

TLC Church Council Meeting September 10, 2019
Transfiguration Lutheran Church

Attendees:

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

Staff: Pastor Ed Treat, Pastor Arthur Murray

Guest: John Lindell

Devotions: Carol Hill

Call to Order: The meeting was called to order by Evan Collins at 6:42 p.m.

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

Review and approval of minutes of June 19: Carol Hill. Minutes were approved by email vote on August 17, 2019.

Review and approval of August Financial Report: Jerry Olson

- General fund receipts for August totaled \$56,325. Total disbursements totaled \$60,367. The 2019 YTD column shows a deficit of 78,981. Expenses for the year-to-date are slightly over budget but the receipts are 8% below budget.
- Capital campaign receipts totaled \$14,171 with expenditures of \$21,930. For the eight months of 2019 there is a deficit of \$35,681. There is an overall surplus of \$16,795. \$7740 has been transferred to Operations.

Motion by Zac Schnedler with second by Sandy Stooke to approve the August financial report. Motion carried and approved.

Pastors' Reports:

Pastor Ed Treat

Co-Pastor Relationship

Continue to follow through with the well-defined process outlined by Pastoral Leadership Team. My compliments to that team for this amazing work they are doing.

Continue to work with Pastor Arthur in consultation with our clergy coach, Mark Betley, once per month to monitor and process our progress and steps.

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.

Erin Pommeranz, Community Health Minister, moves from 5 to 10 hours per week and was commissioned and installed on Rally Sunday.

Attended supervisor training at Luther Seminary.

Our new intern pastor, Grace Pardon Alworth, began on September 3 and will be half-time for the next 18 months. She provides a positive fresh Spirit and a boost to all of us. Grace will preach/teach this coming Wednesday night and on Sunday the 22nd, the weekend of the Addiction and Faith Conference. Grace will teach, preach, preside at worship, attend meetings, provide pastoral care, and work with youth ministry. She brings experience and maturity. She has special gifts in the arts and in mental health. She will be discerning and developing a special project to undertake during this internship.

Addiction and Faith Conference

Kicks off in 10 days! Registration goals are not as high as we had anticipated yet and some of the grants and sponsorship we expected are still not being realized. It's a bit confusing considering the urgency and magnitude of this problem. For those involved there is tremendous buzz and enthusiasm. The level of involvement is far greater this year in terms of who wants to be there and present. There are lots of very highly trained and knowledgeable people coming and presenting at their own expense. While registrations are similar to last year, the number of states represented has climbed from 22 to 32 and the number of denominations represented has grown from 6 to 11. We have many grant requests pending so we are still hopeful for some last minute funding to come through. As we are opening up single day tickets this month, I am hoping the council and members of TLC will take advantage. Please come and see what your church is doing. It's pretty impressive and exciting

Addiction Awareness

Using the conference as a springboard, the TLC Addiction Awareness Team is planning to host a training event for congregations. 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.

Communication

Brad Note continues to provide an outstanding level of communication through a variety of media. He undertook a reworking of the Transcripts which resulted in the latest edition which emphasized article and content over announcements and schedules. Initial feedback has been very positive. Council feedback requested.

Pastoral Care

With Erin Pommeranz now on the pastor care team and Pat McMullen contributing as our volunteer Parish Nurse, we have a strong pastor care ministry at TLC.

Stephen Ministry is fully engaged with its nine ministers walking with nine people through difficulties.

Ministers of Communion ministry continues.

Prayer shawls and care mail cards continue to go out.

Prayer chair continues to be active.

Since June, 12 funerals, 3 weddings, 3 baptisms.

Ecumenical

Worked with Bloomington pastors for the joint outdoor service Labor Day weekend. Thanks to Rob Reid for his involvement and leadership.

Worship

Following discernment and a congregation survey we have moved to two services. Services are planned for the year adjusting for the new worship schedule. Intern pastor Grace Pardun Alworth will preach once per month.

Pastor Arthur Murray

Summer Trips

Three successful BWCA trips took place. TLC kids went to Camp Wapo and Ox Lake. Many lives were positively impacted. Family Mission Camp at Wilderness Canoe Base took place for the third straight year and continues to grow. I am feeling very positive about the direction we are headed in with sustainable camping experiences and strong relationships with the camps.

Co-Pastor Relationship

As expected, summer was a time when we were all pulled in many directions. In that way, it felt similar to other summers. That said, my personal stress level was significantly lower than last summer due to the hard work completed over the last year by the Council, Pastoral Leadership Team, Staff and Congregation that culminated in the Co-Pastor Proposal currently in effect. The church staff is functioning well and is not carrying the burden of the Conference preparations in the way we were last year.

PLT issued an updated progress report to the Council in August. MOU with FRLC has been completed. Report to the congregation is forthcoming. Co-Pastor Panel discussion has been scheduled for evening of October 29, with involvement of Synod, and three co-pastors from other congregations. Please plan to attend.

Financial Oversight

Stewardship Team is meeting regularly as they have throughout the year. Plans are well underway for the Fall stewardship campaign. They have chosen the theme "Sharing our Bounty." There will be a kick-off event (October 25) at the church with an Oktoberfest theme, grilled brats, etc.

Financial Development Team released mid-year financial report to congregation. Trends are very consistent with two previous years. Building maintenance costs are the main expense increase this year. This team is beginning preliminary budget reviews for 2020 at our Sept. meeting. Input has been made on hiring process to replace Sue Brickley. Several internal candidates have been identified and will be contacted prior to considering external candidates.

Leadership Development

Attended excellent conference presented by Luther Seminary this summer on Faithful Innovation in Church Leadership, along with Jeanine Brown and Grace Pardun Alworth. Already applying Design Thinking ideas from this conference to Liberia Trip Fundraising and Youth Program innovation.

Our clergy coach, Mark Betley, has encouraged Ed and I to consider use of this model in multiple areas of church leadership. It can be a helpful tool for making decisions in collaborative leadership models such as ours.

Membership and New Worship Schedule

Summer Block Party was a great success with many thanks due to Melissa Klement and her team.

Much gratitude due to Deacon Rene Jefferson and Council Member Allison Lindman for leading an effective and transparent process in June which led to the decision to move to our new worship schedule this fall.

Initial feedback from Rally Sunday seemed very positive as to the benefit of this change. Sunday School was off to a great start. Feedback requested from Council.

Mission and Outreach

Benevolence recommendations being brought to Council to support Pancakes with a Purpose, Wed. Night Community Meals, and Addiction and Faith scholarships.

Liberia Trip continues to take shape with great participation and many fundraisers forthcoming. Raising money in two separate efforts: one for the CCLL program, one for the trip costs. Ultimately, they are both serving the same purpose.

Old Business:

- Pastoral Leadership Team Update: John Lindell discussed the highlights of the report he distributed to the Council.

A Memorandum of Understanding (MOU) between the FRLC and TLC has been written and then reviewed by Scott Stevens, an attorney and member of TLC.

Council was reminded that an (MOU) is not a contract but expectations between the parties involved. Evan Collins requested approval of the MOU from the Council. Motion by Patti Weichselbaum with second by Sandy Stooke to approve the MOU. Motion carried with one "no" vote (Laurel Riippa). Motion approved.

Other areas of discussion included the following

- who prepares job descriptions and who determines compensation? Personnel Committee? Council? Combination? Synod office will be asked for clarification and suggestions.
- should feedback about the co-pastor proposal be obtained from the congregation, similar to the survey used for change in worship times?
- does the projected timeline present some problems given that it is already mid-Sept?

Pastoral Leadership Team will have a proposal ready for Council by the November Council meeting.

- Records Retention Policy

Allison Lindman stated the importance of creating a policy and then sticking to it. Confidentiality concerns were discussed. It was noted that the ELCA policy calls for good judgment of the pastors on retention of confidential documents.

Evan Collins will resend a copy of the ELCA policy on record retention. Council will vote at the October meeting.

New Business

- Mission and Outreach Team funding request. Jerry Olson presented a request to use benevolence funds for the following:
 - \$500 to Pancakes with a Purpose to buy ingredients
 - \$500 to Wednesday evening community meals (additional funds to what had already been allocated)
 - \$500 for five \$100 scholarships to attend the Saturday session of the Addiction and Faith conference.

Motion by Laurel Riippa with second by Patti Weichselbaum to approve the request.
Motion approved and carried.

Next Meeting Date: October 8, 2019. 6:00 p.m. dinner; 6:30 p.m. meeting.

Devotions: Sandy Stooke

Meal: Sandy Stooke

Adjournment: Motion to adjourn the meeting by Patti Weichselbaum with second by Allison Lindman. Meeting adjourned at 8:45. p.m.