

Trinity Lutheran Church Council Meeting: 09/17/2019 **Approved 10/15/2019**

The following members were in attendance at the meeting:

President Sue Carlson
Vice President Mark Schmidt
Secretary John Boone
Treasurer David Gunderson
Member at Large Karen Kirkmire-Wilson
Member at Large Dirk Howe
Member at Large Samantha Sommerman
Member at Large Deb Johnson
Pastor Hector Garfias-Toledo
Pastor Jade Yi

Absent: Administrator Don Boelter, Members at Large Colleen Collins, Dave Hamburg and Ann Ndirangu

Visitors: Tabitha Cyphers

Following a reflection by Mack Schmidt, the meeting was called to order with prayer at 6:57pm. A quorum was present.

1. A motion was made and seconded to approve the Council Meeting Agenda as presented with the addition of a discussion regarding the changes to the TLC Constitution required by the ELCA. The motion carried.
2. A motion was made and seconded to approve as presented the Council Meeting Minutes dated 08/18/2019 with minor corrections. The motion carried.

Reports:

3. Treasure's Report – David Gunderson. See report. For the month of August expenses exceeded income by \$15,293.00. This is not uncommon for this time of the year; however, this tapped the reserve fund. Fortunately, Year to Date is under budget currently. Pointe of Grace will now be paying their own mortgage. Dedicated funds are growing which is detrimental to the general funds. Council will consider how we manage these funds at the Council Retreat on Oct 12th. The budgeting process for 2020 has begun, so that a final budget can be presented to the Council by the December 2019 meeting and to the Congregation by the semi-annual meeting in January 2020.

4. Executive Board - Sue Carlson. See report. Sue gave some examples of how ministry is going strong into the fall. She attended Pastor Pam Gompf's installation at Pointe of Grace Lutheran on 9/15. Pastor Gompf is ready for a new start! Sue also attended the NW Synod presentation about the ELCA's sanctuary amendment at Holy Spirit Lutheran Church in Kirkland with Pastors Hector and Jade, Karen Kirkmire-Wilson and Gabby Raudebaugh. Bishop Bryan Wee gave the presentation. The Values – Direction – Action retreat will be held Sept 20 & 21. Brian Zehr of International Impact will lead the selected members of the staff, council and congregation leaders.

5. Staff Reports. See reports from Faith Formation (David Greenlee), and TLC Schools (Kris Dudak and Nanette Erban). **David Greenlee:** Our Student Leadership Team has 14 students on it this year. The team is working to set the summer trips and retreats. NET had 24 students and 9 adults. ZOE starts on 9/23. Footprint classes will see a change this year. An intergenerational experience will be held once a month. He is excited about working closer with children's music leaders, CDC and preschool to encourage events with Trinity's ministries. David is working on a 2020 budget and is a member of the VDA process and will attend the retreats and forums. **Kris Dudak- Preschool:** School is now open with Pre-K classes full with a waiting list. (2 classes) The 3 yr old classes are 3 students away from making budget. Improvements were made to the classrooms over the summer and parents have been pleased. Pastor Hector, Nanette Erban, David Greenlee have begun meeting to build connection among the ministries to foster relationships. Kris is all for this collaboration. **Nanette Erban – Child Development Center:** Nanette says this is on the best September enrollments in our 24 yr history. All 5 classes are full with waiting lists. She too is excited for the collaborations between our ministries. Pastor Hector gave the CDC staff a blessing and plans to be on the Chapel schedule throughout the year. Pastor Jade is working with them in hospitality and was able to connect with a family that spoke Mandarin Chinese. Nanette writes "what a blessing it is to have a multi-lingual and diverse staff in our church community!"

6. Pastors' Reports - Pastor Hector Garfias-Toledo and Pastor Jade Yi. See reports. **Pastor Jade:** She has been working in the areas of Worship, Teaching, Pastoral Care, Intergenerational Ministry (Family and Footprints), Impressions Team, Small Group Ministry, VDA process, and Council and Staff. Highlight on Impression Team and the work of generating a culture of Hospitality. She has recruited 13 members to contact people in the congregation to talk about their experience with hospitality at Trinity. **Pastor Hector:** Pastoral – met with individual leaders, Stephen & Pastoral Care Ministers planning ways to better serve the needs of the congregation. Leadership/Discipleship – Focus on the VDA process, reorienting staff meetings. Celebrate- 12 new members received, Pastor Jade's ministry, Excitement in young family ministry.

Actions:

7. Adjustments needed to the Worship Service Schedule: A motion was made and seconded to authorize the TLC Staff to make adjustments to the Worship Service Schedule to meet the needs of the Congregation. The motion carried.

8. Change made to the ELCA Model Constitution for Congregations: A motion was made and seconded to the adoption of the recommended/required change of the Model Constitution for Congregations of the ELCA as presented. The motion carried, and the changes will go to a vote of the congregation in January and June 2020.

Ongoing Business:

10. Bylaws-Sam Sommerman will be meeting with Don Boelter to finalize the new bylaws that will reflect the model constitution for our January meeting. Tabled until Oct council meeting.

11. Audit Committee and Nominating Committees will be meeting in September. Micah Reitan will organize the nominating committee and Sue Carlson will gather the Audit committee.

12. Council will meet in Retreat on Oct 12th. Council will meet on the regular 3rd Tuesday schedule for the rest of the year.
13. Discussion ensued on the budget process. Dave Gunderson showed us his working Excel sheet. Presently he is waiting for ministry proposals from staff and program leaders.
14. The meeting was adjourned at 9:45pm with The Lord's Prayer.
15. The next regular Council meeting will be held on Tuesday, October 15, 2019, at 6:45pm.

Secretary John Boone

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Secretary John Boone

AGENDA September 17, 2019

Devotions - Mark Schmidt

Approval of Agenda pg 1
Approval of Minutes pg 2-4
Secretary Report

Guest Report

Executive Reports

Treasurer Report pg 5-6
VP Report
President Report pg 7

Staff Reports

Preschool-Kris pg 8
CDC-Nanette pg 9
Facilities-Paul
Office-Debbie/Josh/Kelly
Administrator-Don
Youth-David pg 10
Music-Norma
Pastor Jade pg 11-12
Pastor Hector pg 13-15

Ongoing Business

Bylaws - Sam
Nominating Committee- suggestions- Sue
Audit Committee-Sue

New Discussions

Council meeting changes and retreat
Discussion on budget- dedicated funds/2nd pastor—Dave G

Adjourn

Trinity Lutheran Church Council Meeting: 08/27/2019 **Draft for Approval**

The following members were in attendance at the meeting:

President Sue Carlson
Vice President Mark Schmidt
Treasurer David Gunderson
Member at Large Colleen Collins
Member at Large Karen Kirkmire-Wilson
Member at Large Dave Hamburg
Member at Large Ann Ndirangu
Member at Large Dirk Howe
Member at Large Samantha Sommerman
Member at Large Deb Johnson
Pastor Hector Garfias-Toledo
Pastor Jade Yi
Administrator Don Boelter
Josh Judd-Herzfeldt

Absent: Secretary John Boone

Visitors: none

Following a reflection by Pastor Jade (Luke 14:12-14, hospitality), the meeting was called to order at 6:57pm by President Sue Carlson. A quorum was present.

1. A motion was made and seconded to approve the Council Meeting Agenda as presented. The motion carried.
2. A motion was made and seconded to approve as presented the Council Meeting Minutes dated 07/16/2019 with minor corrections. The motion carried.
3. Staff sharing: Josh J-H shared about his work and his role in the VDA process; he is glad to be able to tell story about who we are based upon the outcome of the VDA process; the process is giving us a common language so we are consistent in our narrative – how we talk about Trinity; how we communicate our values. He is eager to begin using video as a communication media – shared language and values enable that. VDA will guide us for a possible rebranding, help us distill who we are into a simple, shared language – something easy to memorize like a hashtag. Several members of the council affirmed Josh's work. Pr. Hector: there will be more staff sharing-like this – it helps us all see the giftedness of our staff that see their work as a calling (more than a job).

Reports:

4. **Executive Board** – Sue Carlson. See report. Discussed meeting with Mayor Smith and Chief Davis, no specific actions resulting from the meeting other than encouraging quarterly attendance at Cops and Clergy sponsored by the Lynnwood Police Department.

5. **Secretary Report** – John Boone, not present. The Council Meeting Minutes, dated 07/16/2019, with minor corrections were approved.

6. **Treasure's Report** – David Gunderson. Expenses exceeded income in July – anticipated and budgeted, it did erode YTD surplus (still \$19k in the positive), August expectation is that expenses will again exceed income and erode the rest of the surplus (could be in the negative). Recommends additional, future discussion about fundraising and dedicated funds. Budget prep underway with select staff. By Sept, David expects to begin involving the council in process. We will need to produce and present a balanced budget for the congregation. There will be additional work early next year to finish the Pointe of Grace transition. Need to think about how we will fund youth activities.

Overall, finances are healthy. Don noted that more people are making online payments which helps balance finances during summer months. Dirk suggested that we create a card that people can put in the offering plate: "I gave electronically" so the plate isn't always empty. We will explore this.

7. **Pastors' Reports** - Pastor Hector Garfias-Toledo. See report. Josh, Pr. Jade, and Pr. Hector taking lead to communicate where we are in VDA process, working to identify ministry leaders for VDA team (to participate in retreats), seven people identified so far, this team will identify values and make proposal to Council at January meeting, after January it will be up to us to implement, council reps on VDA team: Deb, Sue, Ann, and Mark, starting conversations to intentionally connect families, working on family worship at 9:00am on 4th Sunday – families participate (at 9:00 hour – 1st two Sundays will be traditional Sunday school, 3rd Sunday will be intergenerational activity), discussed ELCA resolution to become a sanctuary denomination – see letter from ELCA in packet – there is some confusion about what that means, do we need to draft a paragraph that explains what it means, and how we will live out, being a congregation of the sanctuary denomination? Council discussed things in the statement that we already do, Dave will draft a few sentences for review.

Pastor Jade Yi. See report. Impressions team has eight people that are conducting 1:1 conversations about culture of hospitality – about being hosts to each other, being ready to receive new people – Pr. Jade has 76 prospective people on list, goal is to have 50 people engaging in conversations by end of year.

8. **Administrator** – Don Boelter. See report. Don is going on vacation until Sept 23 (agreed to before he started), has appreciated how great the staff are, Lynnwood Neighborhood Center update: have decided to keep the name as it, phase 1 has started, some fencing up, remaining fencing will go up when heavy equipment is up, abatement work in three buildings has started, weekly construction meetings start next week, still targeting completion by end of October, phase 2 won't start until Sept 2020 but they are starting bi-weekly design meetings now; has been very pleased with Paul – Facilities and Maintenance Support person, investigating options for landscape support – volunteers can't keep up with it, custodial support hasn't improved despite several attempts to improve communications, Don set up additional meetings with other custodial companies late September to get updated bids.

9. **Staff Reports**. See reports from Worship, Music and the Arts (Norma Aamodt-Nelson), Faith Formation (David Greenlee), Ministry Coordinator (Debbie Jeske), Communications Coordinator (Josh Judd-Herzfeldt), and Preschool (Kris Dudak).

10. **Personnel Committee** – Mark Schmidt. Don Boelter has concluded his 90-day probationary period as Trinity's Administrator. Pr. Hector has completed his probationary review and determined Don is a good fit for congregation, Pr. Hector recommends offering a permanent position and the Personnel Committee supports that recommendation.

Actions:

11. Committee nominations:

i. Audit committee, Sue - all three members Mark Vandemeer, and Wally Bergquist would like to be replaced. Sue nominated Hans Berkenhoff, who previously served as synod auditor and he has accepted nomination. A motion was made and seconded to elect Hans to the position. The motion carried. The Council was encouraged to keep eyes out for another committee member

ii. Budget, Sue -Dave H volunteered to help David G develop the budget. Discussed dedicated accounts, history of fundraising (scarcity budgets), intergenerational events (Easter breakfast, Juntique, variety shows, etc.) helped build relationships. Discussion about youth fundraising needs to involve the youth. No specific action – need to continue this conversation.

iii. Bylaws, Sue – need to make changes. Sam volunteered to review changes, Council needs to approve changes, then congregation needs to approve them. The target is to have Council approval by/before Dec so it can be presented to congregation on 1/12/20. Also discussed constitutional amendment needed to adjust Council position terms so there is better overlap/transition between outgoing and incoming members.

iv. Nominating committee, Sue – need names for new nominating committee (to serve 1/1/20 to 12/31/20).

12. Budget discussion, Sue – we will discuss this more about how we support our ministries at the Council retreat in October.

13. VDA retreat, Pr. Hector – discussed during Josh’s staff report.

14. The meeting was adjourned at 9:00pm

15. The next regular Council meeting will be held on Tuesday, Sept 17, 2019, at 6:45pm.

Vice President Mark Schmidt

Secretary John Boone

PERIOD ENDING AUGUST 31ST, 2019

<u>ACTUAL TOTALS:</u>	<u>August</u>	<u>Year-to-Date</u>
INCOME	\$ 94,117	\$ 766,302
EXPENSES	\$ 109,410	\$ 762,122
DIFFERENCE	\$ -15,293	\$ 4,179

AUGUST NOTES:

1. INCOME WAS LESS THAN BUDGETED BY \$2,405
2. EXPENSES WERE MORE THAN BUDGETED BY \$5,535
3. COMBINED TOTALS: (AUGUST ACTUALS) EXPENSES EXCEEDED INCOME BY \$15,293

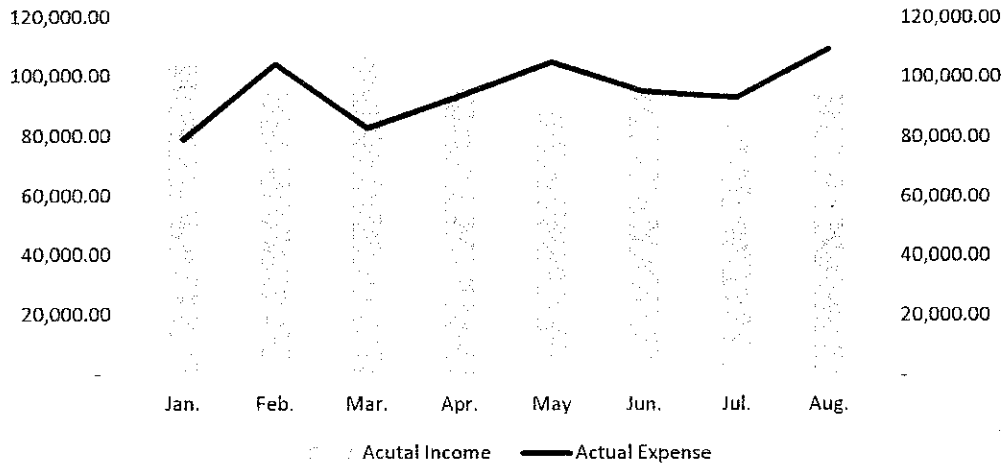
	<u>August</u>				<u>Year-to-Date</u>			
	Budgeted	Actual	%	Difference	Budgeted	Actual	%	Difference
INCOME								
CONTRIBUTIONS	84,265	81,725	97%	-2,528	632,974	654,250	103%	21,276
REIMBURSEMENTS	2,485	2,439	0%	-46	18,562	18,472	99.5%	-90
FACILITIES USE	4,894	5,298	108%	404	61,088	54,100	89%	-6,988
MISCELLANEOUS	4,878	4,654	95%	-224	38,905	39,480	101%	574
TOTAL INCOME	96,521	94,117	98%	-2,404	751,530	766,302	102%	14,772
TOTAL EXPENSES	103,876	109,410	105%	-5,535	812,285	762,123	94%	-50,162
INCOME MINUS EXPENSES	-7,354	-15,293			-60,755	4,179		

YEAR-TO-DATE NOTES:

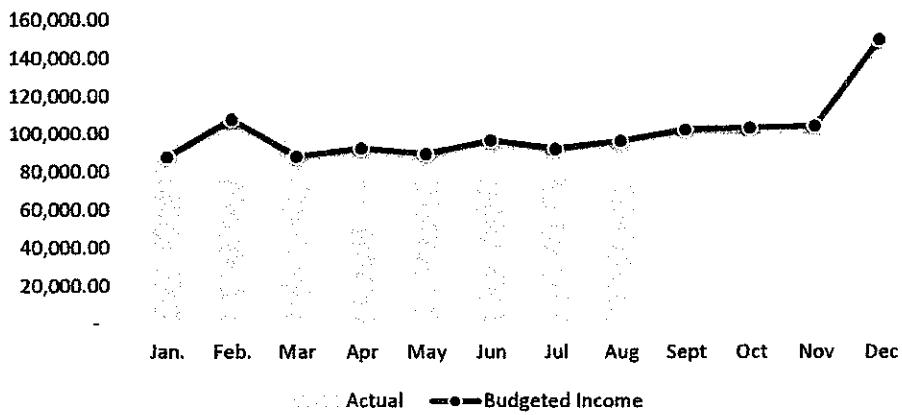
1. TOTAL INCOME IS MORE THAN THE AMOUNT BUDGETED BY \$14,772; OR 2%
2. TOTAL EXPENSES ARE LESS THAN THE AMOUNT BUDGETED BY \$50,162 OR 6%
4. LARGEST DIFFERENCES IN EXPENSES ARE: PERSONNEL (\$8,270 UNDER BUDGET), FACILITIES/MANAGEMENT MINISTRIES (\$29,787 UNDER BUDGET), MISSION MINISTRIES (\$11,677 UNDER BUDGET)
5. COMBINED YTD TOTALS: ACTUAL INCOME HAS EXCEEDED EXPENSES BY \$4,179
6. DEDICATED ACCOUNTS: \$418,519 (\$232,760 IN CAPITAL FUNDS ACCOUNT)
7. LIQUID ASSETS: \$843,587 (\$76,517 IN CHECKING, \$767,070 IN MISSION INVESTMENT)
8. FIXED ASSETS: \$11,008,187 (LAND, BLDGS, SIGN, EQUIPMENT, FURNITURE, VEHICLES, OFFICE)
NOTE: \$763,040 OF THIS IS POG
9. MORTGAGES: \$1,630,301 (TLC), \$661,318 (POG)
9. RESERVE ACCOUNTS: OPERATIONAL: \$24,743, CAPITAL: \$29,403, BEQUEST HOLDING: \$227,651, PREPAID GIFT: \$82,970

Year 2019

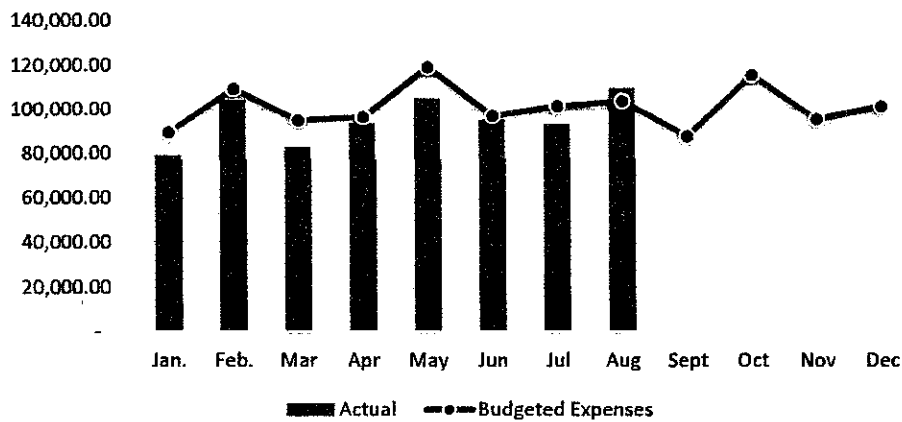
Income and Expense Monthly Comparison



Total Income: Budget vs Actual



Total Expense: Budget vs Actual



President's Report for Sept 17, 2019

A quiet looking August - but in reality plans were being made for the program year. Even though I am only an observer to most –here are some things that made me excited!

- New member classes with Pastor Hector that resulted in them joining on 9/8/19
- A new schedule for 9:00am worship and Footprints
- Hospitality by our coffee time servers that had wonderful treats
- Plans for a church décor designer to come and give us ideas
- New drum kit
- Summer time brings in guest musician to enhance our worship
- Facilities group cleaning the chairs in the multipurpose room outside on a warm day

There is always something going on at Trinity. I drive by other churches during the week and don't see any cars in the parking lot. We are blessed with great volunteers and multiple groups using our facility!

September Happenings

Attended Installation for Pastor Pam Gompf – Pointe of Grace Lutheran 9/15

Attended information meeting on ELCA passing a declaration of being a sanctuary church. 9/16

Start Nominating, Audit and Budget committees

VDA retreat for those invited

October Happenings

Rick Steves' Hunger video event with Bishop Eaton 10/7

Council Retreat 10/12

Submitted by Sue Carlson

This has been a very busy week for us in the Preschool as we have opened school to a very energetic, excited, diverse group of children. Not only do we serve children but those children have families and so we also view our role as serving whole families as well. We have finished our first week of classes and everything is going quite well. Our Pre-K classes are full with waiting lists for both classes and our 3's classes are within 3 students of making our budget. We will get there soon as still have phone calls and people dropping by to register.

Our families have noticed the redesign or upgrade in our classrooms that we worked on throughout the summer and the feedback has been very positive. Facility environments make a huge difference and we have been so very pleased with the addition of Paul Burns, our new Facility and Maintenance Support person. He has been very responsive to needs and is pro-active in addressing issues.

Pastor Hector, Nanette Erban from the CDC and David Greenlee from Youth and Family Ministries have begun meeting to build connections among our individual ministries by planning how to foster relationships in all events planned together. Most of the current events will have new and thoughtful components to support this focus. Trust the Preschool will do all we can do in this effort!

Blessings for the work you do,

Kris Dudak

Kris Dudak
Director
Trinity Lutheran Preschool
Lynnwood WA

The Child Development Center is experiencing one of the best September enrollments in our 24 year history. I am excited to say that almost every class (we have 5) is at capacity with waiting lists. I am also excited about the collaboration building between Pastors, Faith Development, the Child Development Center and the Preschool. We are exploring ways to make meaningful connections on a personal level with families involved as members, participants and Families enrolled in our schools to be the church together for all we touch.

Pastor Hector joined the childcare staff for our all staff meeting and work day to have a chance to address the staff in its entirety, give a blessing and convey thanks and appreciation for the work we do. He will be joining the CDC for chapel on a scheduled basis throughout the year as we work together to develop a strong foundation of faith for our smallest congregants. I am also excited about the hospitality work of Pastor Jade. We have two new families who speak Mandarin as their first language. One parent and child have just emigrated and speak little English. The child (2 years old) was very distressed about being with us and our staff could not adequately communicate with her or her Mom. Pastor Jade made herself available (Wed) to help me communicate and develop a plan for the family so Rachel can have a softer integration into our program. The Mom communicated that her prayers had been answered with someone she could talk to about her daughter. What a blessing it is to have a multi-lingual and diverse staff in our church community!

Submitted by

Nanette Erban
CDC Director
9.13.19

Minister of Faith Formation report: 9-12-19

Our Student Leadership Team has 14 students on it this year. The team is working to set the summer trips and the year's retreats. I am working on developing a budget for 2020 that includes more of the cost of retreats and trips in the budget.

NET kicked off this last week with a great return of students. We had 24 students and 9 adults for our first night. The ZOE team for middle school is forming and we are excited to start ZOE on September 23rd. We will be cancelling ZOE on October 7th because of the Hunger and Hope event with registration looking to be 500-600 people, we decided not to ask families to navigate the parking lot situation that evening.

The Children and Family Ministry team is busy planning the fall's family events, Footprint Sunday school classes and the Intergenerational Sundays once a month. We are excited about working closer with children's music leaders and the CDC and preschool in coordinating calendars and looking for ways to encourage and support the overall ministry of Trinity to children and families.

The sub-groups are forming now and we will begin this new model in October.

New endeavors into adult faith formation are mostly on hold until after the VDA process with the many forums that will be held on Sundays. But planning and evaluating is going on toward more opportunities for relational ministries for adults to be strengthened and new ones begun, maybe with the start of Lent.

Submitted by: David Greenlee

Trinity Lutheran Church
Church Council Meeting
August 12 – September 11, 2019
Pastor's Report – Jade Yi

Thank you for taking time to read my report in advance as always. My serving at Trinity has entered the 2nd quarter of my one-year contract. I continue giving thanks to God for serving at Trinity, enjoying working with many who are very gifted. There is a lot of positive energy.

1. Worship

Goals in leading and preaching:

Blessings:

Preaching: I have received affirmation from people about the message I preached

Leadership: The team building process is in progress. Training sessions have been offered to Communion Assistants, Assisting Ministers, and Lectors; the next one is Acolytes.

Challenges:

Preaching: the sound support team has worked out with the microphone issue.

Leadership: communication and decision making at the last minute.

2. Teaching

Teaching Wednesday Bible Study once a month. I really enjoyed the team work.

3. Pastoral Care

Celebrating: It has been great to work with the Stephen Leaders, the Pastoral Care Team, and our staff, Debbie Jeske, as always.

4. Intergenerational Ministry (Family and Footprint Ministries)

Celebrating: The team has begun to take shape under the leadership of David Greenlee.

5. Impressions Team

Goals: we are still in the process of cultivating and generating the culture of "Hospitality" through one-on-one conversation. A tool card is created for the team to utilize as they engage one-on-one hospitality conversation. We have made 90 cards which will be passed on to those who are able to continue this conversation with people at Trinity. There are 13 of us doing this currently.

6. Small Group Ministries

Goal: I began to gathering data through conversations/meetings and seeking what the possible potential might be for enriching and expanding the SGM.

7. VDA Process

Celebrating: We want to communicate this process with the congregation through our social media. Look forward to the retreats.

Challenge: being aware of 17% early adopters, 63% observers, 20% doubters throughout the process.

8. Council Meetings and Staff Meetings

Goal: being clear on what I'm working on and following up.

“Work from the heart for your real Master, for God, confident that you will get paid in full when you come into your inheritance. Keep in mind always that the ultimate Master you're serving is Christ.”

~ *Colossians 3:23-24* ~

Trinity Lutheran Church
Church Council Meeting
September 17, 2019

Pastor's Report

In the church circles, September is "the" month. This is the time when church leaders set high hopes and expectations about returning families and summer travelers. Our hope is that giving, attendance, and activities will increase. However, the context of ministry has changed significantly. The average attendance for someone who considers himself/herself a worshiper is once or twice a month. Therefore, the question for us as we prepare for the expected returning members and busy season is, how will we engage in a meaningful way to grow in depth and breadth? And, how will we invest resources in people to instill a culture of relational evangelism and committed discipleship that reaches both inwards and outwards the congregation? This season we will continue focusing on the VDA process, a budget that reflects our values, and an intentional effort to equip members to engage in a meaningful and nurturing discipling journey, and ministry with younger families through worship and faith formation opportunities. All the above is our response to the call we have. *"God does not call the equipped, god equips those who God calls in Jesus Christ."* Please accept my gratitude and be assured that you will be in my prayers.

"He handed out gifts of apostle, prophet, evangelist, and pastor-teacher to train Christ's followers in skilled servant work, working within Christ's body, the church, until we're all moving rhythmically and easily with each other, efficient and graceful in response to God's Son, fully mature adults, fully developed within and without, fully alive like Christ." Ephesians 4:12-13 (MSG)

August 23 – September 16

Rear Vision Mirror View (Looking back)

During the last month I focused in the following areas of ministry:

Pastoral. Meeting with individual leaders, Stephen Ministers and Pastoral Care Ministers planning and discussing ways to better serve the pastoral needs of the congregation.

Leadership-Discipleship. The focus has been to coordinate the VDA team that will participate in the retreats, re-orienting the format of the staff meetings to intentionally be proactive setting expectations and goals.

Learnings. These are some learnings ++++++ regarding the character and identity of TLC during the past month:

- Members are yearning for relational skills that promote meaningful relationships and trust
- Team building and collaboration skills and habits need improvement
- Leaders are overwhelmed and some are burned out
- Worship times may need to be reconsidered

I met with Council President Sue Carlson to discuss items that we will need to act upon:

- Bylaws and constitution amendments

- Council retreat dates and content
- Nominations committee and skills/gifts the council will be looking for

Pastoral acts during the last month.

Pastoral Acts	Meetings with teams/Committees	Individual leaders
<ul style="list-style-type: none"> • 6 Phone calls with homebound referred by PCMs requested by members • 2 times visits to schools/ week • 2 hospital visits • 2 pastoral home visits 	<ul style="list-style-type: none"> • Weekly PULSE meetings • Full Staff meetings • Wednesday Bible study • Pastoral Care Ministers (PCMs) • Stephen ministers leadership • Lay preachers • Circles leader's Bible study • Children and Family leaders • NET and ZOE • CPR training • Pre-school welcoming parents • Cold Weather Shelter (9/14) • Pr. Pam Gompf Installation service (9/14) • Memorial Services team 	<ul style="list-style-type: none"> • David Greenlee, Kris Dudack, and Nanette Erban • Pastors Gail R. and Tim • Rick Steves •

Things to **celebrate** in the past month:

- 12 New members received
- Pr. Jade's ministry – leading worship, advancing leadership, discipleship, and hospitality
- Excitement among young parents for family emphasis worship once a month, and the intergenerational Sunday

Some **challenges**:

- Hospitality – We do not have a clear path and team. Connections on Sunday must be improved
- Ministries for younger adult members are not strong and sustainable.
- Ministries sustainability –
- Communication among teams, team building skills and habits are weak

Windshield Vision (Moving Forward)

We will continue the Vision-Direction-Action process (**VDA**) with a retreat on September 20-21. These are the names of the members of the team:

Council: Sue Carlson, Deb Johnson, Mark Schmidt, Ann Ndirangu

Staff: Pastor Hector, Pastor Jade, Norma A-N, David G., Josh J-H, Kris D.

Other leaders: Chuck Phillips, Sue Myers, Sheri Kasen-Kessler, Lisa Hunnewell, Jenny Louch, Michelle Reitan, Sandy Schneider, Larry Pennings

Last month we sent the first communication to the members of the congregation via email. This is the link: <https://www.trinitylutheranchurch.com/vda.html>. I will expand on the role of the VDA team.

We will continue to work on these crucial aspects of ministry: hospitality, worship, relational evangelism, leadership development and discipleship, faith formation for adults and families, stewardship, budget, and TLC schools-Worshiping Community engagement. During the past few months we have seen an increasing awareness of the areas of ministry that need our attention. The next step is to take intentional action steps, which include investing in people, equipping members, by putting our resources in what we believe is important for ministry now.

As the Lynnwood Community Center (LyNC) construction project has begun, we need to ask important questions regarding the array of possibilities that will be at the door's doorstep for both TLC and the VoA. The LyNC can be a fertile field, not only for possible new members, but also for TLC members to practice relationship building and hospitality with people who are not part of our circles.

It has become evident to me that we are reaching a point at which we do not have the capacity to either effectively sustain some ministries or identify the next generation of leaders. I am in conversations with leaders to assess/evaluate the realities that the ministries are facing and what would be possible options for them. A question to ponder is, do we have the capacity to function as we were able years ago? What ministries may need to re-invent themselves to be able to adjust to the current realities in order to respond to their call to proclaim, serve, and practice God's justice?

My goals for 2019:

- Work with council (and congregation) on a vision and priorities of the TLC ministry – **In progress.**
- New format for staff meetings – **Ongoing**
- Meeting with other (more) leaders – **Ongoing**
- Meeting with younger adults in the congregation – **Completed** (June 12)
- Journey to the other side – **6 Days for 5 Missional Habits** journey – **On Hold**
- Develop a worship service with the youth to be celebrated – **Pending, possible change of focus**
- Develop a path for identification, equipping, and releasing lay preachers and pastoral care ministries – **In progress, July and August assessment completed. Meeting 9/16**
- Working with the TLC Pre-school and CDC – **2nd meetings held on 9/10**
- Congregational Constitution bylaws – **In progress**
- Values-Direction-Action process – **In progress, retreat Sept 20-21**
- Nominating Committee for 2020 – **In progress**
- Membership role adjustment – **Letter to invite sent – Dec -Jan.** Waiting for response
- Expand and strengthen the PCM team and the Stephen Ministers team
- Collaboration with Neighboring ELCA congregations

I would like to ask for your continuing prayers, and I want to assure you that each one of you are in my prayers.

"God can pour on the blessings in astonishing ways so that you're ready for anything and everything, more than just ready to do what needs to be done." 2 Cor 9:8 (MSG)