



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.
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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 next 100 years
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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





Campaign Timeline

- 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




Campaign Timeline

- 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



Campaign Timeline

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

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



Campaign Timeline

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

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



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

Year 1

- 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

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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Read more about the plan

- Visit 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"