

**HOLY TAXIARHAI and ST. HARALAMBOS GREEK ORTHODOX CHURCH
PARISH COUNCIL MINUTES FOR NOVEMBER 28, 2018**

Commencement of Meeting: The Parish Council Meeting began with Fr Dean leading Prayer at 7:50pm. Father George was also present.

Parish Council Members in Attendance: C Agalliu, N Andrews, T Bournias, W Bozikis, A Demeros, N Gianaris, P Giannopoulos, G Houpis, K Ioannou, T Karabatsos, T Kanelos, E Kiriazopoulos, L Konstantellos, A Koutsikos, R Kozlowski, D Loomos, J Pierce, M Pontikes, A Rizos, T Sikoral

Absent: G Giolas

President's Remarks:

R Kozlowski reflected positively on the Parish Council Retreat which occurred Oct 26-27th. The experience was worthwhile, good topics were brought up, and camaraderie built among the Parish Council Members.

Minutes:

Motion: To Approve the October 17, 2018 Parish Council Meeting Minutes as corrected made by P Giannopoulos / 2nd J Pierce. **Vote:** 15-0-3 **Pass**

Motion: To table the Parish Council Budget Meeting Minutes from October 10, 2018 and Closed Session of the Parish Council Budget Meeting Minutes made by T Kanelos / 2nd E Kiriazopoulos **Vote:** 13-4-1 **Pass**

Schools:

Staffing Changes for 2018-2019 presented by Olympia Bournias. School Draft Budget presented by Tom Zavos. Handouts provided (see items immediately following for staff changes)

Afternoon:

- Yannis Sotirakos (current teacher): (new aide position Tues for pre-k, Kindergarten, 1st grade)
- Alexandra Fakiola (current teacher): (new aide position; 4th grade)
- Dimitra Giallelis (current teacher): (new aide position; dance instructor; Tues.)

Morning:

- Alexandra Fakiola (current teacher): Promotion to full instructor of pre-school Greek)

Saturday:

- Eleni Papisotiriou (new teacher; past teacher of Aristotle): replace Dimitra Giallelis, 1st grade

Motion: To approve Staffing changes recommended by the School Board made by J Pierce / 2nd T Sikoral **Vote** 16-2-1 **Pass**

2019-20 School Year (As provided on handout)

Morning School tuition will increase:

- From \$3,600 to \$3,675 for Mon-Fri program
- From \$2,400 to \$2,450 M/W/F program
- From \$1,300 to \$1,325 for Enrichment

Afternoon and Saturday Greek School tuition will increase:

- From \$870 to \$890

Fees added to tuition for member of another Orthodox parish and non-member:

- Increase from \$150 to \$200 for member of another orthodox parish and will remain \$500 for non-members

Raise hourly rate for aides of all three schools

- From \$12 to \$14 with 2019-20 school year

Yearly increase

- 2% for all salary paid teachers (except dance teachers since they are hourly) in all 3 schools to continue

Raise hourly rate for Afternoon School dance teacher

- From \$50 per hour/session to \$60

Review of St Haralambos GOC- Aristotle Schools Budget 2018-2019 (Draft as of 10-13-2018)

Line items reviewed. Detailed 2 page handout provided with total teachers, assistants, aides, student enrollment, income, expenses. The second page included a further breakdown of line items. Brief discussion had with regards to Discretionary Spend under Expenses of \$6,000. It is an allowance set aside for the schools to spend without School Board approval. The only criteria for its use is if they would use their own money to make the school-related purchase, then they are allowed to utilize the fund. Recent years there has been a 97-100% student tuition collection rate. General comments: the first day of school is the day when most parents come to take their children to school. It is a great opportunity for a Meet & Greet for Parish Council Members. Also opportunity at a coffee hour on Sunday as well.

Motion to accept the School Report made by A Demeros / 2nd T Kanelos **Vote** 15-1-3 **Pass**

Presentation of an Amendment to the Aristotle Greek School Board School By-Laws, Policies and Procedures (Handout provided)

In Article I the list constitutes who is on the school board, item e: the principals and directors should be non-voting members of school budget. There is a conflict of interest if employees are voting members of the School Board.

Motion: To amend the School By Laws so that in Article 1, item e, the wording be changed that the Principles/Directors of each School Program be considered ex-officio members (defined as section g of Article 2): "On issues put to vote, all School Board members may vote other than ex-officio." Decisions are carried by a simple majority. T Kanelos / 2nd T Sikoral **Vote:** 10-4-5 **Pass.**

Financials D Loomos: Review of September Financials. Need Oct Invoice (TS). Will need a statement for Phase III for expenses, revenue, for an ongoing basis. Money from the Gala should be paid for by the price of the tickets, and not taken out of the operating accounts. Need to transfer \$50,000 from the fest to building reserves. Not included in the 2019 budget.

Motion: To accept the September 2018 Financials made by G Houpis / 2nd T Bournias **Vote** Unanimous **Pass**

Motion: To accept the October 2018 Financials made by T Sikoral / 2nd A Demeros **Vote** Unanimous **Pass**

Finance Committee—Lambros Konstantellos reported.

Bank Commitment: We are moving forward with MB Financial for our loan for Phase III Construction. MB Financial Bank needs the General Assembly Minutes of the Church approving the budget/construction. (If we are still working on some of the documents, it just moves back the closing date.) The appraisal came in significantly less than expected at \$1.8 million for everything. The committee is having the banker look through the details. There are no comparable properties. Brightside: it does not impact the loan one bit. LK needs two things from us:

- 1) MB financial requests St. Haralambos to open accounts.(Oakton & Milwaukee, Niles)
2% Money Market.

Motion: To move \$350,000 to a 2% money market at MB Financial. L Konstantellos / 2nd J Pierce **Vote** 18-1-0 **Pass**

- 2) Credit Card \$50,000 credit line, with MB Financial, for general church-use purchases. There is opportunity to earn rewards such as 1% cash back. Decision to be researched and compared to current credit card (Open Items)

Committee Reports:

1. **Parish Council Retreat:** Overall positive experience but hope to maintain/reiterate challenges that were presented at the retreat. Thank you T Kanelos for organizing. Consensus to have a retreat again next year.
2. **St Haralambos Budget** presented by T Sikoral.
 - a. School Budget, student enrollment has increased, teachers have increased but also need to consider dance teachers
 - b. 33 pupils increased from last year, one classroom more
 - c. Tuition increase. Additional discounts compared to last year
 - d. Salaries increase 2% but actually an overall 8% increase due to increase in staff
 - e. Janitorial expenses is broken down
 - f. Overall Budget: not included is the commitment letter from the Archdiocese. The 2018 amount was used.
 - g. Number on the board is the pledge number, \$309 is the cash on hand number.
 - h. Change the forecast for 2018 for fundraiser from \$20k to \$0.
 - i. General Donations adjustments to be averaged
 - j. End of 2019 budget: It was decided to place on the agenda of the December General Assembly a discussion of the prior decision of \$50,000 annually to be placed in a reserve fund from the Food Fest. The year the general assembly approved the motion was a very successful year for the Food Festival, but the Food Festival net profit varies from year to year. The 2018 Festival was not as profitable as the previous year.
 - k. Discussion regarding to Clergy Health Care Benefits switching to Medicare. Leave as is for now (Open Item)
 - l. We will need additional hours for the office because there is constant interruption, increased students and Phase III

- m. Next Month: Put together what it would cost to have budgeted hours per month to help the church.
- n. T Sikoral will add \$6000 for part time help
- o. Add surplus for Chanter to be included into the budget, \$400-\$500 /mo. For bilingual classes, help out with young adult ministries, and perhaps with the youth ministries, being present on Sundays
- p. Donation Kiosk. Mortgage, Stewardship, Iconography. (Open Item)

Motion: To accept the proposed 2019 St Haralambos Budget presented with the amendments to: 1) \$6000 addition in salaries; 2) update on the forecast for the stewardship; 3) update the forecast for general donations for 2018. T Sikoral / 2nd E Kiriazopoulos **Vote** 13-4-0 **Pass**

3. **Phase III** WMRD (Water Management Reclamation District) is the last entity reviewing documents for final permits. (MWRD started letting the Village do the review. Our drainage on the property is grandfathered in to the existing detention to the current property). We anticipate that the Village has something in by the end of the week, to give us permits to begin full construction. Pappas is waiting for permits.
4. **Gala.** Since groundbreaking luncheon, \$366,000 raised. Nice night, expenses were about \$27,000. 310 adults attended.
5. **Men's Event.** TV donated, we raised \$1330 for Inreach committee. Next year, perhaps looking for sponsorships. Better room, better food, better sound system. Total revenue is about \$17-18,000. Thank you for those that attended and those that helped.
6. **Stewardship:** As of 11/26/18: 614 families pledged \$340,343 (average of \$554/family) Last year at this time, there were 629 families committing \$319,000, average \$508/family
7. **2/10/19 Anniversary Dinner at the Meridian.** Details to come
8. Fr George: Retreat Center, different ways to promote stewardship and to look at stewardship in a different way. Stewardship Sunday this Sunday. G Giolas will give a brief message at the end of church. Looking for volunteers/assistants on Sunday (AK and KI volunteered). Create a booklet/pamphlet. Visit people in their homes, try to find ways to get people involved. On Sunday, try to approach people with ways to become involved as stewards.
9. **Outreach:** Thanksgiving dinner -- 3 families had called and asked if we were providing dinner. Outreach Committee did not have enough volunteers this year to do Thanksgiving Dinner.
On Thanksgiving Day there was Meals on Wheels. 17 meals delivered. 2 people showed up, gave last meal to one person, and 1 monetary donation was given. Bessie's Table is in the bulletin, and is creating interest.
10. **Building & Grounds:** Building lost power for several hours.
We will be getting a lift to hang new wreathes in the church, and change dark light bulbs in the chandelier. There was discussion about LED, but it was pointed out that LED is not dimmable.
Rich and Tony did a nice job upstairs in the choir loft.
11. **Bowling league.** Social league, giving parishioners the opportunity to socialize and get to know fellow parishioners. First Friday of every month. Let Perry know. 6 teams interested so far.

12. **Christmas retreat.** Combining with Uncle Pete's Ministry to prepare 500 meals 3:15-4:15, then dinner. Dr Galiti will be speaking. About 23 families committed, would like more. Families and children are welcome.

Priest's Remarks

- Parish council retreat was good. Christmas Retreat - wants us to take more advantage of events the church offers. Fr Dean would like us to take announcements of events seriously for our benefit.
- Fast for Christmas, with the last week being a strict fast. The Christmas parties are now, but this is not the Orthodox way. Our way is to celebrate on Christmas and for the twelve days of Christmas that follow. Recover the power of Christmas. Confession. Avoid going through the motions and routine of Christmas.
- 10 vacancies and 11 names in the ballot pool for Parish Council. Elections will take place on Dec 9th.
- Perhaps the council should meet twice a month. Another meeting for spiritual topics that are going on in the Parish. We don't want that to get put to the wayside. Don't focus on the exterior, focus on the interior.

Motion to adjourn made by A Rizos / 2nd E Kiriazopoulos **Vote Unanimous Pass**

Closing Prayers led by Father Dean at 10:50pm

Open Items

- Credit Card \$50,000 credit line, with MB Financial, for general church-use purchases. There is opportunity to earn rewards such as 1% cash back. Decision to be researched and compared to current credit card
- Donation Kiosk
- Health Care Insurance Clergy savings opportunity: Consult agent about switching to Medicare

Respectfully Submitted,

Krystal Ioannou,
Parish Council Recording Secretary