

**Trinity Lutheran Church
Council Minutes November 6, 2017**

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

Members present: Judy Conrad, Sam Young, Brian Hammond, Barb Smith, Lauren Rowe, Carol Martin, June Habeck-Holler, Junior Michael, Barbara Winebrenner, Craig Fentress, Pastor Chris Ramsey, and Inge Dudda (Treasurer). Therese Ramey, congregant, attended upon request to present. Charles Riley attended as Personnel Chair by request. Colleen Gildee attended to take minutes.

Members absent: Mike Mowen, Erin Harman, Lauren Rowe

Devotions

Judy opened with prayer. Chapter 12 in the Acts study will be discussed in the December meeting. Please read Chapter 12 and be ready to discuss your question.

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

Point of clarification: The two donors combined will provide the \$25,000 match.

Treasurer's Report/Endowment Fund

Due to the timing of this month's meeting, financials are not available. Financials for October and November will be presented at the December meeting.

New Business

Presentation by Therese Ramey – 2018 Concerns

- Therese joined TLC in the mid-90s. During Therese's working career, she spent 30 years as an auditor, looking at the overall picture of a company as well as the fine details to gain an understanding of the business and make recommendations to management for improvement. She comes as a helper in this capacity today.
- After retirement, Therese has volunteered in various capacities including an instructor at the Washington County Commission of Aging, Trinity's Council member for two rotations, and Trinity's Treasurer, and as a Finance Team member.
- Would like to address the changes planned for Pastor Greg and how they impact the overall future of Trinity.
 - What value to we assign to the many roles provided by Pastor Greg and to his unique gifts?
 - How we treat our employees speaks to the heart of the church.
 - How great would it be to send Pastor Greg to his first call in celebration?
 - What value is our reputation? How will it be affected by the change in his hours?
 - Recommend that church council consider the value-added and potential negative impact regarding the cost savings of reducing Pastor Greg's hours. "Auditor hat" says risks are too great to reduce the hours.

Discussion

- June Habeck presented an amended motion: **Minister of Music hours remain at 40 hours a week through June 2018, then be reduced to 20 hours for remaining two quarters, plus \$8,600 in benefits, and classwork expenses for candidacy not to exceed \$5,000. Seconded by Barbara Smith. Discussion followed.**
- Do not have enough work to retain two full-time pastors. Although we don't want to take additional funds from the endowment, we are able; it is not a financial decision at this point.
- Guideline: Pastoral sized congregation should support only 2 FTE staff members.
- June Habeck presented an amended motion: **Minister of Music hours remain at 30 hours a week through June 2018, then be reduced to 20 hours for remaining two quarters, plus \$8,600 in benefits, and classwork expenses for candidacy not to exceed \$5,000. Seconded and passed.**

President's Report

- We are all in this together – please review your Council Covenant signed in January of 2017; confidentiality is vital to our meetings.
- Many thanks to Council Members for all of their hard work on this budget.

Team and Staff Reports

- Staff and Team Reports will be available at the December meeting.
- We would like a recognition plaque near the coffee bar built by Aaron Little for his Eagle Scout project.
- A dogwood tree has been planted in Dr. Clair Johannsen's memory in front of the church. This was at request and by donation of Clair's family. Judy will write a letter to the family.
- Barb Smith requested a Children's Corner upstairs for parents and their children.

Calendar Items

- November 12 – coffee hour after services to meet Pastor David.
- November 19 – Annual Meeting and Lunch (SCS at 10am, Service at 11am, Lunch and meeting to follow)
- November 26 – Decorating church

Motion was made, seconded, and passed to conclude the Church Council meeting at 7:58pm.

Meeting concluded with prayer.

The next council meeting will be held on Tuesday, December 19th at 6:30pm in the Boardroom.