

Trinity Lutheran Congregation Council

January 9, 2019

The Trinity Lutheran Congregation Council meeting was called to order by Mary Deters at 7:45 pm on January 9, 2019 in the Gathering Room at Trinity Lutheran Church.

Members Present: Mary Deters, Milly Halverson, Steve Nelson, Barb Arnold, Jacque Wennes (via FaceTime), Steve Kemp, Willy Leafblad, and Mary Zaffke.

Also Present: Nolie Kapplinger (Staffing)

Pr Elizabeth opened the meeting with prayer.

Secretary's Report for December 12, 2018 was approved as corrected.

Treasurer's Report (placed on file)

- By year end, the budget was met, except paying back the \$14,000 borrowed from ourselves.
- Mission giving in 2018, not including our benevolence to the synod, was \$27,304.

STAFF REPORTS:

Pastor Elizabeth

- *What is God calling us to do this year? What new ways are we going to build our faith? What does our neighbor need from us? What's next?*
- "Thirst Day" begins on January 17th, and every third Thursday of the month, at 7:30pm at the parsonage.
- Christmas Eve, Christmas Day, and Sunday worship celebrations were shared with 750!

Pastor Lane

- Report to the Council included 66 hours of ministry:
 - 2 Saturday/Sunday services and prep (24 hours)
 - 1 Wednesday service (3 hours)
 - 14 Visits with Communion (14 hours)
 - 2 Visits with no Communion (2 hours)
 - Hospital visits to 4 people (7 ½ hours)
 - Staff meetings (3 ½ hours)
 - Nursing Home service (1 hour)
 - Newsletter article (2 hours)
 - Phone Calls (2 hours)
 - Road time (7 hours)
- 2 Funerals (15 hours)
- Helped with Gloria's (3 hours)

Bekah (full report placed on file)

- In her report, Bekah shared faith activities, fundraisers and gatherings that children, youth, and families of our congregation are engaged in.
- Upcoming continuing education events for Bekah include a 2-day SEMN Synod Faith Formation retreat at Good Earth Village (January 10) and the ELCA Youth Ministry Network's Extravaganza in Florida (January 24-28).

TEAM REPORTS:

Care Ministry (Milly)

- Christmas was a busy time for the Care Team. They packed and delivered 27 Christmas Cheer packages for families and singles
- Through HIP (Health Initiative Project), 10 backpacks are being filled with food for the weekend.
- A reminder will be put in the bulletin about Trinity's Tiny Pantry.

Education (Jacque)

- Youth will be doing stock sales in January to fund their trip to Indianapolis. The fundraiser was approved by the Council at the August 8, 2018 meeting.
- Mission Trip to Puerto Rico during the summer of 2020 can be an intergenerational group with a ratio of 1 adult to 1 youth through Youth Works. A survey will be sent to youth parents in January and reported to the Council in February.
- The Education Team is exploring new curriculum for the 5-6th grade Sunday School students which would be more age appropriate and begin Fall of 2019.

Mission in the World (Steve N)

- The Alternative Giving Fair raised \$7,600 (\$2,000 more than last year)!
- The Habitat project will begin hosting Homeowner Informational Sessions in January. It is the first step in the selection of a family.

Outreach (Mary Z)

- The Empty Bowls event is one way to raise our awareness of hunger and issues related to hunger; do some good by donating 100% of the money given to the Houston County Food Shelf and the ELCA World Hunger Fund; and enjoy homemade soups and breads. The event will be held on Sunday, January 20th from 10:30 am to 12:30 pm.
- Thanks to everyone for participating, and for your gifts, in the Reverse Advent Calendar ministry.

Support (Steve K)

Property

- No report

Stewardship

- All members were sent a letter of *gratitude* from the Stewardship Team for the generosity of our Trinity Family in 2018 and *encouragement* to share our blessings, small and large, so that our blessings flow within and beyond.

Communications

- No report

Finance (full report placed on file)

- Audit was completed on January 6, 2019.
- Recommended that the annual meeting not be held before the last week of January in the future.

Staffing

- Plan to begin using the digital time card program.
- Custodian task list, hours, and role for non-church events is still in progress.
- January 11, 2019 is the application deadline for the bookkeeper position.
- Staff annual reviews have been completed. Pr Elizabeth will review them with each staff member and place on file.
- "Items to Address to Help/Support Our Staff" has been compiled, typed, and distributed to the Staffing Committee to review and begin to address the various issues.
- Discussed the development of a Personnel Policy.

Worship (Willy)

- Recapped Christmas worship and celebrated that we ran out of candles at the 8pm Christmas Eve service!
- Schedules have been completed for ushers, readers, bread bakers, etc.
- Looking at Lenten liturgy options, other than the Holden service, such as vespers in LBW.
- Discussing the idea of a Reverse *Lenten* Calendar.
- The organ is scheduled for a thorough cleaning this year (approx. \$10k).

CONTINUING BUSINESS:

Update on Boiler Installation (Property)

- Still waiting on univents.

Update on Boiler Fundraiser (Finance)

- \$219,000 has been raised to date. Still projecting a cost of \$250,000.

Update on bookkeeper position (Pr Elizabeth)

- Two applications have been received to date, with a possible third applicant interested in the position.
- Interviews will be scheduled after the January 11th application deadline.

Update from Nominating Committee (Steve N)

- 2019 Ballot was presented and all positions were filled.

Update on Bylaws revision

- Revisions to the bylaws were presented. It was suggested to include "strike-outs", so all deletions and additions to the previous bylaws are shown.

Pr Elizabeth will work with Marlene to complete a "strike-out" copy of the revised bylaws for the annual meeting. Upon approval the revised Bylaws for Trinity Lutheran Church will be placed on file.

NEW BUSINESS:

Bekah's Contract

- Bekah's contract ends in February. In the 2019 budget, she receives a 2% increase and \$100/month stipend. Pr Elizabeth explained that the stipend is a good faith investment.
- We were reminded that the intent of a contract versus an employee position was so that we could review and reflect on the model of ministry after 2 years of service, since we were going from two pastors to one.

MS (Jackie, Steve N) to change the model contract position of the Director of Children, Youth and Family Ministry, to a full time employee position, with the benefits and salary as approved by the congregation.

Motion Carried by paper vote: unanimous

Visioning & Planning Team

Three volunteers are serving on this committee (Bev Nelson, Steve Kemp, Nolie Kapplinger). They are tasked to make recommendations to the Congregation Council for changes to our church facility and ways to enhance, strengthen and expand current and new ministries.

- They will begin gathering input on January 10th and have set a deadline of May 1, 2019 to report to the Council.

Vouchers & Forms

- In an effort to make the bookkeeper's job easier, Lorilyn prepared several forms to streamline the process: Red's charges for Trinity Lutheran Church, Trinity Income Voucher (for Fundraising Events), Trinity Fundraising Form, Trinity Lutheran Church Expense Voucher. All Team Leaders were encouraged to begin using them.

Annual Report

- By Feb 1, 2019, we need to report what our benevolence to the SEMN Synod will be in 2019. The proposed 2019 budget increases our contribution to 6%. (In 2018, 5% was budgeted, but 7.7% came out of our budget for mission).

Lenten Suppers

- There are 5 Lenten meals to prepare. Teams and youth will be given the opportunity to serve a Lenten Supper.

Pastor Elizabeth closed the meeting with prayer.

Meeting adjourned at 9:45pm.

Next Meeting: Wednesday, February 13th at 7:45 pm at the parsonage.

In HIS Service,

Karen Bingham