

**Trinity Lutheran Church
Council Minutes October 17, 2017**

The meeting was called to order at 6:30PM by president, Judy Conrad.

Members present: Judy Conrad, Mike Mowen, Sam Young, Brian Hammond, Barb Smith, Lauren Rowe, Carol Martin, June Habeck-Holler, Junior Michael, Erin Harman, Barbara Winebrenner, Craig Fentress, Pastor Chris Ramsey, and Inge Dudda (Treasurer). Colleen Gildee attended to take minutes.

Members absent: None

Devotions

Judy opened with prayer. Due to the time commitment required for the budget discussion, Chapter 12 in the Acts study will be discussed in the November meeting. Please read Chapter 12 and be ready to discuss your question.

Minutes: The minutes of the September council meeting and the special meeting were reviewed and approved.

Treasurer's Report/Endowment Fund

September financials were reviewed and approved.

Old Business

Interim Pastor

- A review of the terms of Pastor David's call were reviewed. Term call contract signed today. Pastor David will be with us on November 12th as a visitor; a coffee hour will be held after each service.

New Business

Quarterly Synod Benevolence

- We did not meet budgeted income for the third quarter. **Motion made, seconded, and passed to withhold synod benevolence and re-evaluate at the end of the last quarter.**

Boiler Contribution Match

- A congregant offered to provide a match of up to \$25,000 to be used to pay off the boiler. This same offer was made by a second congregant. Any funds raised over and above the payoff amount will be applied to the cost of the sanctuary A/C project. This information will be shared with the congregation with the notification of the annual meeting.

Social Ministry Survey

- Jeff Reed would like to create a team directorship for the Outreach Program.
- The team would like to evaluate the ministry to decide its future. Copies of a survey are provided to Council members, will be included in the newsletter, and be available as needed for congregants. Directions will be provided to responders.
- The team seeks permission to present this at the Annual Meeting and in the November newsletter. **Motion made in Social Ministry, seconded, and passed in Council to permit the Outreach team to present this information as revised in the November newsletter and at the Annual Meeting.**

Budget

Staff Raises

- Discussion of feasibility of raises for staff while we are cutting position hours.
- Current size of the church is Pastoral size, which calls for one full time pastor only.
- 5% raise was presented by Judy Conrad to personnel Team.
- A 5% raise is appx 9k, a 2% raise would be appx 4k.
- Current COLA raise is 1.5
- Discussion regarding Merit raises, per Personnel Team, there is not enough data to support at this time.
- **Motion made, seconded, and passed to provide 2.5% raises to staff.**

- **Motion made, seconded, and passed to change Minister of Music position to 30 hours for 1Q2018, thereafter 20 hours, plus \$8,600 in supplemental income, and classwork expenses for candidacy not to exceed \$5,000.**
 - Currently, the Minister of Music is a blended role with Visitation Pastor with hours allocated 15 and 25 respectively.
 - If visitation role is to be fulfilled by the Senior Pastor, that eliminates that role from the above position, resulting in a decrease of 25 hours of responsibility.
 - In addition to the 15 hours for music/worship responsibilities, 15 hours can be assigned for the first quarter to help in the transition of the new Senior Pastor. Thereafter, 5 hours can be assigned for continuing support of the Senior Pastor.
 - Additional support, beyond what is defined in the Handbook, will be provided by an \$8,600 supplement (to continue full benefits), and candidacy support not to exceed \$5,000.
- Supply Pulpit was raised to \$1500 to cover Pastor David's 6 weeks of vacation
- **Motion made, seconded, and passed (with two opposing votes) to provide \$5,000 in synod benevolence to be paid upon quarterly review of actual offering income.**
- **Motion made, seconded, and passed to approve the 2018 budget as amended.**

President's Report

- Lisa Conrad, Maggie Stone, Ginny Doarnberger have volunteered to run for council in 2018.

Team and Staff Reports

Music and Worship

- Lay Assisting ministers will handle deposit of offering monies into safe on Sundays.

Senior Ministry

- BINGO will be held on Thursday, October 19th. A surprise birthday celebration will be held for Downs Hewitt's 95th birthday.

Calendar Items

- See the team reports.
- Lutheran Churches Cooperative meeting will take place at 6:30pm at St. Mark's on 10/24. Council members are invited to attend.

Motion was made, seconded, and passed to conclude the Church Council meeting at 9:02 pm.

Meeting concluded with prayer.

The next council meeting will be held on Monday, November 6th at 6:30pm in the Boardroom.