

TLC Church Council Meeting October 8, 2019
Transfiguration Lutheran Church

Attendees:

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

Regrets: Zac Schnedler

Staff: Pastor Ed Treat, Pastor Arthur Murray

Ex-officio: Jeanine Brown

Guests: John Lindell, Sharon Knuth

Devotions: Sandy Stooke

Call to Order: The meeting was called to order by Evan Collins at 6:30 p.m.

Approval of Agenda: Laurel Riippa requested adding a report on the Addiction and Faith Conference (see Pastor Ed's report). Pastor Arthur requested adding information on an invitation to a conference.
Motion by Laurel Riippa and Gretchen Schroeder to approve the agenda with the additions.
Motion carried and approved.

Review and Approval of Minutes of September 10: Carol Hill. Motion by Sandy Stooke with second by Laurel Riippa to approve the minutes. Motion carried and approved.

Review and Approval of September Financial Report: Jerry Olson

- General fund receipts for September totaled \$71,230. Total disbursements totaled \$76,704. This includes \$12,000 to benevolence: quarterly payment of \$6000 to the Minneapolis Synod, \$3000 to Early Learning Center, and \$3000 to gifts designated by donors. The net income deficit is \$5,474 and the year to date deficit is \$84,454. It was noted that envelope giving is approximately 7% below budget and miscellaneous giving is also below budget.
- At November council meeting, Jerry will report a review of deficits, especially why 2016 figures are different from other years.
- Currently receipts have totaled 56% of the projected budget although we are 75% through the current budget year.
- Capital campaign receipts totaled \$16,239 with expenditures of \$22,513. The YTD deficit is \$41,955, There remains a surplus of \$10.5 K for the entire campaign.

Motion by Allison Lindman and Patti Weichselbaum to approve the September financial report.
Motion carried and approved.

Pastor's Reports:

Pastor Ed Treat

Co-Pastor Relationship

Feel very satisfied with how it is going so far.

Staffing

- Personnel team is in process of seeking a half-time office position. Position is being advertised and candidates interviewed. Have interviewed two people and still looking.
- Attended Lutheran Association of Larger Churches for training on staff development and leadership. Learned to use the Enneagram and Strength finders.
- Our new intern Pastor, Grace Pardun Alworth has begun and is welcome addition to the staff.
- Pastor Arthur and I have begun to review potential staffing scenarios for 2020.

Addiction and Faith Conference

More successful than last year. More attended and great reviews. Everything went smoothly. A major conference pulled off with a lot of volunteer help, but mostly Louise Olson, Linda Meyer, Peggy Malinowsky and myself. How it goes so well is a miracle. Currently reviewing what is next. Here are some of the details:

- 187 people from 31 states plus one from Canada
- 14 denominations: Lutheran, Episcopal, Catholic, UCC, Presbyterian, Christian Science, Disciples of Christ, Baptist, Methodist, Christian, Pentecostal, Evangelical-Free, an atheist, and Buddhist.
- 86 clergy
- 22 speakers and presenters
- 22 exhibitors

NOTE: Pastor Ed also shared quotes from the 2019 Addiction and Faith Conference. These have also been posted in the TLC Weekly October 20-26.

Addiction Awareness

TLC will host a leadership event in November and follow up with a team training event in February as well as ongoing training. The training is being done by Faith partners, the same organization that launched TLC's Addiction Awareness team 20 years ago. We hope to host 10 other congregations in ongoing addiction awareness ministry training.

Pastor Arthur Murray

New Sunday Worship Schedule

I am feeling very good about the Sunday worship schedule change. It feels amazing to have the core of the TLC community together in worship. Interested to hear Council's thoughts on this. How are you feeling? What have you been hearing?

I am also feeling very good about the decision to involve children in the 10 a.m. worship service every week through 1. Noisy Offering, 2. & 3. Children's Messages, 4. Children's Choir. This seems to me to be very consistent with the congregation's expressed identity (through the CAT Assessment a year ago) to be a family-friendly, intergenerational congregation.

Co-Pastor Relationship

As expected, we were stretched pretty thin during September (Addiction and Faith Conference month). The addition of our Intern Pastor Grace Pardun Alworth helped tremendously, along with the abundance of blessings and resources in the Pastoral Care department. Marilyn Erickson and Pat McMuller continue to be very involved. With the addition of Erin Pommeranz, many more home-bound TLC members are receiving visits than in recent memory. Pastors continue to focus on visiting those who are hospitalized and in crises of various kinds (marital trouble, parenting, addiction, health crises being the most common). The rest of the Pastoral Care team keeps track of ongoing follow-up and long-term situations and lets the pastors know if/when they feel someone needs a visit from a pastor. Erin, Marilyn, Pat and the pastors all play a vital role in hearing and sharing with the team updates that people bring with them to worship.

Following the conference there is now an opportunity to step back and re-evaluate once again, i.e. will 2020 be similar to 2019 which would mean that Year 2 of the 3 year co-pastor proposal would be proposed at the January 2020 Annual Meeting.

Or might there be a need to move directly to Year 3 of the proposal, which would involve Pastor Ed moving to half-time and would then trigger the formation of a call committee for a third co-pastor. (If we follow the path outlines in the existing proposal). The Pastoral Leadership Team will begin to look at these questions and bring some initial findings to the Council at the November meeting.

Financial Oversight

Stewardship mailing goes out next week. Family friendly Stewardship Event on October 25, Friday. Please make every effort to attend and spread the word.

Financial Development Team completed initial 2020 budget review on Sept. 30. Some possible savings were identified (guest preaching because of intern pastor and energy savings due to work of Environmental Team working with staff to conserve).

Youth and Family

Changes to youth programming for Wednesday nights are working well. We are seeing increased participation by youth and families in worship and great energy around activities. Renee is also seeing increased participation in Coffee and Conversation Adult Bible Study on Wed. nights.

We once again have programming for all ages on Wed. night.

Attendance at Wed. night meals is up from last year.

Karen Wenge and Molly Schuh have created a new program for kids grades 4-6 on Wed. nights during confirmation hour which is seeing increased interest and participation. They come out glowing! Many thanks due to Karen for this creative idea which allows her to reach out to ELC families with whom she has close relationships, and allows ELC families to stay in relationship with each other following the end of ELC programming in 5th grade.

Many thanks to the parents who are stepping forward in a big way with both Confirmation PTA and High School Church PTA groups active.

Leadership Development

Our brainstorming exercise with youth and families on the opening night of confirmation yielded many great ideas. Some are being implemented on "Wild Card" nights. Tomorrow is the first one—campfire night. There will be 5 wild card Wednesdays throughout the year. Others are being implemented by the Church PTA groups.

Mission and Outreach

First Pancakes with a Purpose and Noisy Offering netted around \$500 for LSS in September. First noisy offering for CCL—Liberia in October brought in almost \$900 (including a few checks!)

Liberia Trip continues to take shape with great participation and many fundraisers forthcoming. Raising money in two separate efforts: one for the CCLL program (until October 15), one for the Trip costs (beginning after Oct. 15.) Fundraisers for the Liberia Mission Trip are as follows:

- Mission Bazaar (Nov 17), Fall yard Clean-up, Parents' Night out, Final Liberian dinner (Dec 13), Lemonade stand and a Talent Show (Nov 15)
- Yard Work/Fall Clean up: offered for a donation to the Liberia Trip Fund. Available

dates: Oct 19 & 26, Nov. 2, 9, 16, 23, weather permitting. Contact Greg Barringer at mn.runner.juan@gmail.com to help with the work or have your yard cleaned.

- Parents' Night out: Drop your kid(s) off at TLC on Nov. 8 or Nov. 22. Make a donation to the trip fund and enjoy some R&R from parenting! Contact Gretchen Schroeder at ga.schroeder@yahoo.com to help out with child care, or to make arrangements for your night out!

Old Business

- Pastoral Leadership Team Update: John Lindell distributed the current work on Section 4.3 of the Co-Pastor Pilot Evaluation Strategy, Plan and Timelines. Beth Mercer is taking the lead on this section. A discussion about possible changes in the TLC Constitution followed. Don Kleven and Dave Burton are discussing where changes might need to be made. Clarification of who would carry out the Senior Pastor roles defined in the constitution is an area of concern. It was suggested that at the Co-Pastor Panel discussion, the panelists could be asked how this was handled at their churches. Evan Collins, Jerry Olson, Sandy Stooke and Allison Lindman will meet with Pastor Ed to discuss his views on what he is called to do and how to move forward. Following that discussion, the Pastoral Leadership Team will meet to discuss whether to move to Year 2 or Year 3. It was noted that compensation for the co-pastors is a council decision.
- Record Retention Policy Vote: Evan Collins will forward a copy of the ELCA Records Retention Policy to council members. Council will vote on the policy at the November meeting.

New Business

- TLC Environmental Group: Sharon Knuth described the work of the Environmental Group which she has agreed to chair. The focus is on sustainability. Information has been obtained from the Oak Grove Presbyterian Church and the City of Bloomington. Several areas in which TLC could work towards sustainability were described such as identifying areas in which LED lights would be most beneficial in reducing energy use, arranging for an Energy Audit from the Center for Energy and Environment. A presentation on how Oak Grove reached its goals will be presented at the 11 am time slot on Sunday November 24 (Stewardship Sunday). The committee will be asking for input from Council when the committee has identified its goals more fully. Jeanine Brown asked that the Council examine the proposed placement of the Environmental Group in the Strategic Plan. Evan Collins will send the proposal for to the Council for review.
- Racial Justice Team Book Update: Jerry Olson reported that the Racial Justice Team is reading the book Dear Church by Larry Duncan and will be deciding which TLC groups might find it useful. It was suggested that the Faith, Fiction and Fact Book Club might be interested.
- Upcoming Conference Information: Pastor Arthur shared with Council information on the conference "Change (almost) Everything, sponsored by Church Anew, at St. Andrew Lutheran Church, Eden Prairie, November 18-19.

Next Meeting Date: November 12, 2019

Devotions: Evan Collins

Meal: Patti Weichselbaum

Adjournment: Motion to adjourn by Allison Lindman with second by Patti Weichselbaum. Motion carried and approved. Meeting adjourned at 9 p.m.

