

1. Roll Call: The meeting was called to order at 7:00 PM by President Adam Huck.
  - a. Present: Pastor Nathan Keith, Mary Baldwin, Steve Barrett (SFB), Stephen Boss (SB), Lindsay Conyers, Adam Huck, Lori Johnson, Linda Lebeda, Eric Loseke, Larry Oolman
  - b. Absent: Nicole Sorenson
2. Devotions: Lindsay Conyers – reflections on gratitude for 2024
3. Approval of January Agenda – 1<sup>st</sup> EL, 2<sup>nd</sup> MB, approved
4. Approval of December Council Minutes – 1<sup>st</sup> LC, 2<sup>nd</sup> SB, approved
5. Unfinished Business
  - a. Elevator Installation
    - i. Project is near finished – minor threshold adjustments required
    - ii. Key control access and operation
    - iii. Provide key to regular users
    - iv. Install lockbox for additional key storage
    - v. Expenditures thus far \$59, 613, total estimate ~\$65K
  - b. Boiler Efficiency
    - i. Tested efficiency: 78%
    - ii. High efficiency boilers not used in Laramie due to water quality
    - iii. Boiler replacement with similar model \$70K - \$80K
    - iv. Would take some time to recoup this investment in gas saving
  - c. Kitchen replacement
    - i. Pastor received estimate from Jeremy for commercial kitchen \$200K - \$300K
    - ii. Jeremy recommended review by their staff engineer to develop a plan
6. New Business
  - a. Housing Allowance Allocation – Council reaffirmed Pastor’s housing allowance amount of \$60K, no change in financial support, required for tax purposes. 1<sup>st</sup> LC, 2<sup>nd</sup> SFB, approved
  - b. Annual Meeting Agenda
    - i. Reference page 4 of accompanying packet
    - ii. Visioning Pillars:
      1. Property
      2. Long term financial health of church

3. Community – long term programming
    - iii. Potentially set up ad hoc committees to explore:
      1. Kitchen remodel
      2. Property and physical upgrades
      3. Financial visioning
      4. Programming committee
  - c. Nominating Committee
    - i. Council Terms/Nominating Committee – 2 openings, 3-year terms
    - ii. Committee and Council provided 9 potential candidates
  - d. Sabbatical
    - i. Adam initiated exploration of synod guidelines on pastoral sabbaticals
    - ii. Synod recommends a sabbatical every 5-7 years
    - iii. Pastor Nate has been serving TELC for eight years
    - iv. Adam recommends a pastoral sabbatical in the short term
    - v. Typically, 6 – 12 weeks divided into pastoral exploration, study, and a project
    - vi. Teaching team would conduct services, visiting pastor provide communion
7. Financial Status Report – Reference accompanying report 1<sup>st</sup> LC, 2<sup>nd</sup> MB, approved
  - a. Ministry Budget 2025 – Reference accompanying “TELC Proposed 2025 Operating Budget”
    - i. LL updated the Actual 2024 activity with the final year end numbers
    - ii. For discussion purposes LL balanced the budget with the following:
      1. Reduced a few expense line items based on actual usage in 2024 to compensate for reduced estimated offerings and increases in some line items including insurance and the copier
      2. Reduced the budget for online worship costs to include only the known costs expected which is the monthly fee to Teradek. We have used memorial funds in the past for this category, and we do have memorial funds available
      3. As mentioned at the December council meeting Trinity's insurance premium is increasing dramatically effective, Feb 27th. The increase is \$2,224.00 annually including a substantial increase in deductible. The current deductible is a fixed \$1000 for all categories of loss. The new deductible is 1% of the claim amount for wind and hail damage and \$5000 for water damage and all other claims. LL spoke with Church Mutual for more information and received some additional quote

options to consider. We can increase the \$5000 deductible to \$10,000 for a savings of \$604 annually, or to \$25,000 for a savings of \$1,248 annually. Food for thought.

4. Used an annual offering total of \$209,000 (increased to \$211K in executive session) to balance the budget. This is a slight increase over the actual 2024 total.
8. Executive session – Items proposed in executive session approved 1<sup>st</sup>: SFB, SB
9. Administrative Items
  - a. Next Meeting: Tuesday, February 11th at 7:00pm
  - b. Devotions for February meeting: Eric L
10. Adjournment – 9:10 PM – Closed with the Lord’s Prayer.