

TLC Church Council Meeting January 8, 2019
Transfiguration Lutheran Church

Attendees:

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

Regrets: Zac Schnedler

Staff: Pastor Ed Treat, Pastor Arthur Murray

Guests: Jeanine Brown, Bob Hettlinger, John Lindell, Norma MacDonald-Ockwig.

Devotion: Laurel Riippa

Call to Order: The meeting was called to order by Beth Mercer at 6:31 p.m.

Approval of Agenda: The agenda was reordered so that the guests could present first before the usual order of business. Motion by Evan Collins with second by Patti Weichselbaum to approve the agenda. Motion carried and approved.

Strategic Planning Team update: Jeanine Brown reviewed the six key area teams: Membership, Financial Development, Welcoming Diversity, Mission & Outreach, Leadership Development, Communication. The Strategic Planning Team oversees these key area teams. A Pastoral Leadership Team is also working with the Strategic Planning Team. The teams are examining where they are connected, and sharing across the teams. The plan will be discussed at the annual meeting January 27. It will also be reviewed against the findings of the Congregational Assessment to see if changes should be made to reflect the assessment. Bob Hettlinger, team leader for the Membership Team, shared the activities and plans of that team. More information is available in the 2018 TLC Annual Report.

Financial Development Team: Norma MacDonald-Ockwig presented a summary of potential income opportunities. Her presentation was followed by discussion.

Pastoral Leadership Update: John Lindell shared the most recent draft of the Pastoral Leadership Proposal. Questions to be answered include:

1. What does the partnership of the pastors look like? Pastor Ed and Pastor Arthur are already working together as partners in many ways.
2. What are the needs of the congregation as well as the congregation's strengths?

The Pastoral Leadership Team will present a Pastoral Leadership Proposal during the second hour of the Town Hall meeting on January 21, following the presentation of the congregational assessment at the first hour.

Capital Campaign Update: Dick Haugen distributed copies of the Capital Campaign Team Minutes for December 17, 2018. The Campaign Team recommends to the Church Council that Erin Pommeranz be hired to lead the Parish Nurse and Visitation Pastor areas, using Capital Campaign dollars to fund the position. Motion by Patti Weichselbaum with second by Sandy Stooke to accept the recommendation of the Capital Campaign Team with the understanding that the endorsement of the parish nurse position funded by the Capital Campaign will fulfill the role of the visitation pastor. Motion carried and approved. It was suggested that the personnel team put together a job description and salary for a 10 hour position beginning in May.

Review and approval of minutes: Carol Hill. Motion by Evan Collins with second by Patti Weichselbaum to approve the minutes with the correction under “review of council members” terms” that council members may serve three consecutive two year terms. Motion carried and approved.

Review and approval of December 2018 Financial Report: Jerry Olson

- General Fund receipts for December totaled \$105,708. Four thousand dollars of the December receipts came from the Capital Campaign. Total disbursements totaled \$85,241, resulting in a surplus for 2018 of \$27,484.
- Capital Campaign receipts in December totaled \$64,617, the largest monthly receipts in 2018. Expenditures totaled \$21,365.
- The proposed budget for 2019 is \$828,550. Jerry will email council members a breakdown of the proposed budget. We will vote on the budget via email. See addendum at the end of these minutes.

Motion by Patti Weichselbaum with second by Sandy Stooke to approve the financial report. Motion carried and approved.

Pastor's Report: Pastor Ed Treat

We had a great Advent and Christmas season. Christmas Eve services were well attended with overflow at the 4:30 and a total of 1,030 overall. While this is down slightly from last year and a downward trend in recent years we did have an additional 133 people attend through live streaming and an additional 302 on demand viewers for an additional 435 connections to our amazing Christmas services.

Our giving for December was excellent. Thanks to the immense generosity of this congregation we concluded 2018 with the best general fund giving in the history of TLC. The operating fund received \$919,537 which is \$8500 over budget. After expenses we conclude 2018 with a net income of \$27,484.

We continue work with the pastoral leadership transition team and continue to develop the vision as we work toward the annual meeting and hope to have a comprehensive plan in place.

Another thank you to the stewardship team. Through their efforts we had 91 regular pledgers who increased their giving an average of 16% along with 29 new pledgers.

Strategic planning continues and we are working to incorporate some of the survey findings, feedback and information from the congregational assessment going forward. A congregational town-hall style meeting will take place on January 21st from 6 to 8 p.m. to review the congregational assessment and to hear strategic plans going forward.

The financial planning team has done a remarkable job of finding a way to make our budget work going forward and due to their efforts we should be able to present a balanced budget going forward. The budget will have a faith element in that some of the aspects are based on assumptions that may or may not happen.

Making the budget work going forward will put ever more stress on our excellent staff. They have not had pay adjustments in quite some time. This needs to be addressed somehow.

Stephen ministers training has begun. Our 10 ministers will receive a total of 50 contact hours of training before they begin their work. This is a serious ministry and we have some great people involved.

Annual reports have been prepared and will be available on schedule January 10.

We have had two baptisms and two funeral since our last meeting.

The 2019 Faith and Addiction Conference is scheduled for September 20-22, at the DoubleTree Inn. Episcopal churches in the area have asked to be involved and have assigned three representatives.

Note: An article titled "9 Top Trends Impacting Church Leadership" from the Lewis Center for Church Leadership, published December 20, 2019 was distributed by Pastor Treat.

He also distributed a chart listing TLC General Receipts from 2006 to 2019.

Old Business: See above for Strategic Planning Team update, Capital Campaign update, Pastoral Leadership Team update, and Financial Development Team update.

New Business:

- Minneapolis Area Synod ELCA Tool Kit for Congregational Leaders is scheduled for February 23, 9-12, at St. Stephen Lutheran Church.
- Preparation for annual meeting; Council agreed to meet January 22 at 6:30 to review format and responsibilities council members.

Special Meeting Dates:

- Town Hall: January 21, 6-8 pm
- Council planning meeting for annual meeting: January 22, 6:30 pm—no meal

Next Regular Council Meeting Date: February 12, 2019—6 p.m. dinner, 6:30 p.m. meeting

Devotions: Evan Collins

Meal: Patti Weichselbaum

Closing Prayer: Pastor Ed lead the Council in a closing prayer.

Adjournment: Motion to adjourn the meeting by Dick Haugen with second by Evan Collins. Motion carried and approved. Meeting adjourned at 9:03 p.m.

Addendum: Jerry Olson emailed council members the proposed 2019 budget on January 8, 2019 following the council meeting. Discussion via email followed on January 9. Motion by Jerry Olson with second by Carol Hill to approve the 2019 budget. Motion carried and approved January 9, 2019.