

TLC Church Council Meeting November 12, 2019
Transfiguration Lutheran Church

Attendees:

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

Regrets: Gretchen Schroeder

Staff: Pastor Ed Treat, Pastor Arthur Murray

Guest: John Lindell

Devotions: Evan Collins

Call to Order: The meeting was called to order by Evan Collins at 6:36 p.m.

Approval of Agenda: Motion by Sandy Stooke with second by Patti Weichselbaum to approve the agenda. Motion carried and approved.

Review and Approval of Minutes of October 8: Carol Hill. Motion by Patti Weichselbaum and Allison Lindman to approve the minutes. Motion carried and approved.

Review and Approval of October Financial Report: Jerry Olson

- General Fund receipts for October totaled \$76,588. The Addiction and Faith Conference provided \$20,000 of that total. Total disbursements totaled \$76,074. The budget deficit is \$83,941.
- Capital campaign receipts totaled \$15,086 with expenditures of \$22,513. The YTD deficit is \$49,382. There remains a surplus of \$2,500.

Motion by Laurel Riippa with second by Zac Schnedler to approve the October financial report. Motion carried and approved.

Pastors' Reports:

Pastor Ed Treat

Co-Pastor Relationship

- Conversations continue weekly and monthly with clergy coach Mark Betley.
- Met with council leaders twice to discuss possible role changes in 2020.
- Was pleased with the TLC co-pastor panel event.

Staffing

- We are holding off on the hiring of office staff until we can complete the budgeting process and staffing plans for 2020.
- Attended supervisor training retreat and meeting with the Bishop with the intern Pastor Grace Pardun Alworth along with regular supervision sessions. Very pleased with the addition of her presence at TLC.
- Pastor Arthur and I continue to consider potential staffing scenarios for 2020 and will be working actively with the staff over the next few months to get a better sense of what transitions we might expect.

Addiction and Faith Conference

- Am assembling an advisory team to review plans and consider next steps. Meeting in December.
- Have met with the Bishop to consider possible options for this ministry. She was able to offer some helpful suggestions.

Addiction Awareness

- The addiction awareness team is moving the addiction training event dates to kick off in February instead of November to give more time to recruit for the training event. So far four congregations are committed and many pending but would like more time to budget for the event in the coming year so unable to commit just yet.

Personal Note

- Will be undergoing surgery at Mayo Clinic this Friday for some issues with my sinuses. Will be out for up to two weeks.

Pastor Arthur Murray

Co-Pastor Relationship

- Ed and I continue to function well in the current relationship. We meet weekly for check-ins with each other. We are both present at all key meetings (weekly staff, pastoral care and worship meetings). The addition of Intern Pastor Grace continues to be a huge blessing to us and helps take some of the load off in addition to providing her with valuable congregational leadership experience.
- The Co-Pastor panel discussion was very enlightening and encouraging.
- We are recommending, along with the PLT, that we move to Year 3 of the Co-Pastor Proposal in 2020. Key elements of Year 3 include Ed moving to half time and Arthur taking on head of staff responsibilities. I am hoping for a period of congregational discernment prior to beginning a search for another co-pastor.
- Ed and I meet monthly with our clergy coach. He has encouraged the two of us to set up meetings with each staff member individually to have an honest conversation about how their role may shift and how our shifting roles may impact them in the coming year and ask for their input. We will begin this process on Thursday should Council be in support.

Financial

- Sunday's bulletin may include the update that we are \$65,000 below budget year to date on contributions to the general operating budget, depending on feedback from Council and the Finance Team.
- We have been working with a proposed 2020 budget that is balanced, but involves reducing staff.
- Stewardship Campaign is midway through. Results will determine the parameters of our dreaming and planning for the next year. Stewardship Sunday is Nov 24. Many thanks to the Stewardship Team and many others for a successful StewardshipFest Event.

Youth and Family

- The Youth Retreat on Nov. 2-3 was well attended and very successful. The kids had an amazing experience. Lay and staff leadership was strong. New musical leadership on Wednesday nights is emerging out of our growing relationship with Wilderness Canoe Base. The program is growing as kids are inviting their friends (4 new kids this Fall). Pastor Janice, Erin Pommeranz, Evan, Ben and I led.
- With such strong leadership coming from multiple sources, and the way in which Ben has embraced this leadership and given them space to lead, I believe he is setting TLC well to continue to function well on his departure.

Welcoming Diversity Event

- Many thanks are due to Sandy Mullen and the Welcoming Diversity Team for a phenomenal first Fourth Sunday Forum with Ellie Krug.
- The next Fourth Sunday Forum is with John Crampton from Oak Grove Presbyterian Green Team and Joe Strommen from the City of Bloomington Sustainability Commission on November 24 at 11:15.

Liberia, Liberia, Liberia

- Liberia Trip (Dec. 27-Jan 10). This trip is a huge lift! I am feeling the strain. It is a struggle taking the lead on many of the logistics in addition to my regular responsibilities. I am incredibly grateful to the amazing team around me, other travelers, Liberian partners, the supportive and willing congregation, and mostly the TLC Staff who are picking up multiple pieces. This feels (I imagine) a little bit like the kind of strain Ed was under as he was birthing the conference. I feel like I am close to a breaking point some of the time. Yet, I have to believe that this will be worth it. That many lives will be enriched and that lives will even be changed and saved through this effort. I believe that we are called to be in partnership with this particular community, and that we are doing God's work.
- We have many fundraisers scheduled. There is an increased strain on staff and congregation. There is an ambitious goal to hit (32K). And this is all happening on top of all the daily demands of life and congregation for all of us. Yet, God gives us the strength day by day.
- The Center for Changing Lives—Liberia Event (Oct. 25) and West Africa Sunday Event (Oct. 13) were both very joyous and successful. Many thanks to Pastor Janice for guest preaching and to all those who came and/or supported the annual PACT/CCL Fundraiser.

Old Business

- Pastoral Leadership Team Update: John Lindell shared a draft report which is intended to summarize 2019 as a pilot year for the Co-Pastor proposal. The Leadership Team proposes a Continuing Resolution which allows flexibility for any leadership model rather than rewriting the Constitution. Don Kleven provided possible wording of a Continuing Resolution earlier this Spring. The Executive Committee should do a review at the conclusion of the pilot year as that provides one more data point.
- Records Retention Policy. Evan Collins reported that the staff has concerns about implementing the ELCA Records Retention Schedule which Evan sent out with this agenda. After lengthy discussion, voting was tabled until June 2020.

New Business

- Pastoral Committee Information: Between the Council meetings, Executive Committee plus two other Council members reviewed pros and cons of moving from Year 1 of Co-Pastor proposal to year three and recommend moving to Year 3 in February. Reports from both pastors, budgetary concerns and current staffing and pastoral coverage were considered. Evan Collins moved with second by Sandy Stooke that we present to the Congregation a recommendation to move to Year Three of the Co-Pastor Proposal effective February 1, 2020. Motion carried and approved with Laurel Riippa voting "no" and two Council members absent at the time of the vote.

- Council Member Term Information: Carol Hill.

Members whose terms are expiring, both are eligible to run for a 3rd term:

Laurel Riippa—eligible for one year of 3rd term (appointed to council to complete someone else's term); does not plan to run

Carol Hill—does not plan to run for 3rd term

Members whose terms are expiring, all are eligible to run for a 2nd term:

Evan Collins—does not plan to run

Zac Schnedler—has not made a decision

Patti Weichselbaum—will run for a second term

Members with one year left on current term:

Allison Lindman

Jerry Olson

Gretchen Schroeder

Sandy Stooke

Next Meeting Date: December 10, 2019

Devotions: Gretchen Schroeder

Meal: Sandy Stooke has invited Council to potluck meal at her home. Details to follow.

Adjournment: Motion to adjourn by Sandy Stooke with second by Patti Weichselbaum. Motion carried and approved. Meeting adjourned at 8:58 p.m.