

Call to Order

Minutes for the Board of Director's regular meeting, August 13, 2020, 7:06pm. Meeting was scheduled and conducted with Board Members at Trinity Lutheran Church.

Attendees:

Larry Melman, Chairman (absent)

Bridgid Furmanek

Norm Fossmeyer

Ken Ladage, Secretary

Rose Bredlau, Vice Chair

Nancy Dvorak

Janet Westberg

Also, in Attendance:

Reverend Andrew Hatesohl

Louise Johnson, Business Manager

Board meeting called to order by Vice Chair Rose Bredlau at 7:06pm:

- Pastor Hatesohl opened the meeting with prayer.

Approval of Minutes:

Nancy Dvorak moved and seconded by Norm Fossmeyer to approve the 7/10/20 minutes as presented. Motion passed unanimously.

Norm Fossmeyer moved and seconded by Nancy Dvorak to approve the 7/10/20 Executive Session minutes as presented. Motion passed unanimously.

Pastor Hatesohl's Report:

WORSHIP

July 5	114 (46 @ Ordination)
July 12	125
July 19	110
July 26	115 (120 including livestream)
Aug. 2	111

- Many churches are worshipping at 40-60% of their pre-pandemic attendance. We are worshipping at ~80% of our pre-pandemic attendance!

BIBLE STUDIES & CLASSES

- I am planning to begin Bible Study in September. My hope is to set up a tent outside and conduct Bible study in that manner as long as the weather cooperates.
- Chrissy and I are planning a similar format for Sunday School, perhaps on a weekday afternoon.

- I am planning confirmation over the next few weeks. I am hoping to have a mix of in-person and online instruction.
- I am obviously holding all of these plans loosely; everything could change quickly!
- Pastor Krause has resumed the Thursday afternoon Bible study (every other week). I've been swinging by at the beginning of each study to get to know the attendees.

COMMUNITY OUTREACH, MISSIONS, & OTHER HAPPENINGS

- The Galloping Horses have made over 2,500 masks since March. These have gone to our church members, local hospitals, and even Haiti!
- The JLC Impact team is in the beginning stages of planning our 150th anniversary year. They are trying to plan one event for each month of the year.
- The Elders are tentatively planning a hog roast as an ordination party for me and the congregation on September 12.

ADMINISTRATION/FINANCE

Building/Facility

- The trustees recently completed painting portions of the church's exterior. It looks great!
- John Goers is working on finding a pest control company for Trinity. In order to comply with DCFS regulations, our property needs to be sprayed. Our previous contractor, Bekin Exterminators, has not responded to our emails/calls for the past couple of years.

Financial

- Jan Dennis has been working to bring me up to speed on JLC. She's fantastic! Jan has been disappointed in LCEF's support. We paid them \$29k, but they did not contact us for a full year (7/19–7/20) and have done very little for us. Per the terms of our contract with them, they are required to provide training for me, so I am going to try to use them as much as is possible and useful. I meet with the LCEF rep on Aug. 18.
 - We are just past the halfway point through our three-year campaign and have received 57% percent—\$319,378—of the \$560,780 committed. Our current JLC balance is \$114,341.78 (as of 8/5).

MY AREAS OF FOCUS

Where I am concentrating my time and effort:

- I'm largely in data-gathering mode! As the months pass by, I hope to begin to obtain a clearer picture of Trinity's past/present and what our future holds.
- As is the nature of this year, I have been and will continue to spend time trying to create moments for Trinity's people to safely gather together and around the Word.
- Sunday morning is important to the church! It's where we encounter God's mercy and love in His Word and Sacraments. As such, I am working hard to create solid sermons and Bible studies.
- I'm trying to visit several people/families each week while the weather is good, and we can be outside on a porch or patio.

Concordia Plans meeting with Sally Malinee, via Zoom, to review the various options available for Trinity employees:

- Our current HDHP plan has no changes in coverage for 2021, however, there will be a 5.5% increase in premium.
- The HDHP plan is the one most used by congregations.
- The second most used plan is the HSA-A plan
- Churches and their employees have the options to determine coverages, deductibles and adding options such as Dental and Vision at additional costs.

Reviewed the available Health Plan options for Trinity:

- Will need to select a Health Plan for 2021.
- Will need to review the costs for Trinity and possible employee financial contributions to their coverage plans.
- Option to review would include employees paying a portion of the premium or paying a portion of the deductible.
- If changes are made, need to be announced to employees and initiated at an appropriate future date.
- Janet Westberg moved to continue for calendar year 2021 the existing HDHP Plan, Norm Fossmeyer seconded and motion passed unanimously.

Preschool Report:

- Current enrolment for 2020-2021 is 46 children.
- This enrolment would result in an annual budget deficit of approximately \$39,000.
- Preschool has a reserve fund of \$45,000.
- There may or may be a reduction in staff due to enrollment.
- The Covid-19 issues present significant variables difficult to forecast.
- The opening protocols for the preschool are approved by DCFS and in place.
- It was noted that in the Northern Illinois District, Lutheran elementary and high school enrollments are up, however, Lutheran preschool enrollments are down.

Focus on the Strategic Direction for Trinity:

- Pastor Hatesohl has observed that in the past five years, Trinity has experienced two significant changes in the Church by adopting “Policy Based Governance” and launching a building campaign.
- Should consider bringing in a facilitator to lead a Board retreat to address the strategic direction for Trinity.

Business Manger’s Report:

- The Trinity staff has completed the sexual harassment training process.
- The Board can complete the training through the end of this year.

Old Business:

- Janet Westberg has reviewed the St. John's Lutheran employee handbook and determined it is a good template to use for Trinity.
- Several areas will be revised to reflect Trinity's specific needs.
- Handbook will be distributed for Board Member's review.
- Approve the handbook at the September meeting.

New Business:

Audio-Visual Equipment for Streaming:

- Ken Ladage reported a meeting was held with Donovan Johnson, Chris Furmanek, Solomon Post and Pastor Hatesohl to determine what additional equipment is needed to provide the necessary coverage for streaming our worship services.
- Currently waiting for estimates for additional microphones, a tower computer and a remote-controlled camera.
- These additions will allow Pastor more freedom during the service and improve the quality of our production for continuing streaming.

September Budget:

- Schedule a Congregation Town Hall meeting for September 20th to discuss the monthly budgeting approach during this Covid-19 period.
- Because of the variables presented by Covid-19 it is difficult to develop an annual budget.
- Ken Ladage moved that the September monthly budget as presented be approved, Nancy Dvorak seconded and motion passed unanimously.

Board of Ministry nominations:

- Three Board positions (Larry Melman, Bridgid Furmanek, Norm Fossmeyer) are up for election to a three-year term beginning in 2021.
- Bridgid will not seek election and Norm is reviewing his options.
- The nominating committee will be Rose Bredlau, Janet Westberg and Pastor Hatesohl.
- A Congregation Voters Meeting will need to be scheduled to approve the nominating committee and a November Voter's meeting scheduled to elect the board members.

Meeting adjourned at 9:34pm with the Lord's Prayer.

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Secretary

Date of approval

Chairperson _____

Secretary _____