

**TLC Church Council Meeting December 10, 2019**  
**Transfiguration Lutheran Church**

**Attendees:**

Council: Evan Collins, Carol Hill, Allison Lindman, Jerry Olson, Sandy Stooke, Zac Schnedler, Gretchen Schroeder, Patti Weichselbaum

Regrets: Laurel Riippa

Staff: Pastor Ed Treat, Pastor Arthur Murray

Guest: John Lindell

**Devotions:** Gretchen Schroeder

**Call to Order:** The meeting was called to order at 6:50 p.m. Evan Collins expressed the thanks of the Council to Sandy Stooke for hosting dinner and the meeting.

**Approval of Agenda:** Motion by Gretchen Schroeder with second by Patti Weichselbaum to approve the agenda. Motion carried and approved.

**Review and Approval of Minutes of November 10, 2019:** Carol Hill. Motion by Sandy Stooke and Zac Schnedler to approve the minutes. Motion carried and approved.

**Review and Approval of November Financial Report:** Jerry Olson

- General Fund Receipts for November totaled \$61,473. Disbursements totaled \$62,336. This was a break-even month in terms of receipts and expenses but receipts did not provide any gain on the deficit and the receipts were approximately \$10,000 below those of November 2018.
- Capital campaign receipts totaled \$17,466 with expenditures of \$16,683. There have been no additional payments on the mortgage and funds have not been transferred into the operating budget. The YTD deficit is \$48,598. There remains a surplus of \$3,382. Jerry Olson suggested that campaign materials should be updated and new members visited.

Motion by Zac Schnedler with second by Gretchen Schroeder to approve the November financial report. Motion carried and approved.

**Pastors' Reports:**

Pastor Ed Treat

Co-Pastor Relationship

- Conversations continue monthly with clergy coach Mark Betley.
- Arthur and I met weekly to discuss roles and responsibilities

Staffing

- Arthur and I have been holding one-on-one interviews with staff to discuss scenarios.
- I am writing a progress report for Grace to the seminary and meet with her regularly.
- Working toward short term and long term replacement of Sue Brickley.
- Office worker staff position on hold for now due to finances.

### Addiction and Faith Conference

- Am assembling an advisory team to review plans and consider next steps; meeting this week and next.
- Met with Gerry Wahl and Assistant to the Bishop Deb Stehlin to talk about Mission Developer possibilities. Strong possibility this ministry will have Synod support and endorsements. Possible mission developer training in August.
- Working with some consulting firms to talk about resource development.

### Addiction Awareness

- The Addiction Awareness Team is moving the addiction training events to kick off at a later date to be determined to allow for more time to recruit for the training event.
- Congregational survey reveals very strong support for addiction ministry.

### Personal Note

- Underwent surgery at Mayo. It was a four hour surgery and took more out of me than I anticipated. Still trying to get my full strength back. Many thanks to the congregation for their patience, support and understanding and especially to Pastor Arthur and all the staff who helped in my absence. I am deeply grateful.

### Pastor Arthur Murray

#### Co-Pastor Relationship

- The current arrangement continues to function well as designed.
- I support the recommendations of the PLT being brought to this meeting.

#### Discernment Period

- I believe that we will need a discernment period this coming year prior to the calling of another co-pastor, should that take place. I am speaking with an in-house consultant who may be able to effectively lead this process.

#### Pastoral

- Funeral this coming Monday for Mark Krey, father of one of the youth travelers to Liberia.
- Philip Nushann, our ministry partner in Liberia, lost his sister (in her 40's) last week and his mother is in critical condition.

#### Financial

- Multiple meetings with Sue Brickley, Stewardship, Capital Campaign and Financial Teams.
- Stewardship pledges are currently \$140,000 below target. Team is following up with additional letters and personal emails/phone calls.
- Current projected year-end gap of \$60,000.
- With planned staff reductions, we are still working with a budget with a \$55,000 deficit.
- Current projected total deficit for the coming year somewhere between \$100K and \$200K.
- Financial Team is working on possible solutions to these issues including special targeted appeals, a congregational letter and an invitation to the younger generation.

#### Youth and Family

- Several outstanding volunteers are stepping forward to lead. We will have much work to do to prepare for the departures of Renee and Ben. I will be devoting much of my energy post-Liberia trip to working with them towards smooth transitions.

### Welcoming Diversity Event

- The Fourth Sunday Forum with John Crampton from Oak Grove Presbyterian Green Team and Joe Strommen from the City of Bloomington Sustainability Commission on November 24 was very well presented and available to watch on YouTube. New interested members for the Green Team were generated. I expect that environmental sustainability will be a major part of our next capital campaign.
- The next event will be guest preacher and speaker Pastor Danny Givens on MLK weekend. We will also be reading Dear Church by Lenny Duncan and discussing at Atonement the following Tuesday. Lunch will be provided on the Sunday event.

### Liberia Trip

- All systems go! Flights are booked, shots have been grudgingly received, visas have been issued. Packing is taking place as we speak.
- Final preparations are underway. The last major pre-trip event is this Sunday's Liberian dinner, Silent Auction and Send-off.
- TLC has been hugely supportive through multiple fundraisers.
- Some residual, unexpected benefits  
The Parent's Night Out fundraisers have been a bit hit. Parents are planning to keep them going for their own benefit.

The TLC's Got Talent is being planned again for next year to benefit the ELC playground campaign in collaboration with the ELC board.

- I will be taking a week of vacation with my family in Tunisia following the two weeks mission in Liberia.

### **Old Business**

- Pastoral Leadership Team Update: John Lindell. The Pastoral Leadership Team "recommends that we move ahead to the Year 3 Model but with a modification. The modification is that we take the time needed for a prayerful congregational discernment period before a call process is initiated to add a new Co-Pastor. It is important for us to listen to the Holy Spirit at work in and through this community to discern where and how we are being called as a congregation and what gifts we are looking for in a future Co-Pastor."

### **New Business**

- 2020 Budget Approval: A balanced budget has not been drafted by the Finance Committee for 2020 based on the current pledges. Pastor Ed and Pastor Arthur will take another look at the financial picture. Following discussion, the Council suggested using a targeted approach asking for assistance rather than an appeal to all members at this time. A mailing also has been sent out to all who have not pledged for 2020.
- Annual Meeting Preparations: Intern Pastor Grace Pardon Alworth will be asked to provide a devotion for the annual meeting. Tellers will need to be appointed at our next Council meeting. NOTE: Reports for the Annual Meeting are due January 3.

**Next Meeting Date:** January 14, 2020

Devotions and Meal: Evan Collins

**Closing Prayer:** Evan Collins offered a closing prayer.

**Adjournment:** Motion to adjourn by Patti Weichselbaum with second by Zac Schnedler. Motion carried and approved. Meeting adjourned at 9:25 p.m.