Sunday, February 8, 2015 10:00am

TRINITY LUTHERAN CHURCH SPECIAL CONGREGATIONAL MEETING

Agenda

Call to Order and Welcome – Philip Edlund,
 President

Opening Devotions — Pastor Gaustad

- Recap of 5-Year Plan
 - Communications & Marketing Coordinator Position
- Stewardship & Capital Campaign Consultant
- Closing Prayer Pastor Gaustad

5 Year Plan - \$1,000,000

Add an additional \$50,000 to the Ministry &
 Mission budget for outside benevolence

 Provide permanent support for the Youth Director position

 Provide financial support to send the youth to the 2015 Summer Youth Gathering in Detroit, and the 2018 Summer Youth Gathering

5 Year Plan - \$1,000,000

 Become better stewards of our paid staff, by providing fair local market wages and benefits

 Provide funding to address about \$450,000 in building renovations to sustain and improve the way we carryout the Ministry & Mission

Provide adequate funds in the Checking
 Account to cover all of the Designated Funds

Future Years

• We must sustain this increase, to ensure that we provide adequate resources to carryout the ministry that God has called us to do, while maintaining a balanced budget.

What will happen if we achieve the 3 to 5 year plan goals?

- By the end of our 100th 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 next100 years

What does this mean for us?

- \$95,000 for our 95th 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

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

What will make this happen?

- Integrating our Capital Improvement budget with the Ministry & Mission Budget
- Providing an annual Building Reserve Fund contribution in addition to annual expenses
- Provide funding for a Communications & Marketing Coordinator
- Contract with a Stewardship & Capital Campaign Consultant

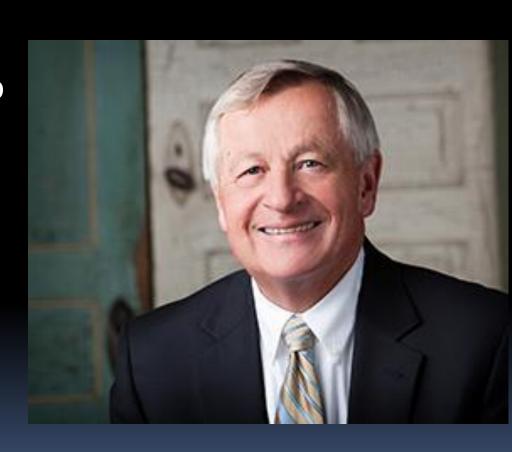
Rev. Charles (Chick) Lane -Kairos and Associates

Parish Pastor

Director of Stewardship for Key Leaders of the ELCA

Author of "Ask, Thank, Tell"

Ministry & Mission Developer



 February 8th – Congregational Approval of Consultant recommendation

- February 16th thru March 16th Listening Phase
- March 16th Thru April 16th Preparing Phase

April 16th thru May 16th – Inspiring Phase

May 17th – thru 2020 – Fulfillment Phase

- Listening Phase
 - Members and friends of Trinity complete the Church Assessment Tool
 - Recruiting 2 campaign Co-Chairs
 - Recruiting Church Assessment Tool Coordinator
 - Recruiting Visitation Coordinator
 - On-site meetings with groups of members to determine buy-in
 - Developing the Case Statement

- Preparing Phase
 - Creating Campaign messaging & materials
 - Determining and recruiting the teams necessary to carryout the campaign goals

- Inspiring Phase (reaching the entire congregation)
 - Individual visits
 - Small group meetings
 - Material distributed to already existing groups at Trinity.

- Fulfillment Phase
 - Commitment Sunday
 - Fulfilling Pledges
 - Pastor Lane will continue to be available to Trinity for telephone consultation for three years.

Cost

 \$29,600 + campaign on-site visit and materials expenses

DISCUSSION

- 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)
- Balanced Budget in 2015

- 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

 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

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

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

Read more about the plan

- Visit <u>www.trinitylutheranparkland.org</u>
- 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"