

TLC Church Council Meeting – May 11, 2021
Transfiguration Lutheran Church

Attendees:

Staff: Pastor Arthur Murray, Pastor Eva Jensen, Pete Erickson
Council: Melinda Chau, Dave Dickson, Steve Jorschumb, Melissa Klement, Steve Mattson, Janice Milford, Cary Pao, Gretchen Schroeder, Becky Woll
Others: John Thomson, Jeanine Brown

Devotions: Janice Milford

Call to order: The meeting was called to order at 6:35 pm.

Approval of Agenda: Motion by Dave Dickson with second by Steve Mattson to approve the agenda. Motion carried and approved.

Review and Approval of Minutes: Gretchen Schroeder

Item continued to next month's meeting because a report given at April's meeting was missing from the minutes.

Mission and Outreach Team: John Thomson

- Reasons for a successful 1 plus 1 Double the Gift Mission appeal include TLC being a giving community, Brad Nolte continually promoting the 1 +1 appeal campaign, and Marilyn Erickson and Michelle Reber arranged mailing out campaign materials and tracked mission preferences.
- The Mission Committee met to decide on the allocation of the contributions. The distribution closely follows the voting preferences made by the 90 families who contributed \$70,929.00. The committee voted to approve the following distributions:

Wilderness Canoe	\$ 2,000.00
Sheridan Story/Westwood	\$ 7,000.00
Tapestry Lutheran	\$ 2,000.00
Meals on Wheels	\$ 9,000.00
VEAP	\$11,500.00
TLC Early Learning Center	\$ 4,000.00
Beacon Interfaith Housing	\$ 4,000.00
Lutheran Campus Ministries	\$ 1,000.00
Oasis for Youth	\$ 7,500.00
Exodus Lending	\$ 2,000.00
Lutheran Social Service	\$ 3,500.00
Center Addiction & Faith	\$ 2,500.00
Feed My Starving Children	\$ 5,500.00
Center Changing Lives Liberia	\$ 3,500.00
Global Health Ministries	\$ 3,000.00
Green Lake Bible Camp	\$ 1,000.00
<u>Lutheran Partners Global Ministries</u>	<u>\$ 1,000.00</u>
Totals	\$70,000.00

- Motion by Dave Dickson with second by Melinda Chau to support the allocation of campaign funds from the Mission and Outreach team, and approve those funds to be distributed now. Motion carried and approved.

Financial Report: Melissa Klement

- General Operating Fund receipts for April 2021 totaled \$63,798. Disbursements totaled \$57,805, resulting in a surplus of \$5,933 for the month. The YTD balance is a surplus of \$82,648. This surplus includes \$65,185 from the 1+1 Double the Gift campaign yet to be distributed.
- Capital campaign receipts totaled \$10,802 with expenditures of \$16,852. The April deficit is \$6,050 and the YTD surplus is \$1,883. There remains a surplus of \$35,472 for the entire campaign to date.
- The 2020 PPP loan has been officially forgiven, which added \$112,918 to total net income in April as this is when the loan was approved for forgiveness. This income is not included in the General Operating Fund totals above. This will offset the \$80k deficit from 2020.
- Motion by Gretchen Schroeder with second by Dave Dickson to approve the April financial report. Motion carried and approved.

Pastors Report: Eva Jensen

During the past month, as we now live in the Easter season of resurrection life and hope, pastoral ministry continues to focus on worship planning and leadership as well as pastoral care. With fewer worship services, we are beginning to live into transition planning process design while sustaining immediate planning (funerals, summer programs, staff coordination, communication) and shorter term planning (2021-2022 calendar planning).

Areas of focus in ministry over the past month has included:

1. **Worship planning and leadership:** Five Sunday services were offered by TLC – 1 pre-recorded Synod worship service, an outdoor worship service with confirmation, 3 Easter season Sunday services. Each service is carefully planned in staff team meetings with a shared commitment to quality worship that inspires and nurtures faith as well as supports the faith journeys of members. Attentiveness to theology, biblical scholarship, liturgy, music, community and the participation of all is at the heart of our planning. Worship reflects the multiple gifts and contributions of all members of the team who collaborate and support one another. This past month I preached in 2 Sunday services, presided in 3 services.
2. **Pastoral Care:** Pastor Arthur, Marilyn Erickson and I continue to meet every Tuesday to review pastoral care and prayer needs of congregational members. Our pastoral care and prayer list continues to hover at around 50. We regularly communicate with all. I am working with three families to prepare for funeral services. Pastor Arthur will pick up the lead role with one of the three families, as we plan to share responsibility for pastoral care. Pastor Arthur has met with additional families experiencing loss through death and for funeral planning.
3. **Children, Youth and Family Ministry:** Pete Erickson and Melanie Heuser-Hill, Pastor Arthur and I meet weekly for on-going planning for Children, Youth and Family ministry. Pete and Pastor Melanie continue the “school year” ministries they have established, and they are creatively planning summer programs. Conversation among the four of us related to shorter-term vision planning for the next academic year has begun. Pete is continuing to lead the transition planning

for CYF ministry, and we are working together to integrate that process into the interim transition planning process of TLC. This month planning has focused on data collection related to current ministry and number of people participating in different ways. The next step will involve a survey to gather input from members related to experiences, hopes and desires for CYF ministry. A Sunday afternoon in-person 3-hour facilitated session is planned for May 23rd to foster wider engagement of members and deepen conversation and imagination about the future of CYF ministry. The outcomes of this session will be integrated into the whole congregation transition planning processes that will be taking place through October 2020.

- 4. Assessment of the many ministries, committees, and groups that constitute the ministry of TLC as a congregation continues.** In addition to the CYF process, the Strategic Planning Teams are completing update reports on accomplishments and current work and objectives. In the next month they will be creating an organizational chart that reflects the many ministries of TLC and the inter-related of those ministries. A Church Council Retreat on May 2nd focused on orienting Council Members to the overall process, stages and steps in the process (which has begun with the current assessment of ministries and staffing). Many participatory workshops with staff, TLC leaders, ministry teams and members, will be planned to create opportunities for contributions from a wide spectrum of members. Pastor Eva is recommending the formation of a Transition Team to guide this congregation-wide process which will generate a mission statement update, related values, a “big picture” vision, and priorities for ministry. The process will include as assessment of TLC external context as well as internal context. In May, I will continue to development the process with Council leadership and staff. I will continue to conduct one-on-one interviews and meet with ministry committees and task force groups. A communication Team will be created to keep the congregation updated on the process and invite participation.

Summary of engagements in addition to the above:

Staff meetings every week: pastoral care, all staff, worship-planning, extended worship planning and pastoral team leadership

Worship recording sessions with Brad Nolte

Altar Guild representatives met with Environmental Team to consider communion practices, environmental impact of using disposable plastic cups, and alternatives. An open and respectful conversation with shared concern for environment took place. No specific recommendations proposed; alternatives were explored and discussed.

Finance meetings with Nancy Waldack and Pastor Arthur and the Finance Team

Stewardship Team meeting

Weekly gatherings with My Grandmother’s Hands study group, led by Pastor Laura Thelander, Jordan Zahrte, Irene Amon, and Pastor Arthur

Mission and Outreach Committee meeting: promotion of the “Double the Gift” campaign and planning for distribution of the gifts received.

Personnel Committee meeting. We have begun an assessment of the current staff positions and roles, multiple ministries, and staff alignment with current ministries of TLC. Focused this month on CYF ministry staffing and the transition.

Strategic Planning Team meeting – continuation of review and updates from each TLC strategic planning team - what has been done/is happening. Planned to develop Organizational chart.

One-on-One in-depth meetings with Pat McMullen, Rob Reid, and Diane Nettifee.

Council Meeting

Monthly meeting of the Minneapolis Area Synod Interim Ministers Association Team
Participated in ELCA Minneapolis Area Synod Assembly.

I pray for God's blessings of wisdom and grace to continue to guide us.
Pastor Eva Jensen

Pastors Report: Pastor Arthur Murray

Confirmation Sunday

Many thanks are due to Pete Erickson, faithful small group leaders (Sandy Stooke, Linnea Anderson, Greg Barringer), peer ministers and congregation in supporting, praying and passing along the faith to another generation of young people.

- The weather cooperated and it was a beautiful service on May 2 outdoors, which included confirming one student over Zoom while in quarantine.

Pastoral Acts

- One funeral in last month. 17 people in attendance, almost all were vaccinated.
- Currently preparing several couples for weddings and several families for baptisms.
- We currently have 54 people on our Pastoral Care list that we are visiting/caring for/checking in on.
- At least 9 funerals are pending.

Mission and Outreach

- Mission and Outreach team met, with alumni participation on May 4. John Thomson is bringing recommendations for distribution to this meeting.

Staffing

- We are very close to hiring a new Funeral and Wedding Coordinator.
- Next up: urgent need for part time help in the office and with facilities.

Youth Transition

- Please plan to attend and invite others (be cheerleaders!) for the Children Youth and Family Imagination Event of May 23 1-4pm. This will be an important piece of both the process around CYF ministry at TLC and also the larger visioning work around pastoral transition.

Synod

- Many thanks to our congregational representatives for attending Synod assembly. It was an excellent online event featuring Dr. Drew Hart and Dr. Michael Osterholm. I provided a report to the congregation which went out by email the following Tuesday in place of Hope for the Week.
- The (hopefully) final Synod online offering will be on May 30 (Memorial Day weekend). We intend to utilize this service again in order to give much needed rest to our musical and technical staff as these services provide the only opportunity for them to have a week off.

In-Person Worship

- As of today, we are still not able to offer in-person worship on May 16 based on our current Covid Response Plan. If Council wishes to make an exception to our plan, I would be willing to lead in-person worship at 8:30am on May 16 and May 23.
- Planning for musical offerings (that take place many weeks in advance) make in-person or outdoor worship in May 16 and May 23 very difficult due to the instruments planned to be in use (organ, hand bells)
- There is a hope that we can return to weekly in-person worship in June.

Children's Programming

- Our year of Zoom Sunday School will wrap up on Pentecost. Participation remains strong. Thank you, Pastor Melanie!
- Pastor Melanie is organizing a summer bookmobile to connect kids with books from the TLC library over the summer.

Facilities

- Many thanks are due to Michelle Reber and Keith Olson for tending so well to building needs throughout Covid (and before). Most recently Michelle has saved us money by moving us to a new phone contract, ending unnecessary extra Covid cleaning, and applying to the TLC Foundation for a \$5000 grant which has been awarded to finish converting all TLC lighting to LED. Keith is providing the labor on this and many other projects (repainting, replacing wood trim and in narthex skylights and much more).

Adult Education

- The My Grandmother's Hands book study led by Jordan Zahrte, Pastor Laura Thelander and Irene Amon will finish Part 1 of 3 by mid-June. Take a break for the summer and resume in the fall with a new structure and schedule.

Bloomington Race Equity Initiative (BREI)

- I am meeting monthly with a steering committee that includes representatives from Bloomington Public Schools, Faith Communities, City, Police Department, and a Youth-led organization called Bloomington Anti-Racist Coalition (BARC). At this point we are in the conversation stage in setting up community events around the following priority points:

Working Mission Statement Draft:

The Bloomington Race Equity Initiative is a collaboration between Faith Communities, Schools, Police Department and the City of Bloomington. BREI is guided by the following commitments:

- 1. To educate ourselves regarding current racial disparities, historical root causes and systemic barriers to equity and share what we learn with others.*
- 2. To build relationships grounded in empathy through cross cultural sharing of stories with a commitment to privilege voices of color.*
- 3. To provide witness and shine a light on injustice while working towards a more equitable society.*

ELC Board

- Plans to collaborate with the ELC include:
 - Wednesday Community nights in June and July.
 - Ice cream socials and outdoor play on Sundays in the summer?
 - Pastor Melanie's book mobile.

Looking Ahead in the Coming Month

- Staff 6 month reviews scheduled over the next two weeks
- Staff planning retreat for 2021-2022 scheduled for May 18
- Graduation Sunday – June 6 outdoors (weather permitting) (plus baptisms and new member welcome)
- In-person worship returns in June?
- Taking reservations for BWCA trips – first trip June 16-20

Covid-19 Response Team Update:

- The Covid-19 Response Team is meeting weekly.
- We are nearing the end of the tunnel and original plan needs updating factoring in vaccine rates, not just case numbers. Hennepin County at 60% of age 16 and older with at least 1 vaccine dose.
- Proposed revision in plan phase 2 & 3 to revised case number to 40 due to vaccine.
- Based on what Rob Reid already has planned for music, 10am service will remain online, but in person 8:30 service is possible this weekend and the next week.
- Groups and staff that are fully vaccinated can meet at church.
- General desire “to move the goal posts a little closer”. Suggestion to move phases by factor of 15 rather than 10.
- Motion by Dave Dickson with second by Becky Woll to accept recommendations of the Covid-19 Response Team with additional shifting of case numbers (0-15 for Phase 5, 16-30 for Phase 4, 31-45 for Phase 3, 46-50 for Phase 2, 51+ for Phase 1). Motion carried and approved.
- See attached revised reopening plan.

Old Business:

- **Council Retreat/Discernment Process:** no questions or comments.
- **Staffing:**
 - Brad Nolte has submitted his resignation letter.
 - Council discussed the issues raised in his letter.
 - Brad no longer desires to function as a staff member, but is willing to provide services as a vendor on an hourly basis.
 - Council accepts Brad Nolte's proposal to continue as a vendor for media services.
 - Council is thankful for all the work Brad has done, especially in the past year.

New Business:

- **Capital Campaign Surplus**
 - The Finance Committee recommends using the \$35,000 surplus to start a reserve fund of 2 months expenses.

- Motion by Dave Dickson with second by Becky Woll to approve creation of a reserve fund.
Motion carried and approved.

Next Meeting Date: June 8, 2021

Devotions: Gretchen Schroeder

Adjourn: Motion to adjourn by Dave Dickson with second by Gretchen Schroeder. Motion carried and approved. Meeting adjourned at 9:40 pm.

TLC Pandemic Response Team Reopening Plan Summary (Revised 5.12.21)	
Principle 1	The health and well-being of all our members, especially our most at-risk members, will guide all decisions.
Principle 2	TLC will comply with all public health guidance and directives extended by city and state officials Minnesota.
Principle 3	TLC will comply with all ELCA guidance and directives
Principle 4	Factors such as critical staff being infected or in quarantine, and the impact of more localized outbreaks, will also influence our decisions.
Principle 5	The Early Learning Center is considered an “essential services” and will remain open, adjusting as needed

14-day rolling case rate /10,000 people	Phase 1 51+ cases/10,000	Phase 2 46-50 cases/10,000	Phase 3 31-45 cases/10,000	Phase 4- 16-30 cases/10,000	Phase 5 0-15 cases/10,000
<small>Note: Numbers consistently dropping for 2 weeks to consider changing the phase</small>					
Youth/Confirmation	Online	Hybrid with restrictions	Hybrid no restrictions	In person w/restrictions	In person
Worship	Online	Online/Outdoors	Limited Sunday in-person worship with live stream	Limited Sunday in-person worship with live stream	Congregational singing, Choir, and use of Christ Chapel for worship resumes
Communion	At home	At home/ Outdoors	At home, in person with restrictions	Yes, with restrictions	In person
Sunday School	Online	Hybrid with restrictions	Hybrid with no restrictions	In person w/restrictions	In person
Funerals, Weddings, Baptisms	Pastoral decision: case-by-case basis	Pastoral decision: case-by-case basis	Limited In-person with livestream	Limited In-person with livestream	In person
Home Visitation	No	Pastoral decision: case-by-case basis	Pastoral decision: case-by-case basis	Pastoral decision: case-by-case basis	In person
Hospital and Nursing Home Visits	No	Pastoral decision: case-by-case basis	Pastoral decision: case-by-case basis	Pastoral decision on a case-by-case basis	Yes
Office	Closed	Meetings- appointment only	Meetings-appointment only	Meetings- appointment only	Open
Staff	Working from Home	Working from Home	Hybrid	Hybrid	In-office
Building	Closed	Building use on a case-by-case basis. Groups that are all vaccinated can meet together indoors.	Building use on a case-by-case basis. Groups that are all vaccinated can meet together indoors.	Open with restrictions. Groups that are all vaccinated can meet together indoors.	Open

14-day rolling case rate /10,000 people	Phase 1 51+ cases/10,000	Phase 2 46-50 cases/10,000	Phase 3 31-45 cases/10,000	Phase 4- 16-30 cases/10,000	Phase 5 0-15 cases/10,000
<small>Note: Numbers consistently dropping for 2 weeks to consider changing the phase</small>					
Early Learning Center	Open	Open	Open	Open	Open
Council	Online	Online	Indoor with restrictions	Indoor with restrictions	In person
Strategy Team and Subteams	Online	Online	Online	Indoor with restrictions	In person
Choirs	Limited number with restrictions	Limited number with restrictions	Limited number with restrictions	Indoor with restrictions	In person
Instrumental Groups	Limited number with restrictions	Limited number with restrictions	Limited number with restrictions	Indoor with restrictions	In person
Bell Choirs	Limited number with restrictions	Limited number with restrictions	Limited number with restrictions	Indoor with restrictions	In person
Fellowship Events (Coffer Hour, Potlucks, etc)	Online	Online/Outdoor	Online/Outdoor	Indoor with restrictions.	In person
Events (Neighborhood Night Out, etc.)	Online	Online/Outdoor. Groups that are all vaccinated can meet together indoors.	Online/indoors. Groups that are all vaccinated can meet together indoors.	Indoor with restrictions. Groups that are all vaccinated can meet together indoors.	In person
Small Group Ministries	Online Only	Online/Outdoor. Groups that are all vaccinated can meet together indoors.	Online/Indoors on a case-by-case basis. Groups that are all vaccinated can meet together indoors.	Indoor with restrictions. Groups that are all vaccinated can meet together indoors.	In person

Minnesota DHS Recommendations followed by the Bloomington School System.

Number of cases per 10,000 over 14 days, by county of residence	Learning Model
0-9	In-person learning for all students
10-19	In person learning for elementary students; hybrid learning for secondary students
20-29	Hybrid learning for all students
30-49	Hybrid learning for elementary student; distance learning for secondary students
50+	Distance learning for all students