

Trinity Lutheran Church
Roselle, IL
Church Council Meeting Minutes
Tuesday, January 14th, 2025
6:00 P.M. Activity Room

MEETING CALLED TO ORDER at 6:00 P.M.

PRAYER/DEVOTIONS (2 min.)

Pastor Keith – Moving Trinity Forward as One (sometimes being right leaves you alone)

ROLL CALL (2 min.)

Jeremy Swaw*
Matt Wissert*
Jeff Deeke*
Eric Huffman*

Kim Schilf*
Brian Boos*
John Berka*
Chris Darzins

Julie Baratta*
Aaron Steen*
Hayley Vargas*
Pastor Keith Speaks*

Greg Geisler, Chair of Board of Elders
Kim Epting, School Principal
Carole Arco, Director of Operations

NEW BUSINESS (30 min.)

Tuition and fees

Kim and Pastor Keith are working on a marketing and recruiting plan for this coming school year (2025-2026). Tuition will maintain the same rate, but user fees will increase by \$50 per student (covers technology repairs and replacements for laptops). Early registration is being encouraged, so the post-deadline fee will move from \$375 to \$500 for returning families. We plan to open up registration in February and announce upcoming registration at the end of January. Full day 5-days per week preschool tuition will match K-8 tuition starting next year.

In terms of childcare, the best plan moving forward is to increase enrollment in the infant program so that they can roll up into 2s and then into Pre-K.

**Revisiting multi-child discount for Pre-K.*

Foundation Policy

Motion to approve the changes to the Trinity Foundation's Gift Acceptance Policy passed by majority vote (Berka/Schilf: Yes (8) - Berka, Deeke, Wissert, Steen, Vargas, Huffman, Schilf, Baratta); No (1) - Boos).

**Brian and Eric would like to discuss Foundation and Trinity overlap in the future.*

Concordia Retirement Plan Account Option

Motion to approve Trinity Lutheran Church and School to adopt the Concordia Retirement Plan Account Option for hourly workers who are scheduled between 20 and 30 hours a week as of February 1, 2025 passed unanimously (Boos/Schilf: Yes (9) - Berka, Deeke, Wissert, Steen, Boos, Vargas, Huffman, Schilf, Baratta).

403b Enrollment

Motion to approve Trinity Lutheran Church and School to adopt an Automatic Enrollment into our 403b upon hire for all full-time employees beginning February 1, 2025 passed unanimously (Berka/Vargas: Yes (9) - Berka, Deeke, Wissert, Steen, Boos, Vargas, Huffman, Schilf, Baratta).

Housing Allowance

Motion to approve called worker housing allowances for Madeline Brice, Kevin Borchers, Diane Cillick, Kim Epting, Laura Piel, Robert Scheiwe, Rev. Keith Speaks, Kendra Trosper-Pena, Rachael Wayman, and Rev. Doug Warmann passed unanimously (Vargas/Schilf: Yes (9) - Berka, Deeke, Wissert, Steen, Boos, Vargas, Huffman, Schilf, Baratta).

CONSENT AGENDA (5 min.)

Motion to approve Council Meeting minutes for October 22nd, 2024 passed unanimously (Vargas/Wissert: Yes (9) - Berka, Deeke, Wissert, Steen, Boos, Vargas, Huffman, Schilf, Baratta).

Motion to approve Council Meeting minutes for December 10th, 2024 passed unanimously (Wissert/Steen: Yes (9) - Berka, Deeke, Wissert, Steen, Boos, Vargas, Huffman, Schilf, Baratta).

Five-Two Decision

We are marrying the Five-Two process with turnaround strategies to promote growth and reverse decline for Trinity. We prefer to have Pastor Keith stay with us for the duration of the Five-Two process and the success of finding the right replacement Senior Pastor.

We entered Executive Session at 7:13 P.M. and exited at 7:24 P.M.

Motion for Church Council to accept the statement of work and approve the hire of Five-Two for \$52,000 passed by unanimous consent (Berka/Schilf: Yes (9) - Berka, Deeke, Wissert, Steen, Boos, Vargas, Huffman, Schilf, Baratta).

Organization Strategic Imperatives

Turnaround Strategies: Turning around decline in Attendance, Giving, Engagement & Enrollment

Pastor encourages us to read “Canoeing the Mountains” by Todd Bolsinger – about Lewis and Clark. All of us are in a post-Truth, post-church culture, and it requires a grand sense of adventure.

We need to work on giving to the general budget (whether in worship or online). There must be a loving, trusting relationship between Pastor Keith and us, so that the congregants can also see the integrity of their giving. Teresa and Pastor Keith are going to work on a campaign to bolster online giving. Like in Mark 6, find what the community has, and then it will multiply in Jesus’s hands.

We need to have a push to reinvigorate small groups and small group culture.

We have a hole – we need to do something multi-generational to recover the hole. Pastor Keith is working with staff on an inter-generational experience to fill this hole.

How do we build a culture where we are more spiritually mature than speaking our truth without love?

Pastor Keith plans to dedicate the activity room to youth, who can also use the adjoining FLC and gym to overflow.

Pastor sees a need for Trinity to follow the Biblical pattern of giving, starting with the \$1.2 million from the community center sale. He would like to tithe \$125,000 to LINC Chicago in honor of Trinity’s 125-year anniversary. Kim also strongly advocated that we commit to fund a teacher for every grade from the \$1.2 million to show support for school growth.

“From now until the Lord takes you home, being a leader at Trinity is going to be intense.” - Pastor Keith

FINANCIALS

Mid-Year Financial Review

The bulk of Brian’s report will come next month, when the official numbers for the end of 2024 are in. We can celebrate and give thanks to God that the Tiger Den giving is way up this year, and our operating fund giving was higher than budgeted for as well.

Solar panels are something that the Finance Ministry suggests we adopt once we find the proper vendor.

ACTION ITEMS

EXECUTIVE SESSION & MEETING ASSESSMENT (10 min.)

ADJOURNMENT/CLOSING PRAYER (2 min.) at 9:04 P.M.

A handwritten signature in black ink that reads "Hayley B. Vargo". The signature is written in a cursive, flowing style.

Hayley B. Vargas, Church Council Secretary

2024-2025 CC Monthly Calendar

July	Fiscal Year Begins Election of Council Officers (Chair, Vice-Chair, Treasurer, Secretary)
August	Constitution and PBG Annual Review Employee Handbook Review
September	Council Continuing Education
October	Guest Speaker – Principal Fall Congregation Meeting (Early October)
November	Prospective Council Member Recruitment
December	No Meeting in December
January	Guest Speaker - Director of Operations Mid-Year Financial Review
February	Discuss Annual Ministry Goals
March	Finalize Annual Ministry Goals Spring Congregation Meeting (Possibly April based on Easter) – <i>April 14, 2024</i>
April	Guest Speaker – DCE and/or Reach Ministries Review Preliminary Budget Recommend Council Member Nominees
May	Approve Final Budget Election of Council Members by Congregation Begin Senior Pastor Evaluation Begin Council Self-Evaluation
June	New Council Member Orientation Deliver Senior Pastor Evaluation Review Council Self-Evaluation

Devotion Schedule

January - Wissert
February - Steen
March - Deeke
April - Berka
May - Baratta
June - Darzins
July - Huffman