

**TRINITY LUTHERAN CHURCH
CHURCH COUNCIL MINUTES
February 19, 2019**

“Connect, Grow, & Serve with the love of Jesus Christ”

Members present: Guy Aki, Kim Anderson, Allen Blegen, Rachel Carlson, Coleen Guilfoile, Terry Hogenson, Diane John, David Johnson, Nancy Johnson, Jim Jordal, Ken Kramer, Pastor Terry Nordheim, Gary Peterson, Ross Peterson, Jolene Wille

Members absent: None.

Visitors: Clark Malcomson

David Johnson, President, called the meeting to order at 7:03 PM

Devotions by David Johnson

Approval of the agenda

- Allen Blegen moved that we approve the agenda.
Second by Ross Peterson.

Motion carried

Approval of January Church Council minutes

- Colleen Guilfoile moved to approve the January 15 Church Council minutes.
Second by Ken Kramer.

Motion carried

Senior Pastor Report:

Coffee conversations continue on Friday mornings.

Pastor Terry provided information on an elementary school in Guatemala that is run by the Lutheran Agustinian Church of Guatemala (ILAG). The school is recognized for the quality of its education. It began in 2000. Because the school is located near a crumbling ravine, the ILAG is looking for funds to support the cost of moving the school to a new site.

Our five church Mi Chi Lu association is planning a Fat Tuesday (Mardi Gras) celebration on March 5 from 5:30 to 7:00 PM at Chisago Lakes Lutheran Church in Center City. Mi Chi Lu is looking for three leaders from each church to help with serving. The celebration includes a pancake supper, crafts, and a band. A free will offering will be taken to help the synod with support of our Tanzania and Guatemala partners. Trinity is asked to provide whip cream, butter, and juice. Trinity members should contact the church office to volunteer.

Treasurer’s Report:

Information on income and spending is not yet assembled. A report will be forwarded when it becomes available.

Diane John (treasurer) met with the Finance Committee. Finance wants to meet with the Stewardship Committee to work out a plan for funding interim pastoral assistance.

Old business

Committee assignments

Committee assignments for Church Council members were distributed and reviewed. A *Special Projects* assignment is being tried this year. Candidates for special projects this year include

1. Update the Trinity constitution and bylaws.
2. Look at management of the Pearl and Elmer Nelson bequest.
3. Establish an investment group. It is noted that investment is not just about money.
4. Look at facility and capital improvements.

Colleen Guilfoile suggested that each committee try to write down what it does and what its responsibilities are. We do not have any documentation that describes what each committee is. Each committee should write down what it does and how it relates to connect, grow, and serve. An example of such a document from the Witness and Outreach committee was distributed. Committee members should try to have a sketch of this for the April meeting.

Rachel Carlson noted that Council liaison responsibility is to attend committee meetings and forward any needs of a committee to the Council. The annual report may be used to find out who is on each committee.

Custodian position

Council reviewed the status of the custodian position. Dean Rambow continues to fill in for Dave Heldt, who is on medical leave. Dave is expected to return to work on March 6. Conversations have started about making the custodian a shared position. Dave Heldt will do light duty. Dean Rambow will do heavy duty. There is a need to work out the details of how this will be implemented. The Property committee has written a detailed job description of custodian responsibilities, including an assessment of how many hours are taken by each task. This was done a year ago. There is a day-by-day check list. Each custodian will have their check list.

Leaderwise interviews

Leaderwise has completed all 15 hours of interviews. About 45 people were included in the interviews. It was noted that everyone was agreeable to participating in the interview process. Leaderwise will now analyze the information gathered from the interviews and make recommendations to Council in a report that is due on March 18. Church Council members will see this report at the following meeting.

Will the report be released to the congregation? It is felt that the congregation wants to know what is going on, and we don't have good answer for them at this time.

Leaderwise has identified a significant *noise* level in the congregation. In the midst of this noise it is difficult to listen, and it is difficult to make major decisions. Is there a way to pause the complaints and noise to allow room for the Spirit to move? Can we give up complaining and grumbling for Lent to allow us to listen to the Spirit of God? What would such a pause look like?

A Council member expressed concern that some members are contemplating changing their wills as a result of tensions in the church.

Council retreat

Council wants Leaderwise to attend the retreat to help us move forward from conflict to resolution. Cindy Halbertson of Leaderwise will attend the retreat. Leaderwise consultants Mark Sundby and Mary Kay Duchene will work with Cindy to participate.

The Council retreat is March 29 and 30, starting at 5:30 on that Friday. However, the March Council meeting will take place at its usual time on the third Tuesday of March, as there is not enough time to address the Council business on the retreat.

Installation date for Council

Council decided that formal installation of all Council members will be done at the beginning of both Sunday services on February 24.

Area Synod Conference

Council held a short discussion of workshops that happen at the area synod conference. Final registration is due tomorrow for anyone who wants to attend.

New business

Removal from membership

The Tony and Stacy Fischer family has asked to be removed from the roles.

- Terry Hogenson moved to accept their request to be removed from the roles.
Second by Collen Guilfoile.

Motion carried

Ice

The Property committee has looked at ice accumulating on the roof of the church building. It will cost \$350 per hour to steam the roof and remove the ice. Property recommends we not do this at this time, but it may be necessary if the ice continues to accumulate.

Question: Is this a safety issue?

Answer: The icicles have been removed. The concern is that there could be significant property damage if an ice dam causes water to back up into the roof.

Consensus is that integrity of the roof is essential, so it is prudent to take precautions to avoid damage.

- Rachel Carlson moved to authorize Property to spend more than \$1,000 this one time for ice removal from the Church roof if weather conditions make it necessary.
Second by Nancy Johnson.

Motion carried

Annual meeting and interim pastor discussion

It is noted that purpose of continuing the annual meeting in March is to decide on interim pastoral assistance. It is not a decision to call a permanent associate pastor. It needs to be clear what will happen if funding is not authorized. Council agrees that the Finance and Stewardship Committees should prepare a presentation on this, which may be delivered between services on the Sunday one week before the March meeting. Also, Council needs to come forward with a clear proposal for the congregation to vote on.

Council discussed whether continuation of the annual meeting should take place between services or after services. Consensus is that there is not enough time between services, so the meeting should again take place after the second service.

The following concerns were raised:

1. We do not want to push major decisions at this time.
2. Trinity needs to use the money that it has been given to fund ministry.
3. The continued annual meeting needs a parliamentarian identified for that day.
4. There is a need for good order. Members who wish to speak must raise a hand, accept and use a microphone, clearly state their name for the secretary, and then give a brief statement.
5. It must be stated that an interim associate is not a permanent called position.
6. Trinity needs to work through its conflict before a permanent associate pastor is called.
7. The objective for an interim is meeting the needs of the congregation. It is not simply providing assistance to the senior pastor.

Pastor Terry summarized his responsibilities and demands on his time. His work week is often 60 hours. Meeting the needs of our congregation requires more than one full time pastor can provide. The congregation has a wealth of financial gifts, but these gifts are not being used because there is an interest in preserving the funds.

It was suggested that we do not need to use ordained ministers for some of the tasks.

Council needs to define the time for which an interim pastor is required. Consensus is that we need an interim pastor for six months. \$10,000 will probably only cover a three-month interim, at most. It is proposed that \$10,000 come from the Pearl Nelson annuity, and that an additional \$10,000 to \$12,000 come from fund raising. It is thought that the annuity may provide a loan for the second half of the six-month interim until fund raising is complete. Another suggestion is that some money be taken out of an appropriate committee budget and put into funding personnel.

Council believes an interim position will require a 20 hour work week. It is expected that compensation will follow synod guidelines.

Diane John (treasurer) will contact the Finance and Stewardship Committees regarding taking \$10,000 from the annuity, and convey the Council's agreement with a Finance committee proposal that fund raising be done to finance the remainder of the interim pastor cost. Also, Diane will convey that Council believes we need an interim for six months.

Staff compensation

Council noted that \$2,700 is to be taken from the annuity to fund the one-time 1% staff compensation increase that was approved at the annual congregational meeting.

Piano donation

- Rachel Carlson moved that Council send a letter of thanks to Brian Voss for donation of a baby grand piano.

Second by Jolene Wille.

Motion carried

Adjourn

- Diane John moved to adjourn.

Second by Guy Aki.

Motion carried

Submitted by Gary L. Peterson (Secretary)