiencing at Mount Cross, and the gift policy. Thank you to all who helped plan the day, those who attended, and those who provided the lunch.
- I hosted Collegium (clergy from the ELCA Channel Islands Conference) at Mount Cross in the sanctuary on Feb. 16.
- February 19 was a joyful worship service. It was Transfiguration Sunday. We had baptisms and welcomed new members.
- Ash Wednesday on Feb. 26 at St. Columba's Episcopal Church was a combined service with three churches – Mount Cross, St. Columba's, and Camarillo United Methodist. 160 people attended the service and all three churches appreciated the opportunity to gather together for the start of this holy season.
- On Feb.28, I conducted Joe Zimmerly's Annual Ministry Review, along with the

in-coming and out-going chairs of Family Faith Formation. We celebrated Joe's contributions to ministry at Mount Cross and discussed ways we could increase collaboration to further the ministry.



- LENT: Our Lenten theme and programs were off to a good start with Wednesday programs including *Life Transformed: The Way of Love in Lent* for adults and Fun with Faith for kids at 5 p.m. Soup Supper at 6 p.m. and Holden Evening Prayer at 7 p.m. The messages at Holden are focusing on the “energy centers” at Mount Cross. Jeffrey Saner gave the message on March 1, focusing on his involvement with Music Ministry. The focus on March 8 was Service and Missions and Peace and Justice, with a representative from Lutheran Immigration and Refugee Services speaking. We had a COVID hiatus March 15, but are looking forward to hearing from Cy Johnson about Property on March 22 and Evonne Kuchera about Senior Ministry on March 29. Family Faith Formation will

produce a video message sometime in the next few months.

- Sundays in Lent, I have been weaving the theme of SEEKING and asking honest questions into my sermons. Kevin O'Farrell and I are team-teaching an adult forum class on Sundays from 11-Noon called “Christianity Through a Lutheran Lens.” We are using Daniel Erlander's *Baptized We Live* booklet. The class is well-attended and people are reporting that they are finding it meaningful.
- For the Episcopal Diocese of Los Angeles, I helped plan our first ever Diocesan Information Gathering for people considering God's call in their lives. Over 80 people attended the event in Echo Park on March 4. As part of the program, I led a group discernment exercise.
- With sadness and grief, as well as hope and gratitude, we said goodbye to beloved Mount Cross member, Pat Dawson, on March 4.
- I was interviewed by Tim McDonnell March 8 about my experience with the *Interfaith Friendship Project*. He and Tim Helton will be presenting about it at the World Parliament of Religions this summer.
- Staff COVID infections, including my own, canceled on-site programs, meetings, and worship from March 13-March 19, but Joe, Carol, and I have been able to work from home. I am thankful for the care and prayers extended to all of us, and for the wise leadership of our President, Bill Stoll.
- I met on Zoom March 14 with the pastors from Camarillo UMC and St. Columba's to finalize plans for combined Holy Week services. See below for our Holy Week plans. I hope Council members will attend as many services as possible.

With Christ through Death into Life

Palm Sunday, April 2nd 9:30 a.m. at Mount Cross, Bishop Brenda Bos, Presiding and

Preaching

Maundy Thursday, April 6th 7:00 p.m. at Camarillo United Methodist Church (291 Anacapa Dr.)
A dramatization of the Last Supper with Holy Communion

Good Friday Prayer Walk with the Cross of Christ for Peace and Healing, April 7th, meet at Camarillo UMC at 5:30 p.m. We will walk two miles to Mount Cross Lutheran Church, carrying the cross and the prayers of the community. Email prayers to CamarilloCross@gmail.com

Good Friday Worship Service, April 7th at 7:00 p.m. Mount Cross Lutheran Church (102 Camino Esplendido) The Passion of Christ with musical interludes

The Easter Vigil, Saturday, April 8th 7:00 p.m. at St. Columba's Episcopal Church (1251 Las Posas Rd.) The new fire of Easter, the story of salvation, the Easter Gospel, and Holy Communion. Meet at the fire pit in the back of the parking lot.

Easter Sunday Worship, April 9th 9:30 a.m. at Mount Cross **Alleluia! Christ is Risen!** Bring a flower to add to the cross.

Time Away:

- 10 hours Sick Time taken for March 13-19
- 2 days vacation, including 1 Sunday, for time away March 24-28. Pastor Ron Cox will be the supply pastor on March 26.
- I am taking a "buy out" Sunday on April 30. Pastor Ron Cox will be the supply pastor that day, as well.

Joe Zimmerly

March 2023 - Council Report

Thank you to all who supported our youth by purchasing a meal at Presto Pasta on March 6th. We were able to raise over \$230.00 towards our high school youth summer trip to the Western States Youth Gathering at Cal Lutheran. The continuous support from the congregation means so much to our youth and all involved in our programs.

On March 11th, our high school youth were invited to play Broomball with other youth groups from the area. We gathered at the Simi Valley Iceoplex from 9:15pm - 10:45pm for great community time. We look forward to gathering with these same youth groups in June for Midnight Madness.

Looking ahead, we are excited to have our annual Easter Breakfast and Egg Hunt. Our high schoolers will be cooking pancakes and sausage served with fruit, coffee, juice, etc. We are collecting a free will offering where all the proceeds will go towards our high school summer trip.



Treasurer's Report

3/21/2023

Budget Performance (through February 2023):

Gross income for February was \$29,568 (71% of budget versus 121% last month).

Gross income YTD was \$80,050 (96% of budget versus 121% last month).

Pledged giving for February was \$21,217 (71% of budget versus 139% last month).

Pledged giving YTD was \$62,538 (105% of budget versus 139% last month).

Expenses for February were \$42,896 (101% of budget versus 91% last month).

Expenses YTD were \$81,785 (96% of budget versus 91% last month).

Net income for February was $\$29,568 - \$42,896 = -\$13,328$ (compared to budget amount of - \$959).

Net income YTD was $\$80,050 - \$81,785 = -\$1,735$ (compared to budget amount of - \$1,918).

Calculated reserves were \$132,144 compared to \$145,471 in January.

Analysis:

1. Pledged giving and gross income were much higher than projected in January, similar to last year. This is likely due to prepayment of annual pledges and carryover from holiday giving. And similar to last year, pledged giving and gross income plummeted in February.
2. Expenditures for February were 101% of budget, and YTD expenditures were 96% of budget.
3. Net income in February was way below budget, balancing out January's favorable results. For the time being, net income YTD is on budget.
4. Reserves are sitting at \$132,144, slightly below the reserves entering 2023.
5. Thus far in 2023, gross income is running \$11,000 behind last year and \$3,000 under budget. If these trends continue throughout the year, we will spend much more of our reserves than had been anticipated. Next month's financial results will help clarify the extent of our problems.

Respectfully,

Rick Gardner

Treasurer

PrayGround Addendum

The following was emailed to the committee on 3/21/23

Dear Church Council,

The Family Faith Formation team has been discussing the concept of bringing a Prayground to our worship space for a few years. With the growing number of young children our discussions have been re-ignited. We plan to run a small pilot as a first step. We are happy to discuss any questions you have and provide a few details below so you can have a better idea of it.

Thank you!

Blessings,

Tracy

WHAT: This is a "soft space" in a corner of the church - basically a rocking chair or two, some blankets or cushions, soft rug, and maybe some ground small chairs for children that provides a comfortable place for little children to experience. See a few pictures below.

WHY: This helps carry out our mission of inclusivity and being a welcoming place for families and little ones to grow their faith. This does not negate the need for a nursery or Children's Church; rather it supplements our existing spaces and programs.

WHERE: We will run a pilot of the Prayground concept on the carpeted area on the far left side of the sanctuary.

WHO: This space is for young children (primarily babies and toddlers, at least to start) and their families - or anyone who would like to experience the service in a soft space corner of the church.

WHEN: Our plan is to start the pilot in April after Easter Sunday in time for our next play date Sunday (April 30). We can run the pilot through the summer and solicit feedback and input on what worked well, what didn't, and what would we like to adjust.

HOW: Joe has already secured a Thrivent Action Team grant to purchase the bigger items and have been collecting donated items for the space. Amanda Honda and Joe have been taking the lead to pull this together, leveraging gently used items from other church families or the local community. They are planning to use materials and items that naturally blend into the space.

Want to read more about it? There are some excellent articles online from other churches who have these.

<https://www.resourceumc.org/en/content/praygrounds-encourage-little-children-to-come>

<https://www.livinglutheran.org/2018/05/let-the-little-children-come/>

<https://graceofav.org/children-in-worship>

Pictures from the PrayGround at Holy Trinity (ours would be slightly different - geared more for toddlers to start):



Another example from the Grace Lutheran Church (Apple Valley, MN):



MOUNT CROSS LUTHERAN CHURCH
CHURCH COUNCIL MINUTES FEBRUARY 11, 2023, 8:00 AM

2022 Elected Church Council Members: Barbara Cranfill, Chrissy O'Farrell, Brian Fisher, Allison Johnson, Susan Prosser, Rebecca Riley, Bill Stoll, Evonne Kuchera, Tom Neuhaus, Jim Dinges, Kristine Dawson, Rick Gardner, Tracy Blois

Executive Committee (incoming): Bill Stoll (President), Tom Neuhaus (Vice President), Chrissy O'Farrell (Secretary), Rick Gardner (Treasurer)

Representatives: Wendy McClary- Child Development Center
Collin Edwards / Sophia Valencia - Youth Group

Call to order: The meeting was held in the sanctuary. The meeting was called to order at 8:05 A.M. by President Becky Riley

Council Members Present: Barbara Cranfill, Brian Fisher, Chrissy O'Farrell, Allison Johnson, Susan Prosser, Rebecca Riley, Bill Stoll, Evonne Kuchera, Tom Neuhaus, Jim Dinges, Kristine Dawson, Rick Gardner, Tracy Blois

Representatives Present: Wendy McClary- Child Development Center

Staff Members Present: Pastor Julie Morris, Joe Zimmerly

Determination of Quorum- Six council members plus the Pastor

(C12.06) majority of members of the council-majority is defined as one over one-half)

Number of council members' present: 13 of 13

Number of voting representatives present: 1

Devotion: Led by Becky Riley on Repentance & Forgiveness

Caring Conversation: What aspirations do you have for Mount Cross for the coming year?

Approval of Minutes for January 17, 2023; **Motion** to approve the minutes made by Brian; 2nd by Allison. **The minutes are approved as amended.**

Action: Following a discussion of the recommendation from the Property Committee (found at the end of these minutes) **Motion** from Susan to accept the October 2022 Preliminary Estimate by Kenstruction Inc. for covering the slopes with flat terra-cota roofing tile at the price not to exceed \$16,300 for exterior maintenance; 2nd Brian. **Motion Passed unanimously**

Action - Election of officers

Becky nominated Bill Stoll for President; Tom Neuhaus for Vice President, and Chrissy O'Farrell for Secretary

Brian made a **motion** to elect the slate of officers; Allison 2nd . The **slate passed unanimously**.

Becky made a **motion** to accept Rick Gardner as Treasurer: Barbara 2nd . **Motion passed unanimously**.

Committee Liaisons – Council members were polled as to their choice of liaison duties:

Tracy – Family Faith Formation

Chrissy – Welcome

Jim - RIC

Allison – Adult Ed

Tom – Personnel

Becky – SAM

Kris – Fellowship

Susan - Property

Barbara – Stewardship

Brian – Endowment

Rick – Budget & Finance

Evonne – Care

Bill – Worship & Music

Caleb/Tiana – Youth

Becky made a **motion** to accept Craig Blois to replace Tracy Blois who is resigning from the chair of the endowment committee; Kris 2nds; **passed**

Motion by Chrissy to accept application of membership for Diana Martinez and Robert Mejia who plan to affirm their baptism on Feb. 19 and bring their son, Luke, to Holy Baptism; 2nd by Susan. **Motion passed**

Staff Reports

Written reports from Pastor Julie, see below

Pastor Julie added that Bishop Boz will be joining Mount Cross for Palm Sunday.

Listening Post – complements on parking lot; comment on needing to end all COVID precautions; Council is in general disagreement; Precautions we take are for more than just COVID, but for the general health and safety of all members.

Meeting Adjourned to Leadership Retreat @ 9:00

Looking ahead:

Next Executive Committee meeting: **March 2, 2023; 7:00 p.m. Zoom**

Next Council Meeting: **March 21, 2023 at 7:00 p.m. Zoom**

* DEVOTIONS			
FEBRUARY	MARCH	APRIL	MAY
Becky	Bill	Susan	Tracy
JUNE	JULY	AUGUST	SEPTEMBER
Chrissy	Allison	Brian	Kristine
OCTOBER	NOVEMBER	DECEMBER	JANUARY 2024
Barbara	Evonne	Tom	Jim
** COUNCIL LISTENING POST (1st Sunday of the Month (unless otherwise indicated), on the patio, between services)			
FEBRUARY	MARCH	APRIL	MAY
Brian	Susan	Tom	Jim
JUNE	JULY	AUGUST	SEPTEMBER
Bill	Becky	Tracy	Allison
OCTOBER	NOVEMBER	DECEMBER	JANUARY 2024
Wendy	Barbara	Kristine	Evonne

Pastor's Report for February Church Council Meeting January 18 - Feb. 10, 2023

Thank you to all who contributed to a wonderful Annual Meeting on January 29. Here is a link to our "Year in Review" slideshow <https://www.youtube.com/watch?v=8bU0HFD800Y>. In my spoken report at the meeting, I shared two of my goals for the year: first, to work with a team to create an intentional process for welcoming newcomers and preparing them for baptism/affirmation of baptism and church membership. Second, to work with the Care Team to make sure the whole congregation understands itself as part of the Mount Cross caring ministries.

Thank you to all who have committed to leadership positions this year, whether on the Council or as committee chairs or members. I hope people who need to take a break from service or want to change to different avenues of service will feel free to do so. It's important that we all honor our own and each other's limits and approach our ministries with a positive and prayerful spirit.

It was a joy to celebrate the installation of the 2023 Council at our Sunday worship service on February 5 and I am looking forward to the Leadership Retreat on February 11.

I will be hosting clergy from the Channel Islands Conference at Mount Cross on Thursday, February 16 from 10-12 in the sanctuary narthex.

I request Council approval to receive the application for membership for Diana Martinez and Robert Mejia who plan to affirm their baptism on Feb. 19 and bring their son, Luke, to Holy Baptism. Audrey Smith will also be baptized Feb. 19, and Dan and Karen Nelson plan to affirm their baptism.

Ash Wednesday is Feb. 22. We will join with St. Columba's Episcopal and Camarillo United Methodist for services at noon and 7 p.m., both at St. Columba's. I will be preaching. We will also join with both churches for the Holy Week services of Maundy Thursday (at Camarillo UMC), Good Friday (at Mount Cross), and the Saturday Easter Vigil (at St. Columba's). **Bishop Bos will be with us on Palm Sunday, April 2!**



seeking:
honest questions
for deeper faith

Lent: Using resources from *A Sanctified Art*, our theme for Lent this year is "Seeking." What are you seeking? What are we seeking together? What is God seeking? In addition to our regular worship services, there are several opportunities for people to grow in their faith this Lent.

- Wednesday Evening Program. 5 p.m. Faith Formation for all; 6 p.m. Soup Supper; 7 p.m. Holden Evening Prayer. The adult faith formation component will be in the PLC and we may be joined by members of St. Columba's for a program called, "Life Transformed: The Way of Love in Lent." Together, we will reflect anew on the loving actions of God as recounted in the Easter Vigil readings.
- I encourage people to explore "The University Series", especially Father Patrick Mullen's "Deep Dive into Matthew" on Mondays in Lent at Padre Serra. Here is a link:
https://ventura.theuniversityseries.org/classes/?fbclid=IwAR1jgkObRPiIXXvyhcs8QTVsEoySLGGxQKK5QuaPQkeKJWH_pewa9gzDDZw
- Labyrinth Walk at St. Columba's on Saturday, March 11 at 10 a.m.
- Sunday adult education class reading together and discussing Daniel Erlander's booklet, "Baptized we Live: Lutheranism as a Way of Life."

I will be away Sunday, March 26. Pastor Ron Cox will serve as the supply pastor that day.

February 2023 - Council Report – Joe Zimmerly

In January, we sent 5 kids to winter camp at El Camino Pines to join 60 other youth from around our Synod. Following the theme, our kids were able to connect with God learning different ways they are "Rooted" in faith, service, and the world. We are so thankful for camp being able to provide safe and brave spaces for our kids to question and explore.

Sunday February 12th is our second Serving Sunday - Family Edition where we will have members from 9 different households participating in worship. Whether it is acolyting, communion assisting, reading, etc. we are glad to have our kids and families serving. Afterwards, all are invited to participate in our B.Y.O.B.... Bring Your Own Barbeque at the church!

In February, we are looking at assembling a youth council. This is a small youth leadership group I will be looking to form with representation from all ages. The purpose of this youth council will be to develop their leadership skills. I look forward to reporting back my progress with this project.

Mount Cross Lutheran Church

**Property Committee
Recommendation to Church Council Regarding Sanctuary Stucco Repair
February 6, 2023**

At long last, the Property Committee arrived at a recommendation to Church Council for action on a remedy for the discolored slopes on the exterior of the sanctuary. That recommendation is to accept the October 2022 Preliminary Estimate by Kenstruction Inc. for covering the slopes with flat terra-cota roofing tile at the price of \$14,753.

The scope of work leaves the existing stucco on the slopes and calls for installation of new sheet metal flashing to shed water onto a new underlayment installed on top of the existing stucco and then the new roofing tile. The new tile will: a) not show dirt so readily; b) provide an additional layer of waterproofing and; c) provide a durable surface. A copy of the proposal is attached to this recommendation.

Discussion:

As Council Members may be aware, the Property Committee made extensive inquiries into the options for treating the slopes and talked to eight contractors. Four visited the site and received plan copies. Two of them excused themselves from bidding citing lack of staff or long backlogs of work. Two offered ballpark quotes but never progressed to firm bids despite pleas to do so. Two, including Kenstruction, Inc. provided written proposals. Committee members weighed recommendations against each other for logic and practicality.

Conversations with roofers revealed a reluctance to do more than the simple roof application without the involvement of a general contractor to do the preliminary demolition and installation of flashings. One plasterer was confident that a solution based on specialized priming and epoxy plaster material would solve the problem but at a cost approximating \$30,000. G Daniels Construction quoted \$23,335. One general contractor suggested covering the slopes with flat sheet metal. Another recommended ribbed factory-painted sheet metal roofing. For reasons of aesthetics and cost these options were rejected. This narrative is a distillation of several dozen phone calls, emails and meetings over eight months.

This recommendation was further delayed while time was spent testing the effectiveness of pressure washing some slopes in early December. After seeing the relative success of pressure-washing some of the slopes, Kenstruction was asked to provide an alternate price for completing the pressure washing of the slopes and repainting them with elastomeric paint at a cost of \$10,294 plus \$89 for each instance where a gouge in the stucco requires patching (leaving an unknown scope and cost).



Est_13025_from_Ke
nstruction_Inc__734



Est_12997_from_Ke
nstruction_Inc__229

MOUNT CROSS LUTHERAN CHURCH
CHURCH COUNCIL MINUTES JANUARY 17, 2023, 7:00 PM

2022 Elected Church Council Members: Barbara Cranfill (Stewardship), Kevin Churchill (Tech Committee), Brian Fisher (Endowment Committee), Allison Johnson (Worship & Music), Susan Prosser (Property), Rebecca Riley (President, Personnel Committee), Bill Stoll (Secretary, Learning), Evonne Kuchera (Care Team), Tom Neuhaus (Vice President, Service & Missions), Jim Dinges (Adult Education), Kristine Dawson (Fellowship & Welcome), Rick Gardner (Budget & Finance)

Executive Committee: Becky Riley (President), Tom Neuhaus (Vice President), Bill Stoll (Secretary), Rick Gardner (Treasurer)

Representatives: Wendy McClary- Child Development Center
~~Collin Edwards / Sophia Valencia – Youth Group~~

Call to order: The meeting was held at the home of Becky Riley after we were served a sumptuous feast (with precious little meat 😊). The meeting was called to order at 7:05 P.M. by President Becky Riley.

Council Members Present: ~~Barbara Cranfill~~, Brian Fisher, Kevin Churchill, Allison Johnson, Rebecca Riley, Bill Stoll, Evonne Kuchera, Tom Neuhaus, Jim Dinges, Kristine Dawson, Rick Gardner, ~~Susan Prosser~~

Representatives Present: Wendy McClary- Child Development Center

Staff Members Present: Pastor Julie Morris; Joe Zimmerly

Determination of Quorum- Six council members plus the Pastor

(C12.06) majority of members of the council-majority is defined as one over one-half

Number of council members' present: 10 of 12

Number of voting representatives present: 1

Devotions: Jim Dinges – “Corinthians 1;18”

Caring Conversation: If you were to pick one word to define your intentions for this coming year, what would it be?

Approval of Minutes for December 20, 2022; **Motion to approve the minutes** made by Tom; 2nd by Brian.
The minutes are approved.

Action: Motion from the Personnel Committee to amend the Employee Handbook The Personnel Committee moves to make the following change to the Employee Handbook to come into compliance with the new law: per letter below. **Passed.**

Information: Status of Reconciled in Christ program committee - Bill Stoll:

Action: Consider the request from Joan Brundage to add people to the Vanco account. **Motion** to Table made by Bill; 2nd by Tom; **Tabled.**

Reports: Reports from Staff, Pastor Julie, Joe Zimmerly; Written reports from Pastor Julie, Joe Zimmerly; see below.

Reports: Treasurer's Report – 1/17/2023

Budget Performance (through December/Year-End 2022):

Gross income for December was \$40,849 (111% of budget versus 99% last month).

Gross income for 2022 was \$466,304 (105% of budget).

Pledged giving for December was \$25,878 (100% of budget versus 100% last month).

Pledged giving for 2022 was \$334,089 (108% of budget).

Expenses for December were \$40,326 (99% of budget versus 105% last month).

Expenses for 2022 were \$497,529 (101.5 % of budget amount of \$490,347).

Net income for December was \$40,849 - \$40,326 = \$523 (compared to budget amount of - \$3,994).

Net income for 2022 was \$466,304 - \$497,529 = -\$31,225 (compared to budget amount of - \$47,927).

Calculated reserves in December/Year-End were \$134,655 compared to \$135,736 in November.

Analysis:

1. The financials finished strong in December, due to holiday giving.
2. For the year, pledged giving and income were well above budget. Expenses were \$7,000 higher than budget in 2022 (101.5%) due to higher insurance costs, unbudgeted payment of CDC incorporation fees, unplanned installation of a new HVAC system, and higher worship and music costs.
3. The annual loss for 2022 was \$31,225 compared to the budgeted loss of \$47,927. Reserves were down by over \$31,000 in keeping with the annual loss. Despite this loss, reserves continue to be in the healthy range above \$100,000.
4. The perpetual fund designated for property and capital improvements is now over \$32,000 due to a generous gift of \$15,000.

Respectfully,
Rick Gardner
Treasurer

Reports:

Reports: Committee Liaisons

Adult Ed – RIC on top of list

Care: Evonne – continuing education sessions, Red Cross presenting home safety/ free smoke detectors (1/22)

Property: Susan –

CDC Update: Wendy McClary- revamping website; 2 new students, more staying through 1:00; trying to get licensing for toddler program;

Endowment; Brian – meets next week

Worship & Music: Allison – meets tomorrow

Senior Ministry: Susan – Thursday service @ 2:00

Fellowship: Kris - Need fresh blood

Nominating Committee: Tom – Needs one additional member.

Reports: Listening Post: How do we post budget numbers?

Information: Finalize budget for notice to the congregation with Closed Session. Motion by Bill to approve budget with; 2nd by Passed

Motion by to extend to 9:30 by Bill; 2nd by Tom; **Passed**

Motion to move to executive session by Tom; 2nd by Brian; **Passed**; Pastor offered a prayer before leaving.

Motion by Bill to extend to 9:40; 2nd by Tom; **Passed**

Information: **Need volunteers for 2023 Devotions and Listening Post**

Information: Annual meeting and potluck **January 29, 10:45 for the potluck, 11:45 to begin the meeting.**

Information: Next meeting date – **February 11, 1:00 pm election of 2023 officers following the leadership retreat (9:00 -12:00)**

Information: Executive Committee meeting February 2 at 7:00 via **Zoom**

For the Good of the Order:

Motion to adjourn was made by at 9:40; 2nd by. **Motion passed.**

Adjourned with the Lord’s Prayer at 9:40 PM.

Looking ahead:

Next Executive Committee meeting: Feb 2, 2023 7:00 p.m. Zoom

Next Council Meeting: February 11, 2023 at 8:00 a.m.

* DEVOTIONS			
FEBRUARY	MARCH	APRIL	MAY
Becky	Bill	Susan	Tracy
JUNE	JULY	AUGUST	SEPTEMBER
Chrissy	Allison	Brian	Kristine
OCTOBER	NOVEMBER	DECEMBER	JANUARY 2024
Barbara	Evonne	Tom	Jim
** COUNCIL LISTENING POST (1st Sunday of the Month (unless otherwise indicated), on the patio, between services)			
FEBRUARY	MARCH	APRIL	MAY
Brian	Susan	Tom	Jim
JUNE	JULY	AUGUST	SEPTEMBER
Bill	Becky	Tracy	Allison
OCTOBER	NOVEMBER	DECEMBER	JANUARY 2024
Wendy	Barbara	Kristine	Evonne

Letter from Personnel Committee

California law changed effective 1/1/23 to require that employers with at least 5 employees to provide at least 5 days off when a “Family Member” dies. AB1949

- The Personnel Committee moves to make the following change to the Employee Handbook to come into compliance with the new law:

Bereavement Leave

Employees who have been employed for at least 30 days before the start of leave are eligible for five (5) days of bereavement leave for the death of a family member, as defined below. Bereavement leave must be completed within three months of the family member's date of death, although the days do not need to be consecutive.

The first two (2) days of leave will be paid leave and any additional days shall be unpaid.

Employees may use accrued but unused vacation or sick leave to substitute for any unpaid bereavement leave or if additional time is granted. Additional unpaid time off may be granted at the discretion of the employee's supervisor on a case-by-case basis.

For purposes of this policy, a family member includes an employee's: Spouse or domestic partner; Parent, including a step-parent and parent-in-law; Child, including a step-child and child of a domestic partner; Sibling; Grandparent; Grandchild; Mother-, Father-, Sister-, Brother-, Son-, or Daughter-in-law. Parent and child relationships include step, foster, and adopted relationships, and relationships based on one individual's legal guardianship or *in loco parentis* relationship to another.

Employees are responsible for requesting bereavement leave from their supervisor as far in advance as possible. Mount Cross may require verification in the form of a death certificate, obituary, or other verifiable documentation of the need for bereavement leave.

If you have any questions about bereavement leave, please contact your supervisor or the Pastor.

Pastor's Report for January 2023 Council Meeting December 21, 2022 – January 17, 2023

- Thank you to all who helped make our Christmas season beautiful, special, and hospitable! We celebrated the Nativity of our Lord at 5 p.m. on Saturday, December 24; Christmas Sunday worship on December 25 at 9:30 a.m, Lessons and Carols with Holy Communion at 9:30 a.m. on the first Sunday of Christmas (Jan. 1), and Epiphany at 7 p.m. on Friday, January 6. It is always a joy to hear that people are touched by the grace of God through the Word and Sacrament, the music, and the welcoming community that they encounter at Mount Cross.
- Thank you to those who filled in for me while I was away Dec. 26 – January 4. Evonne Kuchera and Susan Prosser were first responders for urgent care needs. Pastor Lynn Enloe and The Rev. Kate Lewis were on call for pastoral emergencies. Carol Browning ensured smooth office operations.
- For the week of January 9 – 14, my time was dedicated to serving the Episcopal Diocese of Los Angeles as the pre-ordination retreat leader for new priests and as the preacher at their ordinations on January 14. You can see the festive occasion here <https://www.youtube.com/watch?v=pbiMq7IT1Lc> Many thanks to Carol, Joe, and Deacon Cecelia for making sure Mount Cross was well-served in my absence, including Deacon Cecelia's willingness to preach on January 15, knowing I would not have time to prepare a sermon.

- Since tonight is the last meeting of the 2022 Congregational Council, I want to sincerely thank each of you for your generous service to Mount Cross this year. We are blessed by your labor and grateful for your gifts! Special thanks to our Executive Committee, under the excellent leadership of President Becky Riley, for the many additional meetings and tasks they assumed over the year.
- There is much to look forward to in 2023, including our **Annual Meeting** on **Sunday, January 29**, the **Leadership Retreat** on **Saturday, February 11**, and **Baptisms** and the welcoming of new members on **Sunday, February 19**. Thank you for making a strong effort to be present at all these special events, as well as our weekly Sunday worship.

God bless you.