

**Trinity Lutheran Church**  
**Roselle, IL**  
**Meeting of Church Council**  
**Minutes for Tuesday, October 22<sup>nd</sup>, 2024**  
6:30 P.M. Activity Room

**MEETING CALLED TO ORDER at 6:30 P.M.**

**PRAYER/DEVOTIONS (2 min.)**

Boos – *Running at a Sustainable Pace*

**ROLL CALL (2 min.)**

Jeremy Swaw\*

Matt Wissert\*

Jeff Deeke\*

Eric Huffman\*

Kim Schilf\*

Brian Boos\*

John Berka (sick)

Chris Darzins\*

Julie Baratta\*

Aaron Steen\*

Hayley Vargas\*

Pastor Keith Speaks\*

Guests:

Carole Arco, Director of Operations\*

Greg Geisler, Chair of Elders\*

**NEW BUSINESS (30 min.)**

Council Recruitment

*In the future, we want to have a robust, diverse Council that is more representative of the congregation. We are in need of representation for the senior population (retired or beyond).*

Reserve Study presentation (what Carole and Brian plan to present at the congregational meeting)

*The purpose of this is to present a narrative (with many supporting visuals) to the congregation about the long-term strategic future planning of Trinity.*

*- Giving trends over the past 5 years*

*- Income and expenses over the past 5 years (expenses have been reduced to fit within our decreasing income).*

*- Attendance and Enrollment (average weekly attendance and school enrollment with a comment on the daycare stats)*

***Next Meeting: Tuesday, December 10, 2024***

- 2024-2025 Budget (focus on operating within our means but \$106 K deficit to set us up for future success, and that last year's surplus was NOT due to giving, but rather reduced expenses)
- Current Financial Health
- Proactive Facility Maintenance

#### Fall Congregational Meeting – Sunday, November 3<sup>rd</sup>, 2024

We are planning to record the congregational meeting. Brian will secure the food, and the main topics to be covered are Pastor's initial reflections, a school update by Kim Epting, and organizational health and financial presentation by Carole and Brian supported by the Development Committee (lay leadership).

#### **CONSENT AGENDA (5 min.)**

**Motion to approve Council Meeting minutes for September 26<sup>th</sup>, 2024 passed by majority vote (Vargas/Boos: Yes (8) - Steen, Schilf, Boos, Baratta, Deeke, Darzins, Wissert, Vargas; Abstain (1) - Huffman).**

**Motion to approve the Senior Pastor or Director of Operations as signors of legal documents passed by unanimous consent (Boos/Wissert: Yes (9) - Steen, Schilf, Boos, Baratta, Deeke, Darzins, Wissert, Huffman, Vargas).**

#### **OLD COUNCIL BUSINESS (20 min.)**

##### Policy Committee update

*There are no updates at this time.*

##### Communication Committee update

*Jeremy will be communicating with John to re-up the Communication cycle now that his position on the ALT is ended. We are wondering if we need to reconsider the scope and simplicity of the communication of Council to the congregation.*

*Pastor Keith is advising that we have internal and external people to address the areas of attendance, giving, and enrollment in both internal and external marketing systems.*

#### **SR. PASTOR'S REPORT (10 min.)**

*We need to turn around ATTENDANCE, GIVING, AND ENROLLMENT. We need to **gather** people, equip and **grow** them, and then **send** them out to make an impact on the world for Christ and **invite** others to join them. This is Pastor Keith's initial vision for Trinity in his three weeks since he has been with us. He is focusing on getting worship right (being excellent both as an 8:30 A.M. traditional service and an 11:00 A.M. contemporary service).*

**Next Meeting: Tuesday, December 10, 2024**

*School enrollment has hit the targeted number of 110!*

*The Development Team is a great team doing great work, but we need to bring it back into the structure of leadership so they can be better supported and celebrated.*

*Pastor Keith wants to be clear about his reporting expectations and the cadence and pace of his accountability to Council. He is figuring out: 1.) How to join the system and 2.) How to engage an intentional interim team to assess who Trinity is and who we want to be to help us find our next senior pastor.*

**FINANCIAL UPDATE – Brian Boos (10 min.)**

**ACTION ITEMS**

- + All Council members are encouraged to brainstorm seniors who may be good candidates for Council.*
- + Jeremy wants to make sure that he has contacted Tim about recording the congregational meeting on November 3<sup>rd</sup>, 2024.*
- + Council members are needed for set-up and take-down for the congregational meeting on November 3<sup>rd</sup>, 2024.*
- + Jeremy will connect with John to check on the status of our communication plan.*
- + Brian will send a revised PowerPoint slide deck for Council to review before the congregational meeting.*

**EXECUTIVE SESSION & MEETING ASSESSMENT (10 min.)**

**ADJOURNMENT/CLOSING PRAYER (2 min.) at 8:40 P.M.**



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)

***Next Meeting: Tuesday, December 10, 2024***

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

November - Vargas  
December – NO MEETING  
January - Wissert  
February - Steen  
March - Deeke  
April - Berka  
May - Baratta  
June - Darzins  
July - Huffman

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