

**\*\* SUBJECT TO APPROVAL BY THE CONGREGATION COUNCIL AT ITS NEXT MEETING \*\***

**Trinity Lutheran Congregation Council**

September 11, 2019

The Trinity Lutheran Congregation Council meeting was called to order by Mary Deters at 7:45 pm on September 11, 2019 in the Gathering Room.

**Members Present:** Mary Deters, Steve Nelson, Barb Arnold, Jacque Wennes, Steve Kemp, Willy Leafblad, Milly Halverson, and Lara Wold Mendez.

Pr Elizabeth opened the meeting with prayer.

**Secretary's Report** for August 14, 2019 was approved as corrected.

**Treasurer's Report** (placed on file)

- Email and online giving is 5.9% less, as compared to a year ago.
- Thrivent Choice dollars designated to Trinity benefit our income.
- Expenses are paid; no more money has been borrowed.
- The Summer Surge fundraiser received approximately \$3400 in donations.

**STAFF REPORTS:**

Pastor Elizabeth (full report placed on file)

- With our incoming new members and large kindergarten and seventh grade confirmation classes, she feels very positive about the Holy Spirit's presence among us. *God is good!*
- We have had a number of baptisms at Trinity recently, and at least five more are scheduled for the next few weeks.
- She continues to consult with the "community center" team as they make progress towards identifying funding sources and developing a sustainability plan.

Pastor Lane

- Report to the Council (for 2 months) included 45 ½ hours of ministry:
  - 11 Home Visits with Holy Communion (13 ½ hours)
  - 1 Visit without Holy Communion (1 hour)
  - 3 Staff Meetings (2 hours)
  - Office Time (3 hours)
  - 2 Sunday Sermon Prep and Service; Saturday included (17 ½ hours)
  - 1 Hospital Visit (1/2 hour)
  - Road Time (12 hours)
- 1 Wedding (not at Church)

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.
- Wilmington Lutheran is not offering Sunday School this year, so we will have some of their children attending Sunday School at Trinity.
- We will be teaming up with Calvary for Release Time. Pastor Len will continue to teach the lessons, while Kimberly Holty and Bekah will lead an activity pertaining to the lesson.

- Eight 10<sup>th</sup> Grade students will be confirmed at Trinity on Sunday, October 27; three 10<sup>th</sup> Grade students will be confirmed at Wilmington Lutheran on October 13<sup>th</sup>. Pr Elizabeth will be doing both Affirmation of Baptism services.

#### **Care Ministry (Milly)**

- Hosting a “Wisdom Luncheon” for members over 80 years young on October 6<sup>th</sup>.
- Looking for a volunteer to have caring conversations and bring prayer shawls to those needing comfort. Thank you, Betty Dokken, for your faithful service to this ministry.

#### **Education (Jacque)**

- Rally Sunday, on September 8<sup>th</sup>, was in Pastor Elizabeth’s words, a “*tremendous success*”! Once again, the names of those involved in the education ministry of Trinity were placed on the pews, so that they could be lifted up in prayer.
- Parents of Sunday School children were asked to sign up for a two week rotation of teaching and they did!
- An orientation meeting for parents and confirmation students was held on September 11<sup>th</sup>. The new confirmation program and catalog for Trinity U was presented.
- Bekah will spend 15 minutes per week with the 4-year olds at the Beary Patch Preschool. During that time she will share age appropriate faith based activities.
- Education is discussing naming the rooms used for education, for gathering, etc. Suggestions are welcome!

#### **Mission in the World (Steve N)**

- They have submitted their budget.
- The SG Herald featured an article about the Habitat project and highlighted Trinity volunteers.
- A fundraiser for the Spring Grove Habitat project is planned for October 3<sup>rd</sup>, from 5-8pm at RockFilter Distillery.

#### **Outreach (Lara)**

- They have contacted prospective new members. As a welcome gift they plan to give each family a baptismal chest.
- Outreach members have decided to serve as Shepherds for the new members, so that they can be deliberate in “welcoming” them to our church family, walk along side them, answer their questions, or take them out to coffee! At a later time, they plan to give them a Shepherd from the congregation to continue the relationship.
- They are working on revising the process for welcoming new members.

#### **Support (Steve K)**

##### Property

Pastor Elizabeth and Staffing continue to evaluate the custodial work and needs during the transition from a full-time custodial position.

- Custodial work: Rick and/or Lee have requested that their stipend be given to Property. They are willing to continue doing the custodial work for funerals.
- Custodial needs: We have no one to do maintenance work, to clean Trinity Center, to open/close for Beary Patch and for events at Trinity Center, and to be responsible for the boiler/AC unit.

##### Stewardship

- Servant Sunday will be September 29<sup>th</sup>. Youth that traveled to Indianapolis this summer will be sharing their experiences during worship.

##### Communications

- No report

##### Finance

- No report.

## Staffing

- (see Continuing Business: PTO)

## Worship (Willy)

- Trinity Staff are getting name tags.
- Funeral guidelines have been completed.
- \$240 will be spent from their 2020 budget to get a digital version of "Sundays in Season".
- A Handbell retreat is planned for September 21<sup>st</sup>.
- Dates have been scheduled for December:  
Children's Christmas program – December 15<sup>th</sup>  
SGHS Choir Concert – December 16<sup>th</sup>  
Trinity Choir Christmas Concert – December 22<sup>nd</sup>
- Easter worship services will be at 9:15 am and 10:45 am; and a sunrise prayer vigil service for those early risers who cannot wait to proclaim *He is Risen!*
- On April 8, 2020, the Gustavus Adolphus band has chosen Spring Grove to be a part of their Spring Tour. They will perform a concert for our community at the SG Schools.

## **CONTINUING BUSINESS:**

### Update on Facilities Planning Team

- Two potential architecture/build firms have done a walk-through of Trinity and will be presenting their proposals.

### Paid Time Off (PTO) for part-time employees

- No action was taken on the approval of the PTO policy so that the Staffing Team could address some of the questions raised by Council members.

***Steve Kemp will invite the Staffing Team to the October Congregation Council meeting.***

### Update on Living Well with Chronic Conditions

- They will be meeting on Tuesdays for six sessions, October 8 – November 12, 2019 from 9 – 11 am, in the Gathering Room at Trinity.

### Discussion regarding Facilities Planning Team's request not to do major building improvements until they submit a long-range plan

- Regarding the tuck pointing project, one of the architecture/build firms gave valuable input – that if it is scheduled, it should be done because it is a high priority for maintaining our building. The Council agreed that the project should go forward.

***Steve Kemp will inform the Property Team (Lee Hoekstra).***

## **NEW BUSINESS:**

### Beary Patch Preschool (Jacque)

- A check for \$1000 was given to Trinity by the Beary Patch Preschool.
- The Ed Team discussed charging \$500/month rent to Beary Patch Preschool. The 4-Star rating and a class size of 27 gives them a "surplus". Bethany also received a raise (\$26,053).

**MS** (Jacque, Milly) to have the Beary Patch Preschool pay 10% of the gross tuition annually to Trinity for cleaning and utilities. **Motion carried** by paper vote: 9 Yes 1 No

***Jacque will inform the Beary Patch Preschool Board.***

### Parental Leave of Absence

- Staffing Team is working on a Parental Leave of Absence policy and hopes to complete it by October 1<sup>st</sup>.

### Updating the Congregational Constitution

- Actions taken at the Churchwide Assembly need to be updated in our Congregational Constitution. Seeking volunteers.

### Approve New Members

**MSC** (Lara, Willy) to accept new members to Trinity on New Member Sunday. New members are: Erin & Devin Becker and children Caroline, Natalie, and Simon; Audrey & Charles Ellingson, Kathy Phillips, and Laverne Reiersen.

### Nominating Committee

- Steve Nelson has volunteered to chair the committee.
- Team leaders were asked to talk to their team members and ask their intent to serve.

***Mary will ask for 3 volunteers from the congregation to serve on the Nominating Committee, in the bulletin and newsletter.***

### Trinity Center (Steve K)

- The Support Teams would like a long term plan for Trinity Center, to discuss the pros and cons of selling/keeping Trinity Center, with input from Finance, Property, Education, and Visioning & Planning Teams.

**MS** (Steve K, Steve N) to form an ad hoc committee to discuss and recommend a long term plan for Trinity Center, with one member serving from the Finance, Property, Education, and Visioning & Planning Teams. **Motion Carried** by paper ballot: 7 YES 3 NO

- Steve K will report their recommendation to the Council by January 1, 2020.

***Steve K will contact team members to serve on the ad hoc committee.***

### Support Team

It has been six years since the team structure changes were made. There is some “support” for making changes, such as including Property and Finance as voting members on the Congregation Council.

- Pr Elizabeth shared that the current Congregation Council represents the ministries of the church. The Support Team “supports” those ministries.
- The Council understands that changes can and may be needed, and the importance of being open to evaluating the effectiveness.

Pastor Elizabeth closed the meeting with prayer.

Meeting adjourned at 9:30 pm.

**Next Meeting: October 9, 2019 at 7:45 pm in the Gathering Room.**

In HIS Service,

Karen Bingham