

Trinity Lutheran Church

Camp Hill, Pennsylvania Minutes of Congregation Council Meeting

October 8, 2019

The meeting was called to order at 7:00 pm by President Dan Drury. The following council members and staff were present:

Pastor Brock	Peter Glenn	Jay Killian	Dave Rupnik
Pastor Horner	Keith Huntzinger	Ellen Ney	Anne Stafford
Dan Drury	Jon Andrews	Debbie Savidge	Matt Bingaman

Opening devotions were led by Peter Glenn

MOTION: Absences: Jay Killian moved to Serena Fedor, Mike Schwalm, Steve Kauffman, Pastor Frey

Recognition of visitors: Richard Barry, John Brady, Carol Lundquist, Daryl Ackerman

MOTION: Minutes Dave Rupnik moved to approve the minutes of the Sept 10, 2019 meeting. Motion carried.

Staff Reports: Reports are on file for Pastor Horner, Pastor Brock, Pastor Frey, Tim Koch, Peter Fox, Debbie Wilson, Kelly Falck, and Stephanie Maurer, Danelle Andrews, Paul Hensel

Pastor Horner addition to his written report: Report on file. Pastor Horner highlighted his thanks to all lay leadership who have worked so hard on The Honor Our Past, Plan Our Future project, to get us to this point, he noted the arrival of our 1st year seminarian, and copies of the his conflict resolution paper are available for anyone.

Pastor Brock addition to his written report: - Report on file. Nothing to add

Pastor Frey addition to her written report: – Report on file. Nothing to add

President's report: Report on file.

President Drury highlighted all the work leadership has done to be as transparent as possible throughout; especially for the vote on the Honor our Past, Plan our future project. He also highlighted all the steps in the process to get us to this point including the letter to the congregation, email correspondence, conducting the vote, publishing of financial reports, etc. Next steps in the process are forthcoming.

Petitions and Communications:

Administrative Committees:

Administration and Personnel: Peter's report is on file. He highlighted all the work the A&P team is working with the review of the employee manual and updates to policy pages. Revised policy pages for review and approval by council will be forthcoming.

Treasurer's Report and Finance: Keith's report is on file. Nothing to add.

Finance: Keith Huntzinger' report is on file.

Appeal Finance Subcommittee: Bob Frymoyer - - no report is on file

Investment Subcommittee: Keith Huntzinger - no report on file
Strategic Planning: no report is on file.

Property Committee: Jon Andrews report is on file. He highlighted that the boiler replacement of 3 of our boilers will be done in the preceding weeks. The chiller issues have been resolved. Repairs to 1059 Market property have been done with 50% of the cost reimbursed by Camp Hill Borough. Four additional AED machines have been purchased to bring us into compliance with the recommended 60 sec response time to a device from anywhere in the facility – training will be scheduled.

Building Planning Team: no Report on file

Appeal Awareness Team: Rick Sten - No report on file

Ministry Team Reports:

Arts: no report on file

Educational Ministry: - no report on file

Fellowship: Rich Sten report is on file.

IT/AV: - no report is on file

Missions: Mary Ellen Hettinger's report is on file.

Parish Ministry: - no report

Publicity and Communications: Danelle Andrew's report is on file.

Community Outreach Ministries: Mitzi Jones report is on file.

Stewardship: - report is on file.

Worship Ministry: Jane Killian's report is on file

Youth Ministry: Report included in Peter Fox's report.

Trinity Preschool Taskforce – no report on file

Webmaster – no report on file.

- It was noted that this is the last report by Jeff Weaver as he is retiring from this position, after 15 years as a volunteer Staff person in this role. Trinity Staff and congregation are truly grateful for his service to Trinity in this way.

Actionable items:

Motion:

Informational items:

- Constitution review – Nancy Martin is leading a taskforce to review Trinity Constitution to the Synods Model Constitution. The taskforce will report back to council at the November meeting with recommendation for any changes to then be taken to the congregation.

Items for discussion:

New Business:

- Debrief on the Special Congregational meeting
 - The process and procedure were discussed.
 - Jake Miller volunteered to be parliamentarian at future meetings
 - We need to learn to better communicate with each other.

- Several congregation members were present to address their concerns.
 - Discussion ensued. Those present shared various concerns which were heard and addressed by leadership as best they could.
 - President Drury thanked the visitors for bringing their concerns and all who were present for their candid conversation. We all need to be open and honest with each other and work together for the betterment of our congregation. President Drury said effort will continue to improve this process.
- Pastor Horner reminded us that we are a large congregation with multiple service styles, there will be division and disagreement. Our ongoing challenge will be to unite under our common faith in God. We shall continue to work on ways to bring us together in small groups, faith formation and fellowship events.
- Discussion on next Steps in the Building process
 - Campbell Associates will meet with Beers Hoffman to begin the process of formulating Construction plans. Ongoing discussions with leadership to formulate the final Construction plans. Some work could begin as early as April, with much of the Construction occurring over the summer.
 - Additional discussion ensued.
 - Our visiting members shared concerns about how the construction process will affect our day to day events and worship. Administration will work with Campbell Associates to develop phasing and scheduling of the construction and communicate this with the congregation.
- Discussion on what constitutes correspondence harassment of members.
 - Should any action be taken up with a member who is deemed to be in violation of this? No action to be made on this instance
 - Many in leadership have heard the concerns of members on several issues and made every attempt to listen and respond to their concern as best they can.
 - A letter was sent to Pastor Horner and Members of leader from a concerned member. Pastor Horner will respond to the concerned member by letter
- Election of Council members
 - Our visiting members addressed concerns about the nominating process for Congregation council.
 - Concerns on how it seems the same members keep serving on council.
 - President Drury described the nomination process and how council member tend to come from those members already active in the congregation.
 - Members starting with group/ team and committee work that eventual leads them serving on council.
 - Any member can nominate themselves or others to council

Old Business for further discussion:

- Signing of Legal Documents for the church – to date it has been the council president. To be discussed further. Will come within Nancy Martins committee in reviewing our

constitution to the synods model constitution.

- Council President term length. To be discussed further. Continue to think on this subject and bring comments to future meetings

Petitions and Communications:

- Pastor Horner will send a response letter to the letter he received from a concerned member.

Comments for the good of the order

- Concern was shared on how Trinity plans to address handle current and future budget deficits?
 - finance chair, Keith Huntzinger, noted that Trinity continues to operate in a manner that is historically consistent with our past; giving naturally declines in the summer months with attendance as members enjoy vacations and family trips. Spending in the months of September through December decreases as giving increases with the natural increase in attendance at worship, so giving catches up and we usually end up with a surplus. However, Finance has taken an active stance and set aside monies in a reserve account to use this year or in future years.
- Concern over decrease in attendance/ membership.
- Pastor Horner offered for us to be positive force when talking with each other, always be welcoming, hospitable, caring and loving to fellow member and visitors. Introduce yourself, offer help and/ or offer to introduce visitors to our Pastors.
- Dave Rupnik asked our visiting members what their take-a-ways were and if their concerns were meant.
 - General they just wanted to see share their concerns, see the process in action, discover ways to become more informed.
- All members are welcomed the encourage to attend congregation council meetings.

Dave Rupnik moved to adjourn.

The meeting was adjourned at 8:46pm and the council members prayed together the Lord's Prayer.

Steve Kauffman, assistant to the secretary