

Trinity Lutheran Church Council Meeting: 02/19/2019 **Approved 03/19/2019**

The following members were in attendance at the meeting:

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

Absent: Members at Large Marilyn Hall and Dave Hamburg

Visitors: Gabby and Roy Raudebaugh

The meeting was called to order at 7:03 pm after a reflection by President Micah Reitan. A quorum was present.

1. A motion was made and seconded to approve the Council Meeting Minutes dated 01/15/2019 as presented. The motion carried.
2. A motion was made and seconded to approve the Congregation Meeting Minutes dated 01/20/2019 as presented. The motion carried.
3. A motion was made and seconded to approve the Council Meeting Agenda with the addition of item "III. d. Disclosure of Employee Salaries." The motion carried.

**Reports:**

4. **Executive Board** – Micah Reitan. See attachment.
5. **Secretary Report** – John Boone. 01/15/2019 Council Committee Meeting Minutes and 01/20/2019 Congregation meeting Minutes were approved.
6. **Treasure's Report** – Kent Curtis. See attachments. For the month of January 2019 income was more than budgeted by \$4,852.00, expenses were less than budgeted by \$18,037.00, and income exceeded expenses by \$24,655.00. Year-to-Date contributions were \$103,658.00 or 104.91% of the amount budgeted, total expenses were \$18,037.00.00 less than budgeted, with expenses exceeding income by \$24,655.00.
7. **Pastor's Report** - Pastor Hector Garfias-Toledo. See attachment. Pastor estimated the hiring of a contract ordained but not called pastor to occur within the next two months.
8. **Staff Reports.** See attachments for reports from Schools (Kris Dudak & Nanette Erban), Office (Debbie Jeske, Josh Judd-Herzfelt & Kelly Apling), Worship, Music and the Arts (Norma Aamodt-Nelson), Faith Formation (David Greenlee), and Facilities (Dean Hall). "Worship at the Park" has been rescheduled to July 28, 2019.

**9. Personnel Committee - Mark Schmidt.** The Committee has been meeting every other week. 11 applications have been received for the Handyperson position and interviews will be scheduled. 11 applications have also been received for the Administrator position, but given the responses to the job posting, the job description will be revised.

**10. Marquee Committee.** See attached report (Marilyn Hall). The replacement has been delayed so that increased resolution can be ordered that may slightly increase the original cost, but the increased cost should still be within the estimate approved by the Council.

**11. Staff Salary Disclosures.** Inquiries by the congregation will be referred to Pastor Hector.

**Actions:**

**12. Sowing Seeds of Hope (Roy & Gabby Raudenbaugh):** Sowing Seeds of Hope (“SSOH”) would like to have a fundraiser on May 18, 2019 in the multipurpose room in order to support Sonoga’s Kids (Tanzania) with the purchase of tools for the masonry classroom construction project. The time of the event would either be from 6:30pm to 8pm or 7pm to 8:30. This event will have some form of entertainment and dessert(s). A motion was made and seconded to approve SSOH’s request to hold this fundraiser. The motion carried. In addition, a motion was made and seconded to approve SSOH’s request to post Human Trafficking information posters on the inside doors of all bathroom stalls. The motion carried.

**13. Office Staff Pay over “Snow Days” (Mark Schmidt):** With the recent snow days prohibiting the office to be open, logically the staff were unable to safely travel into Trinity. The office, Preschool and CDCs business/school schedule is aligned with that of the Edmonds School District. As recommended by the Personnel Committee, a motion was made and seconded authorizing that the church office staff shall be paid their regular hourly rates and/or salary and their earned vacation time will not be affected for the days in February in which the office was closed due to inclement weather. This will be the policy going forward when Edmonds School District closes, and/or it is advised by the Pastor, Administrator, and/or Council not to come in due to safety reasons. The TLC Policy and Procedures manual will be modified to reflect these changes. The motion carried.

**14. Nominating Committee Re-alignment (Pastor Hector):** With the new staggered church council arrangement (with alternating the President and Vice President 2-year terms), creating a nominating committee model that can better serve the process of nominating was reviewed. A motion was made and seconded to add the Pastor and current President to the Nominating Committee as advising non-voting members. The motion carried. An additional motion was made and seconded that the President, Treasurer and 3 Members at Large be elected at the next annual Congregation Summer Meeting, and that thereafter, new Council members will be elected at the annual Congregation Winter Meeting who will then begin service at the following annual Congregational Summer Meeting. The motion carried.

**15. Pastor Support (Pastor Hector):** A motion was made and seconded to approve Pastor’s proposal to hire a part time missional and visionary pastoral leader (not a congregational call). This person will be an ordained minister who will work 15 to 20 hours per week, initially for a one-year contract with possible extension if needed, with Pastor Hector and David Greenlee. The motion carried.

**16. TLC Vision Committee (Pastor Hector):** Pastor's Report regarding options for how to create a TLC Vision Team and the possibility of an external provider were reviewed and

discussed. The proposed TLC Visioning Process and implementation is to be further discussed and developed for review and approval at the Council's meeting on March 19, 2019.

17. The meeting was adjourned at 9:42 pm with prayer.

18. The next regular Council meeting will be held on Tuesday, March 19, 2018, at 6:45pm.

Secretary John Boone