

Church Council Meeting Minutes  
November 6, 2019

The following people were present:

Bruce Boelter	Matt Manning
Laura Broseghini	Gavin McKelvey
Chip Case	Kim Skattum
Loretta Dudley	Steve Snow (remote)
Angie Duran	Alex Stadler
Michele Gerbrandt	Ron Veatch

Visitor- Tim Griesbach

Absent- Ramsee Gosney

Gavin opened the meeting with prayer.

Tim had prepared a philosophy of ministry for church production as requested by the trustees. He shared this with Council as follows: “Undistracting excellence. We want to help people meet with each other and with God within our services without drawing attention to the technology being used to toward that end. We want to lift Christ up, using our AVL (audio, visual, lighting), in order that He might be seen for Who He is and that He might draw all people to Himself (John 12:32).” This is the vision. The details of that were outlined for years 2019 through 2024 summarized below:

**2019-** Assess current state of AVL systems and addressing critical issues.

**2020-** Purchase and install new lighting control systems. Increase AVL volunteers.

**2021-** Begin the transition to upgrade video at all 3 campuses.

**2022-** Install new LED-based primary screen for TH and upgrade NG audio to digital.

**2023-** Install new LED screen for FL campus. Create and execute plan for upgrading TH audio to digital.

**2024-** Install new LED screen at NG campus. Create and execute plan for upgrading FL audio to digital.

Council discussed whether or not a dollar amount was needed to approve the vision. Matt and Chip pointed out that this would be the job of the trustees, not Council.

Gavin and Steve discussed the information provide by Unison to Crossroads regarding development of the Thornton land. Unison does not see financial viability if we keep ownership. Crossroads suggested a 60/40 split to Unison. They responded that it still would not work for them. Steve felt that the numbers presented by Unison were very misleading. Conclusion- we need to drop Unison as a partner. The numbers presented by Unison were the breaking point for our trust. Steve is meeting with Brian Veatch to discuss other options. Updates on these discussions will be given to Council via e-mails so as not to take more meeting time in the future.

Kim will bring the residency program details to the next meting due to a shortage of time.

Matt said that Crossroads has lost 800 people in the last 9 years. If this trend continues, we will not be able to function as a three campus church within a few years. The finances are good right now, but only because we made hard cuts last year. If things continue as is, we will be in the same situation in two years where we need to take more cuts but there will be little left that can be cut. Therefore, Matt brought to the meeting the proposal that we contract with Tony Morgan of The Unstuck Group to determine how we can reverse this trend. Matt gave background on Tony Morgan and his group and outlined the four phases of their approach.

**Phase 1-Assess** In this phase we gain perspective and answer the question, "How are we doing?"

**Phase 2- Plan** In this phase we plan for the future and answer the question, "Where are we going?"

**Phase 3-Structure** In this phase we clarify structure and answer the question, "Who does what?"

**Phase 4- Action** In this phase we put the plan into action and answer the question, "Did we deliver?"

Council discussed the plan and voted unanimously to approve contracting with The Unstuck Group.

An FYI was given by Matt on the Ft. Lupton campus changes. The rented temporary building now used for the youth will be removed in January 2020. The fellowship hall will be divided with accordion walls so that the youth will meet in the back section. The previously approved signage issues will be updated. Seating will be replaced with chairs similar to the Thornton campus.

Upgrades will be made to the kitchen. \$60,000 has been approved by the trustees for this project. These changes will be made over the next two years.

Action items:

- Have a phone meeting between Gavin, Matt and Steve after the meeting with Brian Vetch.
- Gavin will follow-up with the trustees regarding the AVL needs.

Matt said that some of the Council members terms will be up soon. Kim and Alex will rotate off. Chris Amdahl will be joining. Matt will check with the non-staff members to see if they want to rotate off or remain.

The meeting was closed with prayer.