

**Trinity Lutheran Church
Annual Meeting Minutes
January 31, 2016**

110+ voting members were in attendance, meeting the requirements for a quorum. Council President Norm Hild called the meeting to order at 6:22 PM. He announced the use of Roberts Rules of Order to govern meeting procedures with Mike Long designated as parliamentarian.

Approval of Minutes from the January 25, 2015 Annual Meeting There were no corrections. The minutes were approved by a show of hands.

Reports and Special Orders

Focus on Mission and Ministry. Vice President Renato Cataldo conducted “man on the street interviews” with Trinity members about four ministries highlighted with table displays around the room. Dick Wegner described the mission of “Walking Together”, Phyllis Baker spoke about the Stephen Ministries, Lisa Hardebeck described the “Meals Do Matter” program, and Amy Jones highlighted Children, Youth, and Family Ministry activities. In addition Morris Larson volunteered information about Trinity’s participation in the St. Louis Bread Company’s “Bread Doughnation” charity.

Contemporary Worship. Norm Hild asserted the Council’s on-going commitment to both contemporary and traditional worship styles. Pastor John Mann then described current activities following the vacancy in the contemporary worship leader position. So far, he has held three group meetings with those expressing interest in the Contemporary Service. The short term objective is to maintain a “steady-as-you-go” approach, concentrating on scheduling musicians for upcoming services and serving the existing community. Intermediate-term goals are to have the group identify target audiences as we need others to make the community more viable. In addition, a task force is being selected to explore various patterns and styles of worship as well as alternate locations to provide a more intimate feel.

Worship Times. Renato Cataldo briefed us on a recent congregational survey of Sunday Service time preferences. There is no clear mandate for change and the council will hold for a later review. The data is available for review in a link to the TLC website.

Communications Enhancements.

- Norm Hild described the recently-expedited process for publishing minutes of Council meetings a month earlier to improve communications and transparency.
- Renato Cataldo then described a proposal to hold monthly “all-committee nights” with simultaneous Mission Implementation Team (MIT) meetings preceded by a congregational potluck dinner and followed by the Council meeting. All of these meetings would be open to all members. This approach is being used at other area churches to speed communication among teams and members.

- Renato also described a Trinity website link to an increasing stream of data accessible to members, including the Service Time survey. Go to the TLC web site at <http://www.youmattertogo.org> and click on the graph icon.

The password is **tlc2016** (all lower case)



- Renato announced that Town Hall Meetings will be held throughout the year and another congregational meeting in the fall focused on budgeting for the following year.

Review of the Current Organizational Chart. Norm Hild and Assistant-to-the-Pastor Larry Lemke described the current operational chart reflecting staff changes including the installation of Interim Pastor John Mann. The biggest change in the 2015 organization chart created for 2016 is that Missions and Ministry reports to the Pastor. A 35 minute discussion followed with numerous questions about the origin and definition of “MIT” teams, differing perceptions of the “top-down” vs. “bottom-up” nature of Trinity operations, and the relationships between team members and Trinity staff.

- Larry Tietjen explained the origin of “MIT” implementation teams as a result of the 3-year-ago Evergreen Planning Process which has since been abandoned. Three teams were organized to implement Trinity’s vision and commitment to a) missional service, b) worship and education, and c) small group ministries.
- Some dissatisfaction was expressed about the make-up and function of the teams. Council will review, and solicit congregational input. Meanwhile, Norm will publish the chart as shown.

Endowment Fund Distribution. Steve Paquette reviewed 2015 Fund operations which received \$73,102.63 in donations to reach a fund total of \$116,459.92. The Fund committee recommended, and Council approved three initial \$1,000 contributions to the Gateway 180 and Walking Together ministries, as well as the church lightbulb-replacement fund. The congregation was invited to a reception on March 3, 2016 at Bellerive Country Club designed to engender interest in the Endowment Fund and to solicit donations.

2015/2016 Budget Presentations. Treasurer Mike Hower presented the 2015 result of a \$7,521.23 surplus. He then presented the same 2016 budget as was shown in two previous congregation preview meetings.

- Cathy Lessman made a motion to pass a budget amendment to a) show the Walking Together program as a net expense line item only, and b) reduce the net expense from \$20,000 to \$10,000. After considerable discussion, the motion failed by a show of hands 21 for and 50+ against.
- Upon recommendation and approval of the Council, and after extensive discussion about the desirability of a negative budget funded by debt, Harry Mueller motioned that Trinity bylaws be amended to allow a \$100,000 line of credit secured by the church’s Real Property. The motion was seconded by Mike Long. The motion passed by a show of hands with 75+ in favor, 23 opposed.

- Jeff Haferkamp made a motion to add a \$50,000 “faith” revenue item and direct the Council to reduce expenses by \$50,000 to produce a balanced budget. After considerable discussion, he revised his motion to add a \$100,000 “faith” revenue item to bring the budget into balance. The motion was seconded by Harry Mueller. The Council shall propose specifics to raise the revenue. The council will also continue its efforts to reduce costs. This motion carried by a show of hands. with 80+ in favor.
- Tom Ditchfield then moved that the congregation adopt the revised budget. No second was required. This motioned carried by a show of hands with 90+ votes, 6 opposed.

Elections of Council Officers and at-large members, the Nomination Committee, the Endowment Committee and the Synod Convention Representatives. Ruth Rangel, Chairperson of the Nominating Committee, presented Slates 1, 2, 3 and 4 with nominees for the various positions as follows. She then motioned to approve the slates. There was discussion regarding disenfranchised members feeling unwelcome and isolated. There was discussion regarding whether or not any Nominating Committee members were related to staff members. Kay Calcagno asked for research in to the number of committee members that should attend the Central States Synod gathering in summer 2016 since our membership has dropped to 540. Council will research. All four slates (below) passed by a show of hands...

- Slate 1
 - Officers and At-Large Members
 - President Renato Cataldo will serve a one-year term
 - VP/President Elect Todd Maloy has agreed to stand for election
 - Secretary Richard Leimgruber will stand for a two-year term
 - Treasurer Mike Hower will serve the second year of his second term
 - At-Large Members Cindy Gesme will stand for a second two-year term
 - Becky Luethy has agreed to stand for a two-year term
 - (Nancy Buffum, Eric Halter, Rob Harper, Mike Hower, Jerry Partlow, Eric Petersen, and Kim Stewart will continue)
- Slate 2
 - Nominating Committee (Need Six persons)
 - Jeff Haferkamp will serve his second year of a two-year term
 - Bobby Lyerla will serve his second of a two-year term
 - Emily Williams will serve her second of a two-year term.
 - Gene Kerr has agreed to stand for a two-year term
 - Phyllis Baker has agreed to stand for a two-year term
 - Barb Trettel has agreed to stand for a two-year term
- Slate 3
 - Endowment Committee
 - Steve Paquette has agreed to continue through 2016
 - Roger Thomas has agreed to continue through 2017
 - Jim Wilhite has agreed to serve through 2017
 - Ruth Rangel has agreed to a one-year term through 2016*
 - Jeff Haferkamp has agreed to a three-year term through 2018

- Ron Jones has agreed to serve a three-year term through 2018
 - One Council Member serves on the Endowment Committee
 - *Article IX of the Endowment Fund document States that two Members shall be elected at each Congregational Meeting. However, since three members are going off, they will be short one member. Therefore, they have requested three nominees for this year only.
- Slate 4 Synod Assembly Delegates
 - Larry & Linda Lemke and Ron Jones have agreed to serve.

Unfinished Business

There was no unfinished business to discuss

New Business

- Dick Sholts proposed a change to the congregational bylaws whereby no member could serve on the Council more than two years in any six-year period. This motion was ruled out of order since Trinity's Constitution §15.03 requires 60 day written notice to the Council of any proposed change. Dick will submit his motion to the Council who will then schedule the required congregational meeting.

Announcements

Renato Cataldo emphasized that the role of council president requires over 1,000 hours of service per year. He looks forward to all congregation members volunteering and participating as they are able in 2016 in order to make this year of change a successful one.

Adjourn at 9:30pm