

TRINITY LUTHERAN CHURCH, Lansdale, PA
November 26, 2024 - Council Governance Meeting

The November 26th Council Governance meeting was called to order by William Shimer, President, at 6:00 p.m., in Room 264 followed by devotion/prayer by Pastor Fowler.

In Attendance: Sandy Cottrell, Curt Deardorff, David Freudig, Julie Kinzel, Susan Pashos, Jamie Price, William Shimer, Michael Voicheck, Pastor Steiner, and Pastor Fowler. Absent: none. Visitor: Larry Ramsey-Macomber for a portion of the meeting.

The minutes from the October 22nd Council Governance Meeting were previously approved via e-mail vote. The agenda for the November 26th meeting was approved as presented, however, after the approval and prior to opening discussion of the agenda topics, Dave Freudig initiated a discussion of who within staff and the congregation has a TLC credit card, compared to still using a personal credit card and being reimbursed. People who carry a TLC credit card should use that card when making purchases on behalf of Trinity so that the 1% reward goes to the church.

Council then returned to addressing agenda topics. The Council Covenant was read responsively.

Financial highlights: At the end of October revenue was up \$86,673 (\$1,208,244 vs. budget of \$1,121,571) and expenses were down \$5,049 (\$1,295,620 vs. budget of \$1,300,669). Offerings through October were above last year's total, and Trinity ended October 2024 year-to-date with a deficit of \$87,376, however, offerings are expected to be strong in November and December. Due to increased giving and a reduction in expenses from utilities and other areas, the Finance Committee is forecasting the 2024 deficit to be approximately \$50,000 instead of the planned deficit of \$121,632.

Jamie Price reviewed and responded to questions on the two proposals recommended by the Property Committee to repair attic stairs and maintenance of Hyson Hall roof by using \$6,700 of Endowment money and \$21,000 of bequest money.

Highlight: A motion was made by Jamie Price and seconded by William Shimer, to approve the two recommendations by the Property Committee for repairing attic stairs and maintenance of Hyson Hall roof – Motion passed

Jamie Price reviewed and responded to questions on the need to add additional check signers; in compliance with Uninvest, co-signatures are needed to approve checks for >\$2000.

Highlight: A motion was made by Jamie Price and seconded by Susan Pashos, to approve adding two check signers (Miwa Sperring and Vicki Seal)- Motion passed.

A discussion was held by Council regarding approving a consultant contract for Cathy Pezzuti to do transition work, to begin following her resignation effective date of November 30th.

Highlight: A motion was made by Sandy Cottrell and seconded by Pastor Fowler, to approve a consultant contract for 20 hours per week for the months of December and January for Cathy Pezzuti – Motion passed.

Additionally, it was discussed to change the position posting for replacing Cathy from Business Manager at 40 hours per week to Accountant at 32 hours per week with a proposal to have the Finance Committee take responsibility for contract management to offset the reduction in hours planned for the previously new paid position of Business Manager. It was clarified that 32 hours are the current scheduled hours for Cathy. After a motion to approve the change in the position posting by William Shimer and second by Julie Kinzel, Council discussed and questioned the change of contract management to the Finance Committee, as well as the need for descriptions reflecting the new roles. A decision was made to table the vote on the motion pending having more information for the December Council meeting on job descriptions and assumptions reflecting new roles.

Nominating Committee: Julie Kinzel reported for the Nominating Committee regarding two Council openings, replacing two current members leaving Council. An article has been in the Trinity Weekly requesting nominations.

Buildings and Grounds Staffing: Pastor Fowler gave an update on the Building and Grounds Director opening. There was one offer made which was subsequently not accepted by the candidate, and the position has been posted again. One new PT Maintenance staff person has been hired.

Pastors' Report: Pastor Fowler gave the pastor report highlighting that it is hoped to engage Eucharistic Ministers for visiting hospitalized members as a supplement to the current Hospital Visitation Team, and the need to revisit Trinity's child protection policy by having the Faith Formation Hub update the policy. For information purposes, Pastor Steiner reported on worship attendance tracking and that attendance had increased. Pastor Fritz discussed a recommendation to have Karen Brown postpone her retirement until the Connections Coordinator position is filled.

Highlight: A motion was made by Sandy Cottrell and seconded by Susan Pashos, to approve the postponement of Karen Brown's retirement until the Connections Coordinator position is hired – Motion passed.

Property Committee: Curt Deardorff noted that highlights of Property Committee can be seen in the Property Committee minutes.

Luther Hall Task Force (LHTF): Sandy Cottrell provided a summary handout to refresh the council's recollection on the previous LHTF report and presentations and reviewed the LHTF work to-date, and the summarization of feedback received. She noted that it had been decided by council previously at their August 2024 meeting to defer a Council decision until after the Congregation Annual Meeting (February 2025) and to inform the congregation of that fact, perhaps at that Annual Meeting. A Property List of Needs and funds available are needed data before a council recommendation can be made to the congregation regarding Luther Hall.

Miscellaneous/Future Topics: There is a special Council meeting scheduled for December 4th to follow-up on responses to congregants about restructuring. A Council discussion on position reviews for rostered leaders is being tabled until the December Council meeting. Council discussed the need for advanced knowledge of happenings, especially if listed in the Trinity Weekly. William Shimer discussed the notification schedule and process for the proposed amendment to Trinity's constitution regarding clarifying the number of Council members and the pending February 9th Congregational Annual Meeting. Notification to the congregation has specific format (not just email in some cases) and timing of the multiple communications.

The Council meeting was adjourned at 7:25 pm with the Lord's Prayer. The next Council meeting will be December 17th at 7:00 pm (date moved up because the regular meeting date would be on Christmas Eve).

Respectfully Submitted
Dianne Kalb, Recording Secretary