

CHRIST THE KING LUTHERAN CHURCH
Council Meeting Minutes
December 8, 2015

Membership Roll:

Present: Toni Palmer, Linda Hamilton, LeeAnn Quinlan, Rick Kunstmann, Pastor Jordan, Robin Weiss, Jeff Roth, George Finch, Paul Neumiller, and Norb Steinbach
Rick called the meeting to order in bells room at 6:39 p.m.

Devotions: Jeff Roth

Acceptance of Meeting Agenda: Norb moved and Toni seconded to accept the agenda. Motion carried.

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Acceptance of last month's council meeting minutes. Norb moved and Robin seconded to accept the minutes. Motion carried.

MONTHLY REPORTS

Pastor's Report: Pastor Lindsay Jordan

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Pastor's Report
December 1, 2015

November Highlights
Worship at CTK x6
AGC Classroom, x4
Continuing Education: five Days
Ed Hoffman Funeral
Ed Hoffman Visitation
Hanging of the Greens Event Prep
Met with Donna Finch, 2x, Veteran's Sunday
Veteran's Sunday Event
Visit to City Hall
Worship Committee Meeting
Staff Meeting, x2
Text Study
Christine Meeting, 6x
Popcorn and Peanuts Event
Church Council Meeting
Joanna Ravaris, Re. DT
Discipleship Training
AGC Classroom visits, 4x
Partners in Ministry Meeting
GMS Executive Committee

Pulpit Swap with Reformation
Adult Forum: Bishop
Jim Holmberg, LSS
Meeting with Gerry Goodrich, x2
First Sunday in Advent Events

Sunday, November 29, was a great day at Christ the King! Worship was well attended. Between Services, Christine led a cross-generational event, teaching about Advent. Following the second service, about 55 people ate at the sub sandwich meal. Families joined together and made 64 gingerbread houses. It was a fantastic day that had many people enthused.

This is the second year of holding the gingerbread house event following the second service. This allows us to make sure that it is not overlapping with, or taking away from, our first two priorities: Worship and Christian Education. Following the event, Brobergs and Shorts both commented on how well the schedule for the day worked. It allowed families to be together without pressure of making it to worship. They didn't feel rushed. The attendance was strong at the gingerbread event. In 2014, 49 houses were made. This year, 64.

The day as a whole, though planned as separate events, seemed to have a unity about them. In the future, we would benefit by pulling together the planning teams so that the individual events can be thought of as a whole, making it easier to "brand" and advertise the events both inside and outside the church.

Baptismal Meetings, x2
Mutual Ministry Committee
Home visits, x3
Hospital Visits, 3
Meredy, re: Time and Talents
Outreach Committee Mtg.
Rick and Toni Meeting
Budget Meeting
Colleague Visit
Hosted Synod Council Meeting
Met and trained new Asst. Min.
Thanksgiving Meal
Thanksgiving Eve Worship Service
Advent Wreath Event
Congregational Lunch, Nov. 29
Gingerbread House Event
Letter of reference
Asst. Minister Mtg x2, prep.
Knitting group, x2
Pastoral Counseling, x4
Meetings with Jill: multiple
Mtg with Art: x2
Studied Lutheran-Catholic Dialogue Documents

Last week, I learned from Laurie that the church budget used to subsidize the event, to keep the cost down for families. There were families who reported to Christine that they couldn't afford the event. I heard the same from two families. Laurie's report of church underwriting of the event, seems to coincide with her reports of larger numbers involved. However, I can't imagine there being too many more people in the great hall. Sixty four houses may not seem like a lot, but there were at least 160 folks at work and/or observing. Kudos need to be extended both to Christine and Laurie for their leadership that led to this being a great day!

Engaging the Community

I recently asked Mayor Michelle DeYoe what she thought were some of the biggest struggles faced by the community of Delafield and the Lake Country. She spoke of the disparity between community expectations and limited resources/revenue to accomplish what is needed for infrastructure. She pointed to challenges posed by a surge in interest to develop real estate. She spoke about the lack of mental health professionals in the area.

It was quite a visit, one which I set up to get to my most important question of her. I asked the same question of our Police Chief, Erik Kehl, when I met with him later the same day. I said, "What do you think Delafield needs from Christ the King?" Her first response was what I hear frequently when I ask others this question. She encouraged us to keep up the good work we do through All God's Children and emphasized that it is an important resource for this community. She also encouraged us to think about being a church that fosters community beyond ourselves.

Mayor DeYoe challenged me (my words, not hers) to stimulate discussion about three things: 1) how we might continue to connect with and support our police department – to be available for them as they do their hard work; 2) how CTK might advocate for and/or raise awareness about mental health needs/deficiencies in the community; and 3) how CTK might befriend and support those in poverty in our community.

So, what do you think the community needs from Christ the King? What ideas come to your mind in response to Mayor DeYoe's comments?

We are Interdependent with Others

It is an easy temptation to fall into. Thinking and acting in silos happens quickly and often without notice. We get caught up in a project and turn our eyes and energies on it. It happens in all areas of life and work. It happens, also in the church.

We are not independent, as the church. Rather, we belong to a network of Christians. Some of those networks are very local. We are part of the Christian community in the Delafield area. Some are a bit broader. Our congregation is a part of the Lake Country Cluster that extends toward Ixonia, Pewaukee, Oconomowoc and Palmyria. We are a church of the Greater Milwaukee Synod. Nationally, we belong to the Evangelical Lutheran Church in America. Internationally, we are a part of the Lutheran World Federation. Globally, we are a part of the holy, catholic, and apostolic church. Christ the King is networked with others and cannot be thought of us as a church on its own.

In the ELCA, we speak of Interdependence often. We understand that within our denominations, there are three interdependent "expressions" of the Church, three ways that the church is experienced among

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us. Each of these different expressions stand alongside the others, carrying out functions that support the other expressions, so that God's mission might be engaged more fully. These three expressions are:

The congregation, the synod, and churchwide. Our polity (how we structure ourselves) is different from

other denominations. We do not speak of having “headquarters.” Our Bishops do not determine what happens in the local congregation, though we do endow them with certain responsibilities that impact us. Churchwide is not a body that rules from “above.”

We say we the three expressions are interdependent. We are church together, serving in unique ways that impact each other. Synod and Churchwide expressions accomplish ministry that individual congregations cannot do on their own: Lutheran Disaster Response, Outreach for Hope, the ELCA World Hunger Fund, Seminaries, etc.

Christ the King is part of this interdependence. We are a congregation of our synod, a part of a churchwide expression that spans 65 synods in the United States and Caribbean. Weekly, we benefit from the work of these important ministry partners. Likewise, our support of the other expressions, make it possible to feed the hungry in Ethiopia, to set tables of peace in the Middle East, to prepare people for ordained ministry.

As leaders, it is important for us to recognize, remember, and advocate for the other two expressions of which we are a part. The language we use to do so matters greatly. We mustn’t speak of “them” or “the ELCA.” It is always “we.” “We” are Christ the King. “We” the Synod. “We” are the ELCA.

Here are ways you can develop your leadership in this:

1. Visit elca.org often and learn about what we are doing through the churchwide expression of the ELCA.
2. Subscribe the ELCA news service. It’s a free email.
3. Subscribe to the Lutheran magazine. Last I saw, it cost under \$15 per year.
4. Sign up for the Greater Milwaukee Synod’s listserve and our Synod’s weekly email newsletter.
5. Participate fully in Synodical events and encourage other leaders to do so with you.
6. Learn about and celebrate the wonderful things we are a part of because we belong to ministries that extend beyond us.

Lead and Learn Event

Saturday, January 23, congregations of the Greater Milwaukee Synod are invited to send their leaders to “Lead and Learn,” an event designed to help church councils, congregational officers, and other parish leaders to learn together about their ministries. It will be held at Our Savior’s Lutheran Church on Wisconsin Avenue in Milwaukee, 8:30 – 3:30. The cost is \$20 per person and participants must register.

I want to encourage all members of the church council to attend this. Please check your calendars and let me know your availability. There will be special breakout sessions for treasurers, presidents, and other leaders.

Stewardship Fair

This year’s GMS stewardship fair is scheduled for Friday – Saturday, February 5-6 at Gethsemane Lutheran Church in Brookfield, WI. Mark Vincent, of Design Group International will be the Keynote Speaker at this event designed to equip congregations and their leaders to grow in stewardship understandings. Friday’s events are 6:00 – 8:00 p.m. Saturday’s events are 8:30 – 3:30 p.m. Last year, we found this to be an important event that encouraged us in our stewardship ministries. It costs \$30 per person and participants must register.

CTK Events Calendar, 2016-2017

I'm including, as a separate attachment to this report, the 2016-2017 CTK Events Calendar. This denotes events that we know are happening, and dates associated with them. You'll note that there are some dates for 2016 that have not yet been assigned. Work continues on these. Please review and let me know of events/dates that should be added.

Looking Ahead:

December 24 Christmas Eve, 4:00, 7:00, 10:00

December 27 One Service only: 9:00

January ?? Church Council Installation

February 10 Ash Wednesday

March 12 Community Fest at Kettle Moraine High School

President's Report: Rick Kunstmann

Executive Committee / Council Report for December, 2015

President's Report

Submitted by Rick Kunstmann – November 28, 2015

Met with PJ.

Chaired the Executive Committee and Council

Bunny and I planned and coordinated the 4th annual Thanksgiving Gathering. The monetary and food donations were outstanding. We were overwhelmed by the number of volunteers (87) this year who wanted to help. They ranged in age from seniors to kids and everywhere in between. There were about 370 attendees to the event. Pastor Nelson (All Saints) and his family and Pastor Pietz (Our Saviors) came too. Art Jaehnke and some of his students provided the music – it was outstanding. Everyone raved about the food, music, hospitality and comradely. Some of the left over prepared food was donated to St. Mathews Church in Palmyra. They serve about 100 people on Thanksgiving.

All of the remaining prepared and unprepared food was donated to "Just One More". That is an organization connected with Redeemer Church on 19th St. and Wisconsin Ave. in Milwaukee. They feed 40 - 50 homeless people every day. They told us that with the donations we gave them, they will be able to feed 200 families.

I, along with 8 other CTK members, assisted at All Saints Lutheran Church for their Consecration Sunday Brunch.

I met with Bev Waltz, Pam Behrend and Dick & Sue Rutledge to discuss the concessions at the upcoming Bluegrass / Gospel Christmas Concert. They have graciously agreed to spearhead that part of the event. At the time of this report, ticket sales show about 250 people will be attending the concert from throughout the Waukesha County community.

Continued work on the 2016 budget. Toni Palmer, Norb Steinbach, Paul Neumiller, Pastor Jordan and I met with each Council member individually. Each one of them presented their budget requests

for 2016. After their input, and prior to Council review, the budget 2016 budget was reduced by \$6,477 as compared to the 2015 budget. And, the 2015 budget was reduced by \$56,761 as compared to the 2014 budget. That represents a \$63,238 budget reduction over the last 2 years.

Kudos to everyone who helped plan and work at the Advent wreath and the Gingerbread House events. They were both very well attended and everyone had a great time.

Assisted my family in decorating the church for Christmas. Both Lynn and Drew Waedekin were also very helpful. Thanks go out to the Brobergs for decorating the large tree up at the altar.

Started work on the 2015 Annual Report. All committee chairs have been asked to submit their respective annual reports by December 10th. The congregational meeting for the nominations of Council members and attendees to the Greater Milwaukee Synod Assembly will be held on Sunday, December 20th. The Annual Meeting is scheduled for January 31st.

Treasurer's Report: Norb Steinbach

CHRIST THE KING INCOME & EXPENSES 2015

	<u>NOVEMBER</u>	<u>YTD 2015</u>	<u>ANNUAL BUDGET</u>	<u>COMPARED LAST YEAR</u>	<u>Difference YTD 2014 vs 2015</u>
INCOME					
REGULAR CONTRIBUTIONS	44,033	343,530		332,868	10,662
MISSION CONTRIBUTIONS	1,130	9,814		9,580	234
DESIGNATED CTK	25,855	56,922		22,364	34,558
YOUTH INCOME	670	11,038		13,242	-2,204
OTHER INCOME	2,037	20,887		17,581	3,306
CTK GENERATED	73,725	442,191		395,635	46,556
TRANSFER from Vanguard		13,850			
TOTAL INCOME	73,725	456,041		395,635	60,406
EXPENDITURES					
MISSION SUPPORT	3,536	20,902	32,500	33,640	-12,738
CAPITAL PROJECTS	315	4,848	9,400	18,257	-13,409
EDUCATION	305	11,966	14,625	14,207	-2,241
FELLOWSHIP	848	5,730	7,500	6,537	-807
INSURANCE	0	9,140	13,500	9,020	120
MAINTENANCE	768	20,685	33,250	32,307	-11,622
MEMBER MINISTRIES	436	8,363	8,550	4,412	3,951
MEMORIAL FUND	270	270	0	0	270
MISCELLANEOUS	92	5,863	1,715	3,571	2,292
MORTGAGE PAYMENTS	4,068	61,564	75,800	68,707	-7,143
OFFICE	792	12,730	14,700	14,459	-1,729
SALARIES	11,093	104,840	149,133	68,389	36,451
SALARY PASTOR	7,401	81,270	88,808	74,251	7,019
PASTOR BENEFITS	2,164	28,471	43,167	35,602	-7,131
STEWARDSHIP	20	4,654	2,500	956	3,698
UTILITIES	2,425	32,099	44,100	39,319	-7,220
WOMENS MINISTRIES	0	3,448	0	1,052	2,396
WORSHIP	1,289	9,722	13,425	21,902	-12,180
YOUTH & FAMILY	562	20,624	6,000	18,360	2,264

TOTAL EXPENSES	36,384	447,189	558,673	464,948	-17,759
NET INCOME VS EXPENSES	37,341	(4,998)		(69,313)	
Maintenance to Mission Income	470	10,748		48,332	(37,584)
Maintenance to Mission Expenditures	0	17,575		88,398	(70,823)

NOTES:

- We are blessed with a generous congregation. Income for November was even better than October, with Regular Contributions now \$10,662 more than last year on a YTD basis. Total Income is up \$46,556 from last year, due in part to a very generous \$20,000 Memorial from one of our members. We also had \$2,292 in donations for the Thanksgiving Gathering.
- The Transfer from Savings represents two withdrawals from the Vanguard account: \$6,826 for last years' organ and youth expenses, and \$7,024 to guarantee adequate funds for the Detroit trip.
- Mission Support payments included \$3,000 to the synod and \$546 to Fisher House. At 10% of Regular Contributions (\$34,353), we are \$13,451 behind on our Mission Support commitments. This needs to be addressed in December. We have \$4,136 in Malaria Funds and \$3,407 in Lenten Offerings to disburse, all of which are part of our Restricted Funds, which now total \$67,134. Of that amount, over \$26,000 are Memorial funds, and \$11,069 are Maintenance to Mission funds.
- Our Checking Account balance on November 30 was \$49,039. With \$67,134 in Restricted Funds, this means our December income must exceed our expenses by about \$40,000 to meet our Mission Support commitments, and to have more in our Checking Account than in our Restricted Balances.

Norb Steinbach
Treasurer

Vice President's Report: Toni Palmer

Executive Committee / Council Report for November 2015

Submitted by Toni Palmer, Vice President, on December 7, 2015

1. I attended the October Executive meeting and Council meeting.
2. I attended the budget presentations presented by council members.
3. I met with the Nominating Committee and had several phone conversations regarding potential council members. We filled all but one spot – Membership. We are waiting for a potential candidate to let us know whether or not she is interested.
4. I met with Jill and Christine regarding their job satisfaction.
5. I attended the family movie night. There was a good turn-out with good fellowship. Thanks to Christine for her work on the event.
6. My family and I volunteered at the Thanksgiving Gathering. The Kunstmann Family did another outstanding job. Thanks you!! Thanks also to Art for his music and the music of his students. All of the music was wonderful. The amount of volunteers from CTK at

- this event truly shows how committed our congregation is to outreach.
7. I met with Christine several times regarding youth, family and education issues.
 8. I attended the cross generational Advent event. I also attended the luncheon and Gingerbread House event. It was such a wonderful Sunday at CTK and there are so many people to thank. Christine did a great job with the Advent event and Laurie did a great job with the Gingerbread Event, as usual. Thanks also to Pastor Jordan for his leadership and all that he continues to do for CTK.
 9. I am working on updating the CTK manual. I am asking that all committee chairs send me an update on the duties of their committees.
 10. I met with Rick and Pastor Jordan several times regarding CTK business.

COUNCIL COMMITTEE REPORTS

Personnel Committee: Linda Hamilton

Personnel Committee

Monday, December 7, 2015

Members present – Dick Reul, Cheryl Steinbach, Bev Waltz, Linda Hamilton
Meredy Hase, guest

Staff recognition will be on Sunday, January 10, 2016 at the first service. Invitations will be sent to staff. Pastor should include this in the service.

Discussed items that should be included in time & talent as requested by Meredy Hase.

Evaluations need to be completed by Pastor for Jill and Christine. Also new evaluations need to be done for Kathie, Art and Juanita.

Updated the committee on changes of the budget made by the executive committee.

Submitted by Linda Hamilton

Building & Grounds Committee: Kirk Carlson

No written report.

Worship and Music Committee: Jeff Roth

No written report.

Youth Report: Samantha Sternemann & Kristy Chesny

In attendance on 11/22: Christine Shander, Kristi Chesny, Joanna Ravaris, Brian Udovich, Patty Brock, Chase Brock, Rich Quinlan

Toni and PJ both stopped by to check in. Toni asked for us to revisit if family ministry fits with education better than youth. The group has decided that it would fit better in education committee. PJ asked how he might be of support to the youth committee; the team asked for help recruiting and brainstorming more leaders and people to connect to youth ministry.

I. Prayer

II. December events

- A. Dec. 6 Sunday Brunch: to be led by the Brock family; Christine will be away
- B. Dec. 13 Morning Bake Sale
 - 1. A Sign up sheet will be posted on Christine's door, sign up to bring 2-4 dozen
 - 2. Rich Quinlan and Joanna Ravaris will be on hand to help with sorting and
- C. Dec. 13 Evening Christmas Party for Gr. 7-12 with OSLC-Hartland
 - 1. Christine Shander, Teri Bergandahl and Samantha Mans will be leading
- D. Dec. 20 Birthday Party for Jesus (children and youth - no Sunday Brunch)
- E. Possibly young adult reunion: Dec 20 or 27? Samantha Mans is working on this with others.

III. Upcoming Events

A. Winter Retreats

- 1. Lutherdale Ski/Snowboard - Jan 29-31
 - a) We need more information on the previous use of budget and pricing for this event. The group was not sure how much we charged last year and how we are planning to budget fundraiser and retreats for 2016.
 - b) The advertised cost from Lutherdale is \$105 plus ski pass, rental and Saturday lunch.
 - c) Concern raised from last year: Apparently the ski club members were misinformed last year and they did not have passes.
 - d) Side note: We are in charge of Saturday transportation between Lutherdale and ski hill - which would impact how many chaperones/drivers we need.
- 2. Synod Youth 2Retreat at Camp Minikani - March 4-6
 - a) Advertised price from synod is \$125.

B. Youth Group Calendar - these dates are in partnership with OSLC-Hartland; the group has decided that we will address this 2016 calendar at the December meeting and we will move forward in partnership with OSLC-Hartland youth group

- 1. January 10
- 2. January 24
- 3. February 14 - afternoon event?
 - a) or maybe that is the week we do Serenity Inn Monday/Tuesday
- 4. February 28
- 5. March 13 (March is odd due to retreat at Easter)
- 6. April 10 (Sometime in April we'd want to do the Driver's License Milestone)
 - a) or maybe that is the week we do Serenity Inn Monday/Tuesday
- 7. April 24
- 8. May 22 (May 1 is Confirmation, May 8 is Mother's Day)
- 9. Items to fit in:
 - a) Potential Lock-in (February is looking busy for both Christine and Samantha)
 - b) Organize a youth service night with Serenity Inn (Monday dinner prep/Tuesday serve) - usually the third Tuesday of the month
 - (1) think about serving on a day off of school?
 - c) Organize something with Reformation - possibly Pettit Ice Skating?
 - d) Sky Zone!
 - e) Chase expressed interest in the new Go Cart place; Ravaris family might have interest in that.

C. Love Boxes

1. To be advertised by Rich Quinlan. Christine will work with him to coordinate the preparation. We are thinking of incorporating it into the Cross+Generational event on 2/14, to be sent out on the Monday after Valentine's Day. Georgie did this last year. Do we know if Georgie has interest in helping again this year?
2. Samantha asked to see who would coordinate the boxes this year and noted that
3. Rich gave details to Christine about how to plan the event and collection.

IV. Committee Needs

A. Recruiting

B. Setting a regular schedule for meetings - Thursday evenings might be a possibility again. We should also see who the incoming members are and then set the schedule.

1. Dec. 13 between services, starting at 9:35 am (this is the bake sale and Christmas pageant morning)
2. January 10 following second service

V. Summer Trip — We are a little behind in planning. Christine is awaiting an email response from Sky Ranch Lutheran Camp in Colorado about backing packing trips. We have started to survey families for potential weeks in June/July

Fellowship Report :

No written report.

Audit & Budget: Len Caccesse

No written report.

Education: Ruth Beiler & Joanna Ravaris

No written report.

Membership Ministry: Robin Weiss & John Ravaris

Membership Ministry Committee Report
November 2015

The committee did not meet in November.

Nothing to report for the month.

Submitted by,

Robin Weiss

Committee Co-Chair
December 7, 2015

Stewardship Committee: Jon Kilmer

STEWARDSHIP REPORT
12/7/2015

STEWARDSHIP MET ON 11/25/2015.

Present: Meredy Hase, Bob Rooney, Mike Groh & PJ

- ☑ A critique and some suggestions of the October Stewardship drive was made:
 - o Time Issues
 - o Calendar more in advance
 - o More Stewardship sermons
 - o Provide children care during the event
 - o Temple Talks
- ☑ The following contacting via phone will be implemented in the near future:
 - o Contact members who did not pledge for 2016, but had pledged for 2015.
 - o Contact Simply Giving Members to offer assistance with updating their forms to reflect changes in pledges.
 - o Contact top 20% pledging membership thanking them.
- ☑ Following is a result of the status of written pledges receives as of 11/30/2015.

2016 2015 2014 Pledge comparison as of 11-30-2015 as of 11-30-2015

Pledged for The Giving Year	Total Giving Units	Total \$ Pledged	Increase/Decrease in Giving Units Pledged Compared to Previous Year	Increase/Decrease in Pledged Amount Compared to Previous Year	Increase/Decrease in Pledged Amount Compared to Previous Year as a %
2014	105	\$237,701			
2015	100	\$246,965	-5	\$9,264.00	4% increase
2016 (as of 11-30-2015)	123	\$323,790	23	\$76,825.00	31% increase

Respectfully submitted,

Jon Kilmer, Stewardship Chairman

Motion for Acceptance of the Council Committee Reports by Norb and seconded by Toni. Motion carried.

Old Business:

Budget presentation and approval – Paul Neumiller and Norb Steinbach went through the proposed 2016 budget with the meeting members present. Motion to approve 2016 budget moved by Toni and seconded by Robin. One Nay vote. Motion carried.

Council nominations – Toni

Committee reports for Annual Report (due 12/10/15) – Only 2 received so far

New Business:

Large donation – Pastor Jordan handed out letter regarding a memorial gift

2016 Pastor's housing allowance -

"Motion: Housing Allowance Designation
Christ the King Lutheran Church
Delafield, WI
December 2015

Whereas:

- The IRS allows clergy to designate portions of their salary package as "Housing Allowance"
- The good and faithful people already offer part of pastoral compensation under the designation of "Housing Allowance"
- The amount so designated does not cover all costs of housing.
- Additional designations do not affect paychecks or amounts paid out, but do affect how taxes are calculated for clergy

Therefore be it moved that:

- Christ the King designate \$40,000 of Pastor Lindsay Jordan's 2016 compensation as housing allowance."

Motion to accept Pastor's above request moved by Toni and seconded by Norb. Motion carried.

Motion for Adjournment:

Norb moved and Toni seconded. The meeting was adjourned at 9:30 pm.

The Council closed with the Jesus Prayer.

Respectfully Submitted,

LeeAnn Quinlan
Council Secretary

Next Meeting: January 12, 2016

Refreshments and Devotions: LeeAnn Quinlan