

**Evangelical Lutheran Church of the Epiphany  
Winston-Salem, NC**

**Mission Statement**

*Epiphany is.....a welcoming community, empowered by the Holy Spirit, to share the GRACE of God, the LOVE of Christ, and the HOPE of new life with ALL!*

**Mission Goals 2018**

1. Recommend a process for developing a long-term Strategic Plan for Epiphany. Upon Council approval, establish a Strategic Planning Team to determine a plan to be presented to the congregation.
2. In partnership with the Outreach committee, reinvigorate and increase congregational support for, and participation in, Outreach Ministries. Develop an umbrella strategy with the committee to broaden and strengthen the overall approach.
3. Through sharing information and providing opportunities for joint activities, continue to build, strengthen, and foster the relationship between Epiphany and EECC staff and families.
4. Support the process for calling and welcoming a new pastor to Epiphany in tandem with the Call Committee. Ensure that the transition process is smooth and seamless, with opportunities to help the congregation and pastor (and family, if it applies) get acquainted.

**Epiphany Church Council Meeting**

April 16, 2018 – 7:00PM

<input type="checkbox"/> Brock	<input checked="" type="checkbox"/> Darstein	<input checked="" type="checkbox"/> Golden	<input checked="" type="checkbox"/> Hardy
<input checked="" type="checkbox"/> Joines	<input type="checkbox"/> CMiddleton	<input checked="" type="checkbox"/> JMiddleton	<input checked="" type="checkbox"/> Pressley
<input checked="" type="checkbox"/> Schultz	<input checked="" type="checkbox"/> Shideler	<input checked="" type="checkbox"/> Toborg	<input checked="" type="checkbox"/> Pastor Kearney

**Call to prayer and presence –**

**Devotions:** Lewis Hardy: To whom much is given, much is expected

**Gathering**

Approval of agenda

Motion: Ted Toborg

Second: Chris Schultz

Carried: Yes

Thank you cards, share celebrations and concerns

May Star Article: Bert Joines

Approval of minutes (Council 2/19; Congregation Special Meeting 3/4; Council 3/19)

Motion: Bert Joines

Second: Ted Toborg

Carried: Yes

**Pastor's Report**

Staff reviews have been completed

With exit interview led by Jim Pierson – (8:11PM) mutual ministry team – a group that supports the pastor. When a pastor leaves, there are questions (some from Synod) to ask/discuss:

1. How would you describe the congregation when you arrived: Lack of confidence to grow in ministry, membership decline over past 10 years, signs of vitality especially with children/family ministry, competent council leadership (which is critical during a transition time)

2. What are the major strengths of congregation? Competent staff, well appreciated, outreach, worship (process of pairing and discovery with other ministries – ask what’s not being done? Can we do that? What are we no longer being called to do?) Have let go of some things that were dragging down, now there is renewed energy. Deep reservoir of leadership.
3. What are the major challenges? Be intentional about training, educating, supporting new lay leadership; grow into ability to risk and fail in order to be vital. Leadership is nervous about whether or not the congregation can safely have uncomfortable conversations – you are capable to do this. Establish clear vision. “Act your size and do what God calls you to do.” Can’t go back and relive/revive the golden age of the congregation.
4. Ministry goals for us during the next 5 years? “not my job” there is laughter
5. What did not go as well as you had hoped? Renew campus ministry – we don’t have a group to figure out how to make connections; was never clear on staff leadership responsibility (was I head of staff?)

**Treasurer’s Report** – included in packet; church and preschool showing a surplus after the first quarter; finance numbers are under review by finance ministry team and may change; to liaisons: talk with your teams and provide him a month by month expected expenditures through end of the year.

Money from previous renter is still due.

Motion: Lewis Hardy                      Second: Ted Toborg                      Carried: Yes

### Offerings

Pastoral transition: Timeline

Pastor Doug’s last Sunday will be April 22; last day in office-Monday April 16, 2018

Dr. Carla Lang will be on call for hospital visits April 17 – May 14. Rev. Ron Rinn will be backup for Dr. Lang.

Pastor Russell’s start date is Tuesday May 15, first Sunday will be May 20 (Pentecost)

Pastor Russell will drive planning for installation, in conjunction with the Conference Dean (Pastor John Beeg), Call Committee and Council

### Key Areas of Focus Updates

Strategic Plan Process (Marc Shideler) -

Outreach (Margaret Brock) – an article had been written for the STAR

EECC (Bert Joines) – provided Pastor Doug with a send-off lunch

New Pastor Support (Marc Shideler) – members of call committee will continue as the mutual ministry team and new pastor support

Share our ministries – updates from committees and ministry teams

Executive Committee (Joe) - Formally appoint Mickey Miller as Financial Secretary (**it is an annual appointment**) Considered ex-officio member with voice but no vote

Motion: Schuyler Darstein                      Second: Ted Toborg                      Carried: Yes

Update parish manual – volume 2 with Karl; sections distributed to liaisons to address each committee; use these to review with your committees and bring comments or suggestions back to council at next meeting. See Karl Florian or Joe Middleton if you have questions. General time line: after next meeting get the notes to Karl. He’ll have updates ready for June meeting with finalization by July. Updates can happen as needed. It is supplemental to constitution and bylaws. Purpose for each committee comes from the constitution.

Discipleship (Ted Toborg) – Marc Shideler and John Hood are working with Dan Meckley to prepare a letter to go out with 1<sup>st</sup> quarter member-giving reports; April 26 committee meeting

Management (Lewis Hardy) – Approve over budget expenditures as needed for: Pastor supply (three Sundays), and on-call Pastor salary \$100.00 a week plus travel (Carla Lang) during interim between Pastor Doug and Pastor Russell; moving expenses for Pastor Russell (\$10,800.00 moving van/family \$1,700.00 – ask for \$13,000.00) Define “over budget” expenditures: some items go over budget without Marc coming to Council. Perhaps there is a threshold (over \$20,000 must have congregational approval); Joe said the language somewhere requires council approval for over budget expenditures (no amounts given). We’ve expected these expenditures. Consensus was no motion needed.

Finance Team requests approval of a redistribution of misc restricted funds. (approx. \$37,000.00) to outreach like backpacks and Ibrahim food pantry (how much will be spread out among Outreach ministries that were cut? Rainy day fund?) Propose a third, a third, a third distribution to backpacks, food pantry, and other Outreach ministries.

- Does permission/understanding need to be given by Joyce Kofeldt? A conversation has happened between Joyce and Karl Florian with Chuck Kraft – outreach is an understanding of use.
- Has it been made clear to her (a year ago \$10,000 to youth ministry start up and back pack/Ibrahim)?
- The monies in Joyce Kohfeldt endowment fund for back pack/Ibrahim have earned interest.
- To keep to Council’s commitment, then the funds will only be used as intended. **(Notes by Karl Florian)** Review previous decisions and commitments and Karl’s notes by next council meeting.
- How do we track these funds to prevent loss of understanding? Parish manual is one place.
- Does the finance team have records of restricted funds? Seems not to, other than monthly report. Comments can be put into QuickBooks, which can be reviewed.

We need a specific motion from Finance Team since it was unclear and possibly problematic.

- What are Joyce’s intentions? Refer back to Finance Team and table until next month.

Outreach (Margaret Brock and Carol Middleton) – None

Parish Life (Schuyler Darstein) – Celebrations are being planned, including installation reception; Carolyn Wiley and Laura Spain have organized the kitchen.

Worship (Kathy Pressley) – met last Wednesday, discussed transition

EECC (Bert Joines) – None; he needs names of committee members

Endowment (Bert Joines) – Approve appointment of Michelle Toborg to replace Don Witte on Endowment committee

Motion: Chris Schultz

Second: Lewis Hardy

Carried: Yes

Other offerings:

#### **Review Key Upcoming Dates through April and May:**

April 22 – Pastor Doug’s last Sunday, farewell/retirement event after service

Worship leader and preacher April 29 is Pastor Sara Ilderton – include recognition and gift for Laurie Kenyon Woods (Lee Ann Pace will make presentation) Marc will collect the money (suggested \$10.00)

April 29 - 5<sup>th</sup> Sunday luncheon CANCELLED

May 6 – End of Year for Encounter:Faith

Worship leader May 6 is Katherine Shaner, preacher will be seminarian Julie Tonnesen (Lutheran student at Duke Divinity)

May 13 – Mother’s Day with a light breakfast

Worship leader and preacher is Katherine Shaner

May 20 -Pentecost, Pastor Russell’s first Sunday, welcome and reception after service

May 27 – Lutheran Services Carolina Sunday, temple talk by Betty Kuhn, Chief Development officer at LSC

June 3 – High school Senior Sunday celebration

Sept 9 – Rally Day and God’s Work, Our Hands

**Reflections on Meeting and Review Action Items/Responsibilities**

Confirm date of next meeting – May 21, 2018; Devotions: Julianne Golden

Joe Middleton will discuss with Corey Phillips about misc restricted funds

Liaisons review parish manual by committee and make comments/suggestions

Julianne Golden and Chris Schultz will help Bert Joines with STAR article; Julianne will follow up with Mickey about messenger calls

Schuyler Darstein – cover receptions

Marc Shideler and Lewis Hardy talk with finance

**Closing Prayer** – Pastor Doug

Lord’s Prayer – all

**Adjournment** – 9:00PM Joe

Respectfully submitted,

Denise Henry

Attachments:

Treasurer's Report

Executive Committee Meeting Minutes (4/9)