

Trinity Lutheran Church Council Meeting: 11/17/2018 **Approved 12/18/2018**

The following members were in attendance at the meeting:

President Micah Reitan
Vice President Mark Schmidt
Treasurer Kent Curtis
Member at Large Marilyn Hall
Member at Large Liz Gimmestad
Member at Large Karen Kirkmire-Wilson
Member at Large Dirk Howe
Member at Large Sarah Crane
Member at Large Deb Johnson
Member at Large Dave Hamburg
Pastor Hector Garfias-Toledo
Staff Norma Aamodt-Nelson

Absent: Secretary John Boone

Visitors: None

The meeting was called to order at 9:09 am with a reflection by Vice President Mark Schmidt. A quorum was present.

1. A motion was made and seconded to approve the Council Meeting Minutes dated 10/16/2018 as presented with minor corrections. The motion carried.

Reports:

2. Executive Board – Micah Reitan. See attachment. TLC/POG lease update: discussed two proposed revisions - limit to two years (remove extensions), not alter cell tower lease. Preschool legal update: earlier perception was there was little risk as the Lynnwood PD report and physical evidence made claims seem unlikely. As the case is scheduled for mediation on December 13, there will be a meeting with the insurance company lawyer on November 19.

3. Secretary Report. 10/16/2018 Council Committee Meeting Minutes were approved.

4. Treasure's Report – Kent Curtis. See attachments. For the month of October 2018 income was less than budgeted by \$26,508.00, expenses were less than budgeted by \$23,306.00, and income exceeded expenses by \$12,821.00. Year-to-Date contributions were \$951,131.00 or 91.32% of the amount budgeted, total expenses were \$61,631.00 less than budgeted, with expenses exceeding income by \$65,526.00.

5. Pastor's Report - Pastor Hector Garfias-Toledo. See attachment. Reviewed meetings with ministries; pastoral actions; first impressions; possibilities (some is already happening); diversity in congregation includes bi-racial families – vision for future; multilingual people feel free to talk in their native/first languages – inclusive, vision for future; need to create a pipeline of leaders – the same people are in many ministries; challenges – begin to address during retreat.

6. Staff reports - Norma Aamodt-Nelson. See attachments for reports from Schools (Kris Dudak & Nanette Erban), Office (Debbie Jeske, Josh Judd-Herzfelt & Kelly Apling), Faith

Formation (David Greenlee), Worship, Music and the Arts (Norma Aamodt-Nelson), and Facilities (Dean Hall). There is a need for lectors and assistant ministers for the 10:30 service.

7. Endowment Report – Kent Curtis and Marilyn Hall. See attachment. There will be a package on web site to apply for money – grant, scholarship, emergency. The Endowment committee had been giving scholarships from the principle. It has since been decided only to give interest and not deplete principle and will start giving scholarships when principle hits \$10k again. Funds were moved to ELCA endowment fund (performing better than Thrivent fund).

8. Marque (Sign) Committee – Marilyn Hall. See attachment. Next meeting is Nov 30. So far have collected vendors, and decided to just replace black box, not the whole sign, because of zoning limitations. Trying to get to a decision point by January. Should have budget estimate in time for budget discussion at the December 18 Council meeting.

Actions:

9. Administrator Hiring: See attachments. Recent history and job description was reviewed. Considered revisions looking for someone that feels called, someone that understands the work in the context of Christian ministry, using Luther's meaning of call, and not certified in the system like a deacon or pastor. This will be a full time position especially given that facilities will be added. Facilities: Dean Hall's last day is January 31, 2019. Hiring priorities: administrator, handyman/maintenance person, then associate pastor. A motion was made and seconded to authorize the Personnel Committee to begin working on administrator and handyperson roles – post and begin hiring process for administrator – define/redefine maintenance person role, post/begin hiring, compensation DOE, and review at Dec meeting. The motion carried.

10. The 2019 TLC Budget – Preliminary Discussions: The Finance Committee (Kent Curtis, Dave Hamburg, Josh Judd-Herzfeldt, Pr. Hector, and Micah Reitan) is developing a budget for review/discussion at the December 18 Council meeting, for presentation for the Congregation's vote at the January 20, 2019, Congregational meeting.

11. Trinity's "Inhaling Breath": Pastor Hector. To live, we need to inhale and exhale. We have been exhaling ourselves in mission – a lot. We need to take some time to inhale, as well. Open hands – only with open hands can we give and receive – make some adjustments to our life as a congregation to strengthen ministries to nurture people – stewardship inhaling and exhaling – inhale to invigorate, so we are ready to exhale.

12. "Connecting in Ministry" – New Membership Process/Transfer Memberships: Pastor Hector. A new membership process that will evolve into a discussion about discipleship journey – invite people into the boat – realize there are storms – God can help us get to the other side – invite people into that journey – membership growth will occur as a result of our living out the discipleship mission – starting soon with small group because there is interest.

13. National Flags: Micah Reitan. Proposed we get flags from countries that people identify with. Micah shared his experience in Viet Nam. The idea is to let people share their identities, nationalities, stories – for display somewhere in the building. Micah will investigate options, and we will continue discussions.

14. The meeting was adjourned a 11:50am.

15. The next regular Council meeting will be held on Tuesday, December 18, 2018, at 6:45pm.

Vice President Mark Schmidt

Secretary John Boone