

Sunday, November 2, 2014  
12:30pm



**TRINITY LUTHERAN CHURCH**  
**NOVEMBER CONGREGATIONAL**  
**MEETING**



# Agenda

- Call to Order and Welcome – Philip Edlund, President
- Opening Devotions – Pastor Gaustad
- Adoption of Minutes from Last Congregational Meeting – January 26, 2014
- Report of Nominating Committee
  
- Elections:
  - Council Members
  - Trust Committee
  - Nominating Committee (2015)
  
- Constitution & Bylaws Revisions
- State of Trinity & 5-Year Plan
- Celebration of Ministries from servants of Trinity's Ministry and Mission
- Election Results
- Closing Prayer – Pastor Gaustad

# Current State of Trinity

- This is our 95<sup>th</sup> year of ministry!
- From me to we
  - Trinity being generous together (not individually)
- The Gospel from Sunday, October, 12<sup>th</sup> – Matthew 22
  - Feeding of the 5,000 – Loaves & Fishes
  - Having Faith and not letting the waves sink you.

# 5 Year Plan

- Reintroducing outside benevolence into the regular Ministry & Mission Fund balance as an inspirational mechanism to inspire giving
  - \$10,000 additional each year, with a goal of having \$105,000 per year by our 100<sup>th</sup> Anniversary
- Provide funding for the Youth to attend the 2015 Summer Youth Gathering AND permanent funding for the Youth Director position
- Become better stewards of our Staff
  - Provide a 10% retirement benefit to all eligible staff (compared to the current 3% to non-Pastoral Staff) AND provide compensation competitive to local Pierce County/South King County/North Thurston County employers
- Integrating our Capital Improvement budget with the Ministry & Mission Budget, but providing an annual Building Reserve Fund contribution in addition to annual expenses
- We can only do this if we as Trinity take care of Trinity and address the current year's budgeted deficit, and repay our designated funds (the cumulative deficit)

# Year 1

- Provide \$10,000 for new non-Trinity Benevolences
- Provide \$10,000 towards the youth attending the July 2015 Lutheran Youth Gathering
- Provide \$10,000 permanent funding towards the Youth Director position
- Increase Trinity's employer retirement contribution from 3% to 6% - (\$10,200)
- Provide \$4,800 to begin to address salary inequality (over and above the annual COLA)
- Eliminate the 2014 current year deficit of approximately \$39,000

# What does this mean for us?

- \$95,000 for our 95<sup>th</sup> Anniversary!
  - Encouraging \$95,000 growth in income for 2015 to fund the ministry & mission priorities.
- Based on 210 giving units = at least an additional \$40 per month per giving unit

# Future Years

- We must sustain this increase, to ensure that the 2014 deficit is permanently eliminated AND that we pay back the long-term deficit that we have borrowed against 100% of our designated funds and memorials
- By the end of our 100<sup>th</sup> Anniversary we will:
  - Annually provide \$100,000+ in total Benevolence
  - Provide permanent support for Youth Program staff
  - Provide fair local market compensation to our paid staff
  - Provide a solid financial foundation for the next 100 years



We are confident that,  
together, WE can do this!

- We can look to recent examples that convince our council that the financial resources exist AND generosity can be inspired when we align our ministry and mission spending with the hearts and passions of our members!



# Four recent examples are:

- We raised over \$50,000 during our last interim to install the digital sign on C Street
- We matched the challenge grant with over \$20,000 to purchase the walk-in cooler and freezer for Trinity's Feeding and hospitality ministries
- We funded a major % of the cost to send 9 youth and 2 chaperones to the National Lutheran Youth Gathering in 2012
- We provided over \$60,000 (plus donated equipment & furnishings) to refurbish the apartment above the Fireside Room to leverage our facility to provide resources for a Youth Director

# Read more about the plan

- Visit [www.trinitylutheranparkland.org](http://www.trinitylutheranparkland.org)
- Click on "About"
- Click on "Council" at the bottom right hand corner
- Click on 2014-11-2-Trinity-Annual-Meeting.pdf
- Also see "2014 Mission Assets Task Force Plan.pdf"

## Year 2

- Provide an additional \$10,000 for new non-Trinity Benevolences (\$20,000 total)
- Increase Trinity's employer retirement contribution from 6% to 10% - (\$13,300)
- Provide \$6,400 to continue addressing salary inequality (over and above the annual COLA)
- Provide \$35,000 to begin repaying the accumulated deficit




# Year 3

- Provide and additional \$10,000 for new non-Trinity Benevolences (\$30,000 total)
- Provide \$37,000 to continue addressing salary inequality (over and above the annual COLA)
- Provide \$48,000 to repay the remaining balance on the accumulated deficit



## Year 4

- Provide \$10,000 for new non-Trinity Benevolences (\$40,000 total)
  - Provide \$30,000 to continue addressing salary inequality (over and above the annual COLA)
  - Provide \$22,000 to establish cash reserves
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# Year 5

- Provide \$10,000 for new non-Trinity Benevolences (\$50,000 total)
  - Provide \$18,000 to continue addressing salary inequality (over and above the annual COLA)
  - Provide \$5,000 to establish cash reserves
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