

**TLC Church Council Meeting November 13, 2018**  
**Transfiguration Lutheran Church**

**Attendees:**

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

Staff: Pastor Ed Treat, Pastor Arthur Murray

Regrets: Beth Mercer

**Devotion:** Evan Collins

**Call to Order:** The meeting was called to order by Evan Collins, presiding in the absence of Beth Mercer, at 6:30 p.m. This included a welcome to Sandy Stooke, appointed to complete the term of Gary Lewis.

**Approval of Agenda:** Motion by Patti Weichselbaum and second by Laurel Riippa to approve the agenda. Motion carried and approved.

**Review and approval of minutes** of October 9, 2018: Carol Hill. Motion by Patti Weichselbaum and second by Laurel Riippa to approve the minutes. Motion carried and approved.

**Review and approval of October 2018 Financial Report:** Jerry Olson.

- General Fund receipts for October totaled \$78,141. Total disbursements totaled \$69,025. Nearly half the receipts for October are from the annual transfer of funds from the capital campaign to the general operating budget.
- Capital Campaign receipts in October totaled \$19,317. Capital Campaign expenditures totaled \$56,406. This includes the transfer of funds in the amount of \$35,250 to the operating budget as noted above.

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

Laurel Riippa requested that monthly financial reports provided to the Council include three months for comparison.

**Pastor's Report:**

Continue to deal with concerned members, including tonight. Consultants have met with pastors, with staff and tonight with the group and council. This has taken much time and energy. The synod and our Bishop are being kept apprised.

Related to our work with the consultants regarding the concerned members' group a congregational survey is concluding and results are planned for church leaders on November 27 at 6:30 p.m. Please plan to be present. Also invited will be personnel team, strategic planning team, and staff.

Continue to work with the transition of staff responsibilities. Michelle Reber with finances, Brad Nolte with communications, Marilyn Erickson weekly bulletins. They are doing an amazing job in the interim. I am grateful for the team we have here. The new entry level office assistant position is being finalized with the help of Michelle Reber.

I was delayed and still working on staff evaluations. Will work with Beth and Council to do and will be working with the executive team to evaluate my job performance in the coming month.

Stephen ministers are actively being recruited and interviewed at this time. Training will begin in January with at least 10 potential ministers.

Stewardship Sunday is this week. I hope all council members will turn in estimate of giving cards. Cards will be gathered for blessing this week. Two dinners have been very nice. Wonderful in fact. Will be doing following up in the coming weeks.

The financial development team continues to meet and brainstorm solutions. They have been scrutinizing the budget for cost savings and are considering every possible income stream, including the following:

- Stewardship appeals—increase giving
- Cut costs
- Cut benevolence
- Estate planned giving
- Extra mortgage payments
- Other giving—kiosk. . .
- Other income: Grants, bulletin and streaming ads
- Salary offset
- Staff reduction
- Write down memorials
- Columbarium (Pastor Ed distributed a chart analyzing income possibilities from a columbarium.)

The strategic planning process continues and as team leaders are being trained, we will begin the process of communicating the plan to the congregation. We are working toward an annual meeting roll-out. Much is already being accomplished in the meantime as I have already reported in the past, including: Mom's group, busy parents' group, beers and burgers' group, college group, Normandale College meeting.

Streaming worship continues to grow and engage more people. (Pastor Ed distributed a graphic timeline of the live stream viewers prepared by Brad Nolte.)

I am currently counseling two couples toward marriage.

I presided at two weddings and two funerals in the last month.

Thank you from FRLC. (Pastor Ed read a letter from FRLC which accompanied a monetary gift to TLC)

(Following Pastor Ed's report, Pastor Arthur Pastor Arthur distributed a copy of the 2019 budgeting meeting notes from the Financial Development Team and discussed main points which included:

- ideas related to increasing revenue
- reasons for increase in expenses
- how expenses could be decreased
- ideas to increase cash flow
- possible adjustments to in-kind contributions to the ELC in the benevolence budget.)

### **Old Business**

- Stewardship report: See Pastor's Report

### **New Business**

- Concerned member meeting: summary by Pastor Jerry Wahl and Pastor Mary Halvorson of discussion with concerned members. Pastors Wahl and Halvorson believe the group feels their concerns were heard, but it would be helpful to have another discussion if the group is interested and the Council agrees.
- The Council agreed on the following suggestions:
  - schedule another meeting of the group with Pastors Wahl and Halvorson.
  - have an interpretation of the CAT led by Pastors Wahl and Halvorson with church leaders: scheduled for Nov. 27
  - schedule a congregational meeting to discuss the CAT findings some time in January
  - review the mission insight report with the Council as the report has useful demographics
  - schedule a time for Pastors Wahl and Halvorson to work with the Council on how to lead and guide a congregation which is changing.

**Next Meeting Date:** December 11, 2018—6 p.m. dinner, 6:30 p.m. meeting

Devotions: Zac Schnedler

Dinner: Zac Schnedler

**Closing prayer:** Evan Collins led the Council in a closing prayer.

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