

TRINITY LUTHERAN CHURCH
Church Council Minutes
January 19, 2021

MEMBERS PRESENT: via Zoom--Kim Anderson, Colleen Guilfoile, Terry Hogenson, Diane John, Cathy Johnson, David Johnson, Nancy Johnson, Craig Martin, Leroy Mitchell, Pastor Terry Nordheim, Katie Roche, Nicole Smith

MEMBERS ABSENT: Pastor Karri Anderson, Rachel Carlson, Jim Jordal

GUESTS: via Zoom: Twyla Mitchell, Russ Morris

1. CALL TO ORDER via ZOOM-- at 7:03 P.M. by David Johnson, President
2. DEVOTIONS: Diane John
3. APPROVAL OF THE AGENDA: MM by Diane John to approve the agenda. MS by Leroy Mitchell. MP.
4. APPROVAL OF THE DECEMBER 15, 2020 COUNCIL MINUTES: MM by Katie Roche to approve the December, 2020 council minutes. MS by Leroy Mitchell. MP.
5. SENIOR PASTOR REPORT--Pastor Terry:
 - If vaccines have been administered in time for Easter, worship service may be divided into indoor worship for those who have been vaccinated for Covid-19 and outdoor worship for those who do not feel comfortable yet meeting inside.
 - Dr. Nicole Smith does not think most people will be vaccinated by then. She also shared that her National Guard duties will take up her time for several upcoming months, so she is resigning from council after January 2021. We would like to thank Nicole for her time and contribution as a member of Trinity council. Our thoughts and prayers are with you.
 - Pastor Terry's biggest concern for gathering after people have been vaccinated is that people may not be as careful around one another. There will probably be some people who are still vulnerable to contracting the virus. Sunday service will still be broadcast at 9:30 A.M. for the time being, and the plan is to hold an outdoor, in-person worship service monthly at 10:00 A.M.
 - The Music Task Force and MET team are each continuing to meet.
 - The Capital Improvement Task Force will meet with the ELCA consultant to review and update plans for the capital improvement project.
 - The theme for Trinity's 120th Anniversary is "Remember, Rejoice, Renew".
 - There is a Zoom meeting with Mi Chi Lu (five churches) to discuss plans for reopening.
 - The Guatemala Mission trip was cancelled for 2020, and the next trip may be pushed out until 2022.
 - There is a baptism coming up via Zoom. Staff and volunteers continue to reach out to members with delivered care packages, contact made through the Calling Tree, and other phone calls made to visit and share prayer concerns.
 - There have been three funerals since Christmas with some services in person at the funeral home and others via Zoom.
 - Linda has sent out a detailed list of what the staff has been doing in 2020, and Pastor Terry thanked the staff for their hard work and for accomplishing so much.

- The new main floor soundboard is almost finished and should be ready to use fairly soon.
6. ASSOCIATE PASTOR REPORT--Pastor Karri: absent
- Katie Roche said the MET team has received 75 completed surveys on what the congregation is looking for in a new Associate Pastor. The projected goal is for 120 completed surveys from the congregation. After the feedback is compiled, the plan is to hold Zoom meetings with the congregation for discussion and question and answer opportunities.
7. TREASURER REPORT--Diane John:
- Monthly Financial Report--
 1. There are no finances to report. There was a Special Budget Meeting last week, and they discussed using cash reserves to balance the budget.
 2. Diane applied for a new Care Grant for \$5,000. There is a new wave of PPP-- does Trinity want to apply for that?
 3. A written inventory of Trinity's assets needs to be completed for the audit, and it will be a long process to complete the list. Matt will make a list of purchases made during 2020. Beside the audit, the written list will also be needed for insurance purposes.
 4. Diane is updating the Treasurer's job description for the constitution. There is still a question about the job description of the Treasurer and how the Treasurer is elected or appointed to that position.
 - 2021 Proposed Budget Update--Twyla:
 1. At the budget meeting, the committee went through expenses and income. According to Twyla's report, the 2021 proposed budget is \$528,390.91. There was discussion on being creative with personnel costs for budget purposes and taking the salaries for the Senior Choir Director , Organist, and Contemporary Band out of the 2021 budget for now, since some positions are not active or often active at this point. After making those changes, we do have a balanced budget.
 2. PPP funds helped balance the budget in 2020, and the loan was forgiven. For 2021, there are \$ 27,252.67 cash reserves from 2020 that can help balance the budget. Bequest funds can also be used for that purpose as well as Annuity funds of \$24,933.24.
 3. There was discussion on creating a specific payment method for the Contemporary Band.
 4. The timing for filling music position vacancies is still uncertain until the church decides when indoor services will resume and music is needed for the worship services. However, based on the budget, the Music Task Force is tentatively planning on hiring and filling those positions by September.
 5. Twyla suggested that we go back to the Bequest Task Force for funds to help pay for the music. The Council and the Executive Committee need to look at this issue. Pastor Terry concurred. He also reminded us that we have many musical recordings to use for services in the interim.
 6. Trinity added a technology position in 2020 to meet our audio/video and technology needs. There are no raises for 2021, but the increase in the 2021

budget is for the tech position of thirty hours per week. David said we are in pretty good financial shape, and the proposed budget looks achievable.

- PPP Possibility?? Addressed above under Monthly Financial Report.

8. OLD BUSINESS:

- ReStart Committee Update--Pastor Terry and Russ Morris:
 1. Russ reported that the Covid-19 related death count is down in Minnesota--that is the good news. The committee continues to meet monthly, and the last meeting was ten days ago. There are no changes to policy at this time. There is a request that Linda would meet with the adult youth for a re-charge gathering in church and abiding by all the rules for social distancing, wearing masks and meeting in small groups. They will also take part in a Zoom meeting at church. Linda has continued to meet with confirmation students, splitting up grade levels, and following the safety rules pertaining to gathering in small groups.
 2. The committee continues to discourage groups meeting in the Kirvida lounge or other confined spaces and that those spaces are off-limits. Groups of ten or fewer can meet in the Narthex or Sanctuary for a limited amount of time.
 3. Pastors Terry and Karri will continue to hold a monthly, Sunday outdoor worship service for about twenty minutes in length. The indoor meditation times and days have changed due to low attendance. The time and day set aside will now be Wednesdays from 9:00 A.M.- 2:00 P.M. Members can still call and request a time.
 4. Pastor Terry affirmed that, to his knowledge, there have been no Covid-19 transmissions in any gatherings at Trinity thanks to the protocols set in place by the ReStart Team.
 5. David asked Pastor Terry and Russ when we can meet for an Annual Budget Meeting with the congregation? Russ said they haven't discussed larger group, indoor meetings yet, but possibly by Easter Sunday, although it's unlikely. The suggestion was made to think in terms of holding the Annual Budget Meeting outdoors when the weather is warmer--maybe spring or early summer. There was some discussion about holding the meeting via Zoom before then. If so, people would have to register and attend in person on Zoom and mail in written ballots by the deadline.
- Music Task Force Update--Kim Anderson:
 1. The Music Task Force is planning on filling the Senior Choir/Music Director position by September. We won't need an organist during the time our services are held outside in warmer weather. There is recorded music that can be used now for the videotaped services. The question was asked if there is still an ad out for the positions, and Kim said there is not at this time.
 2. The Task Force got a survey out to the congregation asking a variety of questions about their music preferences for worship services. The goal is to see what the music looks like. They have received thirty-five online responses and fifty mailed responses. The deadline for the completed surveys is the end of January. So far, the results concerning opinions about the music are not unanimous.

3. Leroy thinks the survey results should be presented to the congregation for discussion. Kim thinks the results should be shared with people involved in music to get their recommendations, their input, and then hold discussion sessions with the congregation. As Kim concluded, music is a huge piece of Trinity.
- Annual Staff Evaluations Update--Kim Anderson:
 1. The feedback responses on staff members have been compiled, and the remaining evaluations need to be scheduled by January/February.
- 2021 Annual Budget Meeting and Agenda:
 1. A continuing resolution in place of an Annual Budget Meeting:

MOTION to ADOPT the TRINITY LUTHERAN CHURCH 2021 BALANCED BUDGET: The Trinity Church Council moves to adopt the 2021 Proposed Budget on behalf of the Trinity Congregation. This action is taken until such time that a formal in-person annual budget meeting can be held to pass and adopt the 2021 balance budget for the remainder of the year. Moved by Diane John. Seconded by Leroy Mitchell. MP. The motion passed unanimously.

9. NEW BUSINESS:

- Lent and Easter Tentative Plans--Pastor Terry:
 1. Pastor Terry sent an email letter to the congregation dated January 12th. What would draw us together? The theme is HOPE--"Hope changes everything". A theme of hope is found in Romans 5:1-5. Pastor Terry suggested the idea of sharing stories of hope with the congregation and each other. The feedback on the theme of HOPE has been very positive.
- Other:
 1. Coke has been working on updating the constitution, and the first draft is done. The synod has gone over it and agrees with it. Coke suggested that we have small group meetings with the congregation to discuss the constitution when it is ready.

10. REMINDERS:

- Annual Committee Reports: Committee reports for the Annual Budget Meeting are due by January 31 and should be sent to Mindy at the church office.
- February Council Devotions: ?

ADJOURNMENT-PRAYER: Meeting adjourned at 8:27 P.M. Closing prayer by Pastor Terry.

Minutes submitted by Cathy Johnson, Secretary