

**** SUBJECT TO APPROVAL BY THE CHURCH COUNCIL AT ITS NEXT MEETING ****

Trinity Lutheran Church Council

November 8, 2017

The Trinity Lutheran Church Council meeting was called to order by Mary Deters at 7:45 pm on November 8, 2017 in the Gathering Room at Trinity Lutheran.

Members Present: Pastor Jim, Mary Deters, Debra Spence, Steve Nelson, Barb Arnold, Jean Ellingson, Steve Kemp, Jacque Wennes (by Face Time), and Mary Zaffke.

Also Present: Lorilyn Dehning (Finance Team)

Pastor Jim opened the meeting with prayer.

Secretary's Report for October 11, 2017 was approved as corrected.

Treasurer's Report – placed on file.

- Envelope giving is down 6.7%; expenses are up 7.7%. Note: This time last year we were only paying a salary for Pastor Jim.
- A reminder will be put in the church bulletin encouraging Thrivent members to direct their Thrivent Choice dollars to Trinity.

STAFF REPORTS:

Pastor Jim

- To facilitate the church office staff with bulletin/newsletter information, a form is available at the church office for submissions. Marlene will be asked to send a copy to all Team leaders. The deadline for the December newsletter is Wednesday, Nov 22nd
- All Team leaders and President now have a stacking tray in the office.
- Trinity Lead Pastor roles include being ex-officio on all endowment boards with President; ex-officio on Beary Patch Board, by constitution (C9.03) and by-laws (B13.03).
- The Property and Finance Team leaders are also ex-officio on the Heritage Endowment Board.
- Jean Ellingson and Debra Spence will be coming off the council and will move to the nominating committee. The President will appoint 3 members of the congregation to the nominating committee in order to fill the vacancies for the February 2017 annual meeting.

Pastor Lane (see attachment)

Bekah (see attachment)

- In her November report, Bekah shared faith activities, fundraisers, and gatherings that the youth and families of our congregation are involved in.

TEAM REPORTS:

Care Ministry (Debra)

- Working on Christmas Cheer
- Fleece blankets are being made
- Bag-a-Buck, to benefit the Food Shelf, raised \$343.
- Discussion continues on where to put The Little Free Pantry. A “blurb” will be included in the phone bill to let people know about it when it is ready!

Education (Jacque W)

- Work continues on the Safe Church Policy; awaiting the Property Team’s input on safe escape routes in case of fire/other emergencies.
- A meeting with the parents of youth heading to Houston is scheduled for November 19th to discuss the 2018 Syttende Mai Meatball Dinner.
- Jacque, Bekah, and Pastor Jim talked to members of the Youth Advisory Group and it was agreed that there was duplication of efforts.

MSC (Jacque, Steve N) to suspend the Advisory Youth group at this time, inviting each member to bring any/all concerns regarding Trinity youth to the Education Team.

Mission in the World (Steve N)

- No report

Outreach (Mary Z)

- Katie’s Table was enjoyed by many!
- Wreaths of thanks will be presented at worship on November 19th
- Time & Talents work continues to connect names to the appropriate person/activity in which they want to “serve”. (Note: The church office and Mary Z also have a copy).
- In December, a reverse advent calendar, with scripture readings and a focus on the needs of others, will be given to Trinity members.

Support (Steve K)

- See Continuing Business: Sabbatical Leave
- See New Business: Bekah Leafblad’s contract; 2nd Parsonage

Worship (Jean)

- At the November 26th worship service, Thankful Brass will offer special music.
- Willy Leafblad and Jean are planning the 9:15 am Christmas Eve service of lessons and carols.

- Pastor Jim will lead the 3pm and 5 pm Christmas Eve worship services; and the 10am Christmas Day worship service.
- Worship Team is working on the volunteer lists for 2018.

CONTINUING BUSINESS:

Call Committee Update (Mary Z)

- Meeting regularly and working diligently.

Sabbatical Leave (see attachment)

- 2nd Reading of the Sabbatical Leave Policy for Trinity Lutheran Church

MSC (Steve K, Steve N) to accept the recommendation of the Support & Staffing Teams to adopt the Sabbatical Leave Policy as amended by the Council.

- A copy will be sent to the Staffing Team and Call Committee Chair, Jan Kraabel.

Beary Patch Update

- Meeting with the Beary Patch Board (Bethany Bergsgard, Jessica Kraus, Jen Solberg) has been beneficial as we ask "What is/should be Trinity's role?"
- They are rewriting/updating the preschool by-laws and will provide a copy when completed.
- When our agreement with the preschool is updated, it presents an opportunity to think about changes to our relationship. As a "school" under our church, we might ask that there be morning and/or closing prayer, or drop-in visits from the pastor.
- Bethany will be on leave for six months and her long-term substitute replacement is Laura Jergenson. Laura will start on January 1/22/2018 at \$16/hour, through April 25th.

NEW BUSINESS:

1st Reading of 2018 Budget (Lorilyn)

- Proposed budget shows added income, loaned from the Heritage Endowment.

MSC (Steve K, Mary Z) to increase Marlene's salary \$1 per hour from \$13.50 to \$14.50 starting 11/05/2017.

- Once the budget is approved at the annual meeting, our custodian will be paid \$11.46/hr (40hr/week)

Bekah Leafblad's Contract

MSC (Steve K, Debra) to accept the recommendation of the Finance and Staffing Teams to move Bekah Leafblad to a salary position at 40 hours per week, effective 1/01/2018, with a set salary of \$36,452.80.

2nd Parsonage

MSC (Steve K, Debra) to accept the recommendation of the Support & Finance Teams to put up for sale the second parsonage, pending approval by the congregation at a special congregational meeting.

Endowment Reports (Mary D)

- All 3 endowments (Heritage, Mission, Scholarship) have monies in InFaith Community Foundation. Fund Activity Summaries for the period 9/01/2017 – 9/30/2017 were discussed.
- President Mary asked Lorilyn Dehning and Lee Hoekstra to be ex-officio at the next meeting of the Heritage Endowment committee.
- President Mary will ask each endowment board to do the following annually: read the by-laws, educate and inform the congregation who is benefiting from our endowment gifts, fund raise, and meet with a professional advisor.

Pastor Jim closed the meeting with prayer.

Meeting adjourned at 10:00 pm.

Next Meeting: Wednesday, December 13 at 7:45 pm.

In HIS Service,

Karen Bingham

Pastor Lane Zaffke's report for October 2017

October 1-7 staff 1 hour, Hospital visit 3 hours, Service prep and Sat. service 10 hours

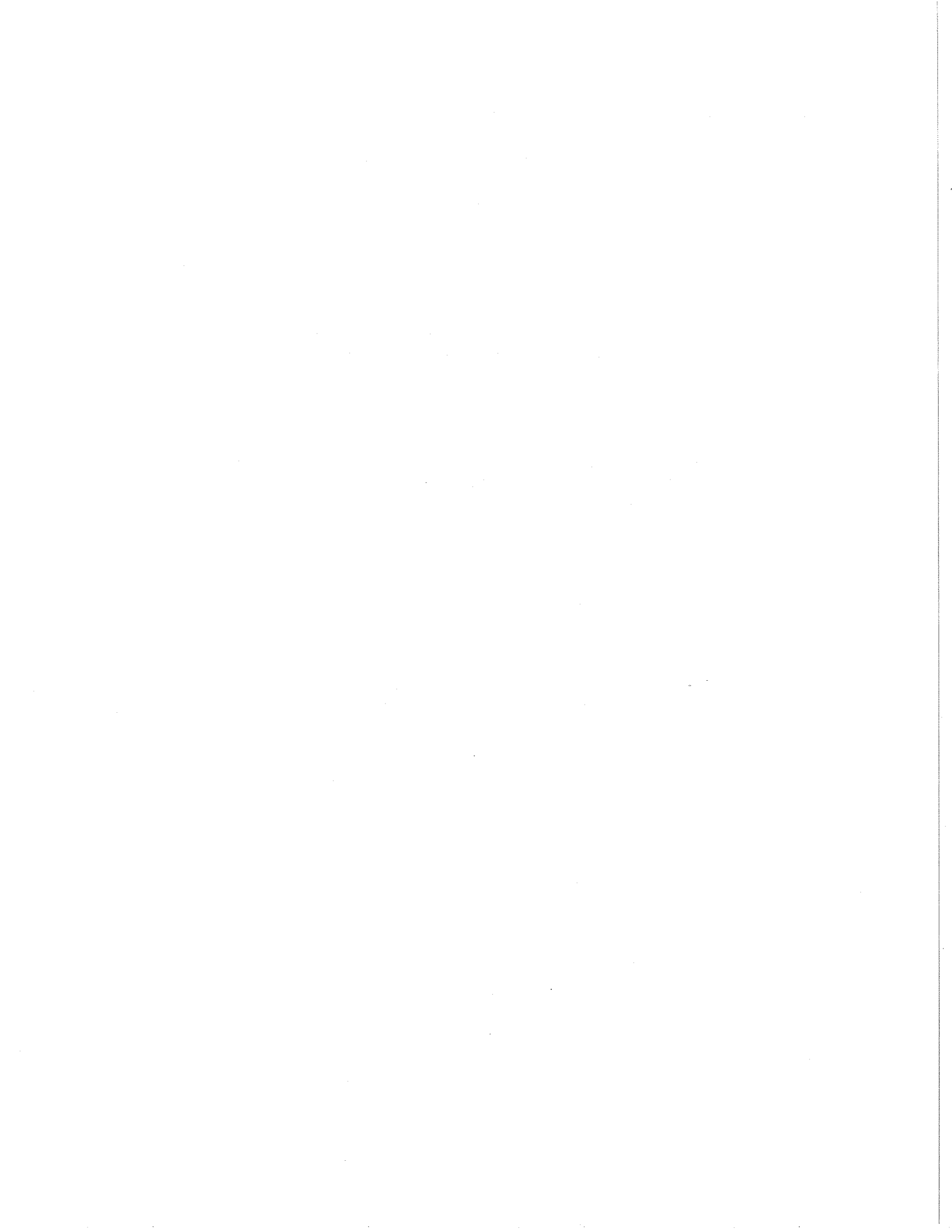
October 8-14 Sunday Service and Nursing home service -4 hours, hospital visit 3 hours, staff - 1 hour

October 15-21 newsletter Article 2 hours, Manor Communion service prep and service 2 hours, 2 visits 2 hours staff 1 hour, 1 hospital visit 3 hours

October 22-28 Tweeten Apt and Assisted living services -3 hours, 4 home communion visits 4 hours, staff 1 hour, hospital visit 3 hours, confirmation practice 1 hour,

October 29- Confirmation service 1 hour

Totals: 3 staff hours, 19 hours service preps and services, 9 hours hospital visits, 2 hours confirmation, 6 hours home communion visits



Sabbatical Leave Policy

Trinity Lutheran Church

*I have been made free
by the tide's pendulum truth
that the heart that is low now
will be at the full tomorrow.*

~R. S. Thomas

I. A Brief Theology of Sabbatical

Beginning with the Bible's story of creation, and quietly echoing down through all the generations and communities of the people of God, is the concept of Sabbath: the rhythm of work and rest, and how the wholeness of life is to be found in that harmony. Genesis reports that God rested after the labor of creation, and the writer of Hebrews invites us (with some urgency) to enter into the "rest of God."

Likewise, our word "inspiration" is literally connected to the need to "breathe in" after a period of "breathing out." Those who study parish ministry have found that healthy pastorates (especially those of longer duration) require that attention be paid to this "sabbatical" rhythm if that health – for both pastor and parish – is to be maintained. Far from simply being a "favor" to the pastor, the synod's sabbatical program (outlined below) is designed to offer refreshment and renewal for the whole ministry of the congregation by taking seriously the need for our called leaders to be renewed and, yes, "inspired" by all of the dimensions – rest, reflection, study, prayer, and more – that are included in a period called "sabbatical."

II. General Themes for Sabbatical Leaves

- A. Spiritual growth and renewal.
- B. Intellectual stimulation
- C. Time to explore or pursue a "dream" or "interest" related to the ministry of the congregation.

III. Criteria of Eligibility for Sabbatical Leave

- A. Pastors who have served the congregation full time for at least six years may, in consultation with the Staffing Team, bring to the council a plan for up to a three month sabbatical.
- B. Pastors shall commit to serving the congregation at least one year after the end of the sabbatical period.

IV. Other Considerations

- A. Pastors are encouraged to take all vacation and study leave time allowed in their call/contract.
- B. A member of the synod's Sabbatical Committee will be available to visit a congregation's council to support the pastor's sabbatical request, if helpful.

V. The Sabbatical Plan

The sabbatical plan shall include the following:

- A synopsis of the pastor's focus of study,
- The rationale for the area of study related to the ministry of the congregation and/or the pastor's personal growth,
- The plan for meeting the pastoral needs of the congregation while the pastor is away.

VI. The Sabbatical Committee

- A. The pastor shall have a "sabbatical committee" in the congregation for guidance, encouragement, and disseminating information.
- B. Members of the sabbatical committee shall be appointed by the president of the congregation.
- C. The sabbatical committee shall begin meeting no later than six months prior to the beginning of the sabbatical period.
- D. The sabbatical committee, in collaboration with the council and appropriate ministry teams, shall oversee the pastoral needs of the congregation while the pastor is on sabbatical.
- E. The congregation will continue to provide the pastor with the same level of salary and benefits during the sabbatical as was received prior to the sabbatical period.

Youth and Family Coordinator Report – November 8, 2017

Bekah Leafblad

Rotational Sunday School

- We recently finished our 2nd rotation learning about Noah's Ark.
- This past Sunday, November 5, children began learning songs for the Sunday School Christmas Program.
- The Sunday School Christmas Program will be Sunday, December 17 at 11:00 AM and is entitled "B is for Bethlehem." I am directing the program with Brenda Gullickson.

Release Time

- Release Time is still going wonderfully.
- Trinity (out of the Education Team budget) will need to employ a paraprofessional once per month for a Kindergarten student.
- Numbers – 20 Kindergarteners, 10 1st Graders, 12 2nd Graders, 10 3rd Graders

Confirmation

- We had our first service-learning project of the year: Trick-or-Canning. Students and mentors seemed to really enjoy themselves. We collected 693 pounds of food and \$70 for the food pantry!
- So far in confirmation, we have been talking about the reformation. Now we will begin discussing our lives of faith through the Beatitudes.

ELCA Youth Gathering in Houston, TX

- The Gathering is held June 27 – July 1, 2018. We will be gone from June 24 to July 2.
- We have a grand total of 27 youth going to Houston from Trinity! With the 7 signed up from Blackhammer, we have 34 youth going on a bus! We have 9 adult leaders from both Trinity and Blackhammer, making our grand total of people traveling to Houston next summer 43!
- We have our first meeting as an entire group on November 19 at 1:00 PM.

Fundraisers

- So far, our 144 envelope challenge has raised \$5,788. With a very generous donor who is matching 1 for 1 up to \$2,500 in between October 29 and Thanksgiving, that puts our total up to \$7,250!!
- We sold scrip gift cards on Sunday, November 5. We made \$390 selling scrip cards to Kwik Trip, SG Cinema, Ivy Grove, Calluna, and the You Betcha Shoppe.
- We are currently taking Thanksgiving Pie orders. We currently have orders in for 4 pies, raising \$56.

Day Camp and VBS 2018

- Day Camp and VBS 2018 will be from June 18-21. Education Team decided June would be better for families. We will get Sugar Creek Camp counselors like we have done in the past.

