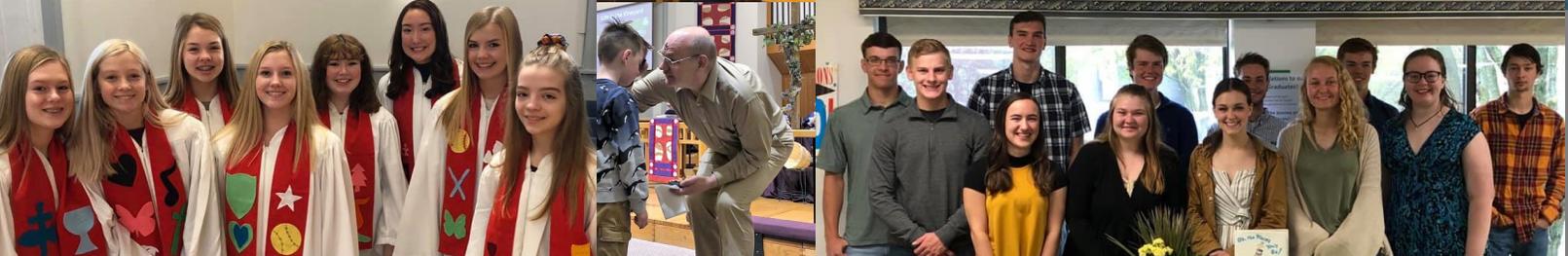


# 2019 Annual Report

## Trinity Lutheran Church



### TRINITY LUTHERAN CHURCH

*Where we **CONNECT, GROW, & SERVE**  
with the love of Jesus Christ.*



#### COMMUNITY MEALS 7 Year Anniversary



**13025 Newell Avenue ~ PO Box 768**

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**[www.trinitylindstrom.org](http://www.trinitylindstrom.org)**

**ANNUAL MEETING OF THE CONGREGATION AGENDA**  
**Trinity Lutheran Church**  
**February 9, 2020**

**“Connect, Grow, & Serve with the love of Jesus Christ”**

<b>Call to Order</b>	
<b>Opening Prayer- Pastor Nordheim</b>	
<b>Confirmation of Quorum</b>	
<i>The Secretary will confirm the presence of fifty (50) voting members</i>	
<b>Voice Vote</b>	<b>Action</b>
<i>Action requested: Suspend rules of order related to paper ballot voting and allow voice vote on all matters during this meeting.</i>	
<b>Approval of the Agenda</b>	<b>Action</b>
<i>Action requested: Approve the agenda as presented.</i>	
<b>Approval of Minutes of February 10, March 17, October 13, 2019</b>	<b>Action</b>
<b>Introduction of Parliamentarian &amp; Review of Robert’s Rules of Order</b>	<b>Information</b>
<b>Business:</b>	
<b>Senior Pastor Report</b>	<b>Information</b>
<b>2019 Year-end Budget Review</b>	<b>Information</b>
<i>The Treasurer shall present a review of the 2019 Financial Statement</i>	
<b>Audit Committee Report</b>	<b>Information</b>
<i>The Audit Committee shall present the results of its audit of the Church’s 2019 finances</i>	
<b>2020 Budget, Treasurer</b>	<b>Action</b>
<b>Presentation of the 2020 Budget</b>	
<b>Bequest Task Force Update</b>	
<b>Capital Improvement Final Report</b>	
<b>2020 Budget Vote</b>	
<i>Action requested: Approve the 2020 budget as prepared by the Finance Committee and recommended by Council</i>	
<b>Elections:</b>	
<b>2020 Audit Committee Election</b>	<b>Action</b>
<b>2020 Nominating Committee</b>	<b>Action</b>
<i>Action requested: Elect the following to the 2020 Council Nominating Committee: Rachel Carlson, Jim Jordal, Terry Hogenson, &amp; Kim Anderson</i>	
<b>2020 Endowment Election</b>	<b>Action</b>
<i>Action requested: Motion to elect 1 open position: Paul Bodmer</i>	
<b>2020 Council Election</b>	<b>Action</b>
<i>Action requested: Motion to elect 2 three-year open positions: LeRoy Mitchell &amp; Nicole Smith</i>	
<b>Annual Report Resolutions</b>	<b>Action</b>
<i>Action requested: Approve the 2020 Annual Report Resolutions</i>	
<b>The Lord’s Prayer</b>	
<b>Adjourn</b>	

**TABLE OF CONTENTS**

Minutes from Cong. Meetings	Pages 3-10	Children & Youth Educ. Report	Page 28
Senior Pastor Report	Pages 11-12	Youth Ministry Team Report	Page 34
Associate Pastor Report	Page 13	Worship & Music Report	Page 35
Youth Director Report	Pages 14-17	Mission Endowment Fund	Pages 35
Children’s Ministry Report	Pages 18-19	Adult Education Report	Page 36
Outreach Coordinator Report	Pages 20-21	Special Projects Report	Page 36
Church Council Report	Pages 22-23	2019 Parish Acts	Page 37
Women of the ELCA Report	Pages 24-25	2019 Congregational Report	Page 38
Altar Guild Report	Pages 26-27	Bishop’s Report	Pages 39-40
Witness & Outreach Report	Pages 28-29	Financial Reports	Pages 41-45
Stewardship Education Report	Page 30	2020 Proposed Budget	Page 46
Service Ministry Report	Page 31	Audit Committee Report	Page 47
Property Committee Report	Page 32	2019 Annual Meeting Resolutions	Page 48

**Minutes from the Annual Meeting of the Congregation**  
**Trinity Lutheran Church, Lindstrom, Minnesota**  
**February 10, 2019**

Meeting called to order by David Johnson (President)

Gary Peterson (Secretary) confirmed a quorum with 77 members counted in attendance

Opening prayer by Pastor Terry Nordheim

- Diane John moved to suspend the rules of order, allowing voice vote or show of hands rather than paper ballots. Second by Marcia Smith. **Motion carried**
- Colleen Guilfoile moved to approve the agenda. Second by Joanne Nielson. **Motion carried**
- Colleen Guilfoile moved to approve minutes for the February 11, July 22, and October 14, 2018 congregational meetings. Second by Marilyn Heldt. **Motion carried**

Senior pastor report: Pastor Terry Nordheim touched briefly on his 2018 written report. He noted that our Leaderwise conflict resolution consultant is in the process of doing interviews with 45 Trinity members. These are scheduled to be completed by February 19. Leaderwise will then submit a report, which is due by March 18.

**Question:** How were the 45 people chosen?

Answer: Only 15 interviews are to be done. Trinity leadership tried to select people from all of the different facets and viewpoints. We could not do everyone, but tried to get as full a coverage as possible.

**Question:** What is the cost of Leaderwise, and where is the money taken from?

Answer: The initial cost is \$5,000. This will be taken from the Pearl and Elmer Nelson bequest.

**2018 budget report**

Phil Deimel, 2018 treasurer, delivered a report on Trinity's 2018 finances. He offered his thanks to staff and committee members who prepared the report. Phil reviewed Trinity's five funds: General, Rental, Dedicated, Endowment, and Youth.

Receipts for 2018 totaled \$532,545. This is an increase from \$521,276 in 2017. However, the 2018 receipts included a transfer of \$27,475 from the Pearl Nelson annuity. Without that transfer Trinity's receipts would have decreased by 3% from last year. Income sources, pledged and nonpledged, and the Pearl Nelson annuity were reviewed. Phil noted that we are using special gifts to fund day to day operations. There is currently \$68,978 left in the annuity.

Disbursements totaled \$559,037 in 2018. This is a 5.4% increase over 2017. The largest increases were for personnel. 2018 was the first full year of Pastor Terry's salary, which was increased from the preceding pastor to meet Synod guidelines. Trinity also expanded the responsibilities and compensation of our business administrator, and hired new organist. Trinity Staff received a 1% increase in 2018 in the form of a one-time bonus. Phil presented a breakout of expenses, which included personnel, benevolence, building and maintenance, administration, and other.

Trinity had a deficit in 2018 of \$26,492. Phil noted that the deficit would have been over \$50,000 if we had not transferred money from the Pearl Nelson annuity.

Cash accounts were reviewed. The Endowment fund stands at \$822,419. Trinity's Mission Investment fund totals \$784,156. The savings account has \$222,425.

Dedicated funds were reviewed, and the Rental Property account was reviewed.

**Question:** What was the ELCA investment fund interest for 2018?

Answer: It varied from 1.5% to 2.5%.

**Question:** How is the Patron of the Arts fund associated with worship and music?

Answer: The Worship and Music dedicated account encompasses a number of smaller accounts. Patron of the Arts is one of these accounts.

Clarification of the difference between the Pearl and Elmer Nelson bequest, and the Pearl Nelson annuity, was given in response to one inquiry.

**Question:** Does property tax on the rental property disappear when it is combined with the church property?

Answer: Trinity has applied for a tax exemption on the rental property, so the property tax will disappear in 2020.

### **Audit Committee report**

Paul Ives was not present, but had forwarded a request that the following be highlighted:

1. There is a need for an inventory of all of Trinity's property.
2. There is a need for correction of some administrative policies.

· Tom Nielson moved to accept the Audit Committee report. Second by Larry Guilfoile. **Motion carried**

### **2019 budget**

David Johnson (President) noted five items that must be addressed in 2019

1. conflict resolution, and resources to address this;
2. replacement of the associate pastor, and need for interim pastoral assistance;
3. use of bequest funds;
4. facility needs;
5. resolution of the decline in giving and continuing use of reserve funds to fund the general fund shortfall.

The 2019 budget was presented by Diane John (treasurer). Projected income for 2019 is \$503,646. She noted that pledged income for 2019 is decreased by \$20,715. 2019 proposed expenses are also \$503,646. The proposed expenses include a decrease in personnel costs. Building and maintenance costs are down because of decreases in insurance and in elevator maintenance

Diane noted that funds from the Pearl Nelson annuity are used to balance the budget. There is also no money in the budget for an interim pastor

### **Stewardship**

A presentation was made by Gail Seaver of the stewardship committee.

Gail presented three stewardship questions:

1. How much should I give?
2. Why should I give?
3. How can I increase my giving?

The plan for addressing the budget shortfall will focus on *you and me*. It will include information on the church website, regular updates of church finances, presentation of ways to give to Trinity, videos and written testimonials, and stewardship campaign in Fall of 2019 that focuses on generosity.

Gail issued an invitation to join the Stewardship Committee

### **2019 budget discussion and approval**

David Johnson highlighted several pillars of our Trinity's mission:

- outstanding worship and music;
- community involvement;
- bible study groups;
- youth programming.

A member expressed a concern that we have donor fatigue. We need to choose what is important to us, so we have enough to give to the general fund.

**Question:** How does personal stewardship relate to taking from the bequest fund?

Answer: Pearl and Elmer Nelson gave without conditions, and allocation to the general fund is part of Trinity's mission.

A member expressed a view that the problem is that people give to specific items, but not to the general fund. Perhaps there is a need to change the bylaws to allow for money to move from dedicated funds to the general fund.

Response: Perhaps a time limit is needed on dedicated funds so that money from these funds is transferred to the general fund if they are not used.

- Cheryl Pemble moved to approve the budget. Second by Colleen Guilfoile.
- Paul Dennison moved to amend the budget to give the staff a one-time 1% increase, with the funds to come from the Pearl Nelson annuity. Second by Jeff Fuge.

Discussion: last year the amount of the 1% increase was \$2,300. Income must be provided to the budget so it is balanced.

**Motion to give the Trinity staff a one-time 1% increase carried by voice vote**

**Question:** Is the church van paid for?

Answer: There is \$1,900 left to pay on the church van

- Diane John moved to amend the budget to add \$10,000 for an interim pastor. Second by Marilyn Heldt.

**Question and comment:** What do we do when the money is gone? We have to figure out how to solve the budget problem.

A member commented that during pastor Kisten's tenure there was an appeal made and money was raised.

Rachel Carlson (Vice President) noted that this motion is brought as a budget amendment because there has not been enough time to address the budget concern.

A member commented that there is an immediate need now, and we should address that need now from the annuity.

A member commented that it was her experience that the more you give the more you get.

**Question:** How much time will the \$10,000 give?

Answer: Probably until May or June.

Comment: why does the amendment have to be decided now? There is a need for more discussion on how it is paid for.

**Question:** Does this decision require a congregational meeting?

Answer: Yes, a congregational meeting is needed to amend the budget.

- Marcia Smith moved to delay consideration of the \$10,000 amendment until a future date. Second by Jeff Fuge.

**Motion carried**

Vote taken on approval of the 2019 budget. **Motion to approve the budget with the 1% amendment carried.**

**2019 Audit committee election**

- Nancy Johnson moved to approve the existing member of the Audit Committee for 2019. Second by Terry Hogenson. **Motion carried**

**2019 Nominating Committee**

- Diane John moved to approve Ross Peterson and Ken Kramer for the 2019 Church Council Nominating committee. Second by JoAnne Nielson. **Motion carried**

**Filling of Council vacancy**

- Motion by Phil Deimel to approve Gary Peterson to fill a two-year vacancy on the Church Council. Second by Leroy Mitchell. **Motion carried**

**Annual report resolutions**

- Jon Ekstrom moved to strike Item 8 (thank you and well wishes to Pastor Brad) on the annual report resolutions. Second by Dale Fredell. **Motion failed**

- Colleen moved to approve the annual report resolutions. Second by Nancy Johnson. **Motion carried**

**Additional comments solicited**

Ron Holt expressed the following concerns:

1. everyone needs to look at use of the bequest fund;
2. we need to address the rental property issue;
3. a Council amendment is needed to change the voting regarding property, real estate, and qualifications for voting;
4. recommendations of the bequest task force have been ignored.

David Johnson (president) stated his recollection is that no restrictions on the use of the bequest funds were imposed.

Ron Holt expressed that the congregation is watching how the bequest money is being handled. He also expressed an opinion that we need to keep the money in the endowment fund.

Nancy Johnson noted that all members are welcome to attend the Church council meeting

Rachel Carlson (vice president) expressed a concern that visits to the sick and hospitalized may be compromised if interim pastoral assistance is not secured.

- Rachel Carlson moved to continue the congregation meeting on March 17 to address the interim pastor needs. Second by Marilyn Heldt.  
Vote taken by show of hands: 48 in favor 25 opposed  
**Motion carried**

**Meeting closed with the Lord's prayer**

*Submitted by Gary L. Peterson (Secretary)*

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## **Minutes for Continuation of the Annual Meeting of the Congregation Trinity Lutheran Church, Lindstrom, Minnesota**

**March 17, 2019**

### **Call or order**

The meeting was called to order at 11:45 AM by David Johnson, President  
Opening prayer by Pastor Terry Nordheim

### **Confirmation of quorum**

Gary Peterson, secretary, reported that 98 members were counted in attendance.

### **Approval of the agenda**

- Diane John moved to approve the agenda. Second by Mary Hagglund. **Motion carried**

### **Introduction of Jeff Fuge as parliamentarian for the meeting**

Jeff Fuge gave a summary of what the parliamentarian does at a meeting and he reviewed the rules of process for meetings. The parliamentarian provides a resource to the chair and to the congregation for conduct of the meeting, and has the final say on questions of procedure. Trinity's bylaws incorporate Robert's rules of order. All meeting participants must be confirmed, contributing, members of the congregation. Participants who wish to speak are to raise a hand and be recognized by the president. They must state their name for the secretary, and they then have two minutes to ask a question or express a concern. All participants who wish to speak will be given an opportunity. A second opportunity may be granted, but only if the president recognizes the speaker.

### **Presentation by David Johnson**

David stated that we are here to vote on a temporary part-time interim pastor, with funds taken from the annuity and a special appeal. The motion that was made at the congregational meeting in February was for a three month appointment at a cost of \$10,000. Conversations with congregants and the synod has led to a desire for a six month appointment, and the synod estimates the cost of such an appointment at \$22,000 to \$24,000. David noted that support of all of Trinity's ministries required 60 to 70 hours per week from Pastor Terry in the two weeks that followed the congregational meeting. David summarized the work that Pastor Terry has been doing, and the large number of responsibilities and tasks that now fall on his shoulders. David noted that Trinity needs to resolve the conflict between its members before we can begin a process to call a permanent associate pastor.

### **Presentation by Pastor Terry**

Pastor Terry stated that the principal concern is for meeting the needs of the congregation, not for reducing his work load. Pastor Terry noted that Trinity has extensive outreach and involvement, and he listed a number of Trinity's programs and activities that need coordination with consistency and integrity. He noted that existing staff put in more hours than they are given credit for.

Diane John moved to amend the original motion to provide funding for a part-time interim pastor. The motion is to approve a budget amendment of \$24,000 for the funding of an interim associate pastor:

part-time,  
no benefits,  
six month appointment,  
cost estimate from the synod is \$24,000,  
\$12,000 to come for the Pearl Nelson annuity,  
\$12,000 to come from a special appeal.

Second by Jeff Fuge

Russ Morris asked for clarifications on the source of the funding. Is the funding source identified as part of the motion?

*Answer:* the motion includes \$12,000 from annuity and \$12,000 from special appeal.

### **Motion for amendment carried**

#### *Discussion of amended motion*

Diane John: The Stewardship and Finance committees were the source of the proposed split in sources for the funding.

Marilyn Heldt: What happens if the special appeal falls short? When would the pastor be hired?

*Answer:* The Church Council will put together a time table for hiring an associate pastor.

Phil Deimel: What happens if we have a fund appeal for \$12,000, but do not get \$12,000 from appeal? Is money from the annuity a match to the appeal funds?

David John: The intent is that money from the annuity is a match.

Russ Morris expressed a desire that Trinity not spend the \$12,000 from the special appeal until that money has actually been pledged.

Zack Hansen noted that this is an amendment to the budget. Therefore spending may begin before funds are in.

Phil Deimel proposed a two to three week pledge drive. Phil wants the motion to include this.

Guy Aki: We are here to connect, grow, and serve. Our congregation has a lot of money in the bank, and we need to serve the congregation with what we have.

Gail Seaver provided a clarification of the appeal. He noted that this is not an addition to the pledge card. These will be one time cash gifts. The hope is that by June we will have enough.

Wendy Krona: Wendy expressed some confusion. The budget is based on annual pledges. Why is this part of the actual budget?

*Answer:* Trinity must present a balanced budget. The Church Council went ahead with what was pledged. The budget amendment was proposed at the congregational meeting, so the responsibility for funding it is on the congregation.

Marcia Smith: Did we not already approve this amendment?

*Answer:* No.

LaVonne Ludke: If we wait for funding, we will add another 3 to 4 weeks to the hiring time.

Hazel Audit expressed her love for this congregation, gratitude for what it has done for her, and described the need for another pastor. She asks that we not underestimate God. The money is here, and we need to stop being selfish.

David Carlson called for the question.

### **The congregation voted on the amendment by written ballot.**

Result:

Yes: 103

No: 13

### **Motion carried**

### **Other business**

David Johnson summarized the status of the LeaderWise consultation:

LeaderWise has identified what the issues are.

A Preliminary report has been given.

The report advises that Trinity make no major decisions until the conflict is addressed.

David Johnson, Carol Wolsky (last year's Church Council president) and Pastor Terry Nordheim will meet with Leaderwise tomorrow to receive the report and present it to the Church Council.

The report will be taken to the Church Council retreat to decide how to best share this information with the congregation.

The Church Council has heard there is a lot of confusion about the bequest and annuity moneys. The Council must create a task force to address how to put the bequest money to work.

Trinity and the Stewardship Committee have to address the continued use of annuity funds to supplement the budget.

Trinity has physical plants needs that must be addressed. The Property Committee estimates the cost of meeting these needs as \$400,000 to \$500,000.

David Johnson noted that we need to deal with the conflict between members first, before we can address other major decisions.

Ron Holt: If we are going to call a pastor, can we put out the call to our internal pastors first? Ron wants to entertain them first before offering the job, rather than going to the synod and finding someone new.

· Clark Malcomson moved to adjourn. Second by Leroy Mitchell. **Motion carried**

*Submitted by Gary L. Peterson (secretary)*

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## **Minutes from the October 13, 2019 Meeting of the Congregation Trinity Lutheran Church, Lindstrom, Minnesota**

### **Call to order**

Meeting called to order at 11:50 AM by David Johnson (President)

### **Opening prayer – Pastor Terry Nordheim**

### **Confirmation of quorum**

Gary Peterson (Secretary) confirmed a quorum of 81 attendees.

### **Review of Robert's Rules of Order**

Gary Moe reviewed procedures for identifying speakers.

### **Approval of the agenda**

Colleen Guilfoile moved to approve the agenda. Second by Diane John. **Motion carried**

### **Business - Written Ballots**

The list of candidates for Church Council was presented.

Pam Lucas moved to accept the list of candidates. Second by Nancy Johnson. **Motion carried**

David Johnson solicited nominations from the floor. None were offered.

Pam Lucas moved to close nominations. Second by Kay Tate. **Motion carried**

### **2020 Endowment committee**

Endowment committee members were presented.

Todd Peterson (second term)

Leroy Mitchell (replacing Karin Vukich)

### **Election of new church council members**

Candidates: Craig Martin, Katie Roche, Cathy Johnson

No nominations from the floor

Ross Peterson moved to nominate the candidates. Second by Nancy Johnson. **Motion carried**

Ballots were passed out, the election held, and the three candidates were elected.

### **Renewal of our covenant relationship with Pastor Karri Anderson**

Pastor Terry presented background information related to renewal of our covenant relationship with Pastor Karri Anderson. At the September meeting Church Council and Pastor Karri agreed to extend her contract through the end of they year with the money already raised for that purpose. Continuation into the new year requires a budget item for 2020.

Marilyn Heldt asked if Pastor Karri could submit her name as part of a call for an associate pastor.

Answer: No, Pastor Karri agreed to not be a candidate for call to a permanent position.

Pastor Terry noted that a permanent associate would require allocation of funds for benefits.

David Johnson noted that the finance committee is funding the interim pastor as a budget item.

### **Capital improvement presentation**

Jolene Wille summarized work of the committee.

Four meetings were held with the congregation regarding the need for work on the church building.

Jolene walked through the three Phases of improvements. She noted the need for plans from an architect to bring the lavatories up to the *Americans with Disability Act* (ADA) standards before any other work can be done.

Jolene summarized the process

### **Capital improvement request**

Jolene Wille moved that the congregation authorize the Church Council to employ the services of an architect to design and draw up plans for the remodeling and expansion of the lavatories that adjoin the fellowship hall for a fee not to exceed \$10,500. Services to be paid for from existing Building Fund appropriations.

Second by Joleen Rein.

#### *Discussion*

Carol Wolsky: Is there any information on timing of the three phases?

Answer: Yes. Ross Peterson stated that the goal is to do everything at the same time. The work was divided into three phases in case we do not secure funding for all of the projects. Actual timing depends on how much money is raised. The majority of the project has to be done in June, July, and August.

LaVonne Ludke: Do we need the money in hand, or are commitments sufficient?

Answer: The goal is to have the money in hand. The principal goal for today is authorization of funds to hire an architect so that planning for the project can begin.

Kay Tate: What is available in the Pearl and Elmer bequest fund for this work?

Answer: It is the work of the Bequest Task Force to make a recommendation on this.

Marcia Smith: How much is endangered by the leaky roof?

Answer: The roof has been a concern for many years. We need a new roof. The leaks do need to be fixed.

Marilyn Heldt: Marilyn is concerned about approving \$10,500 before we know whether there is money to do the work.

Phil Deimel: Compliments the capital improvement task force for their work. Believes that using some of the bequest money for this purpose is a good use for that money.

Bonnie Houger: Agrees that a professional architect is needed to move forward.

· **Motion carried**

### **Report on formation of bequest task force and charge**

David Johnson summarized the nature of the Pearl and Elmer Nelson bequest, and stated where these funds reside. David read the charge to the bequest task force to be made of up eight congregational members plus one Church Council member. Senior Pastor and Church Council President will be non-voting members.

There is no timeline for the task force at this time. It is requested that names be submitted to Amber.

Money in the bequest task force at this time is \$781,775.19. This is the money that the bequest task force needs to make recommendations on.

Pastor summarized the status of the Pearl Nelson annuity, which is for staffing needs or strategic plans. The Pearl and Elmer Nelson bequest is 1.4 million dollars. Half of this was placed in the Trinity endowment, 10% of the remaining half has been set aside for matching second Sunday offerings.

The February meeting will focus on budget. A special meeting will then be held to focus on building.

#### **Update regarding our current endowment program**

Todd Peterson summarized the need for bylaw changes, in light of our inability to disperse any funds this year under current endowment rules. If the fund falls below \$300,000 then nothing will be dispersed until this is made up. The committee is waiting to see what happens this year before making recommendations on changes to endowment rules.

#### **Update regarding the Leaderwise report and follow-up**

Pastor Terry summarized continuing implementation of the Leaderwise recommendations. Leaderwise framed Trinity's struggle and provided resources to look at how we function as a congregation. It gave us advice on increasing transparency. We are working with the leadership we have, but avoiding costs (\$175/hour) of further consultation whenever possible. Pastor summarized the support he receives from a spiritual director. Council is available once per month to hear concerns. Coffee conversations are held once per month with a pastor. Pastor Terry and Pastor Karri are available for discussions by appointment. Pastor Karri is managing a grief group. David Carlson and Pastor Karri are planning a healing ministry. We are searching for new staff members. *Building blocks of faith* was chosen to be part of deepening relationships within the congregation. Seven different small groups with 70 participants are meeting together.

Healing, connection, and growth in God is not always measurable. This is the slow work of God.

#### **Closing prayer and Lord's prayer**

Pastor Terry closed with prayer.

Colleen Guilfoile moved to adjourn. Second by Nancy Johnson. **Motion carried**

*Minutes submitted by Gary L. Peterson (Secretary)*

**SENIOR PASTOR**  
**2019 Report**  
**Pastor Terry I. Nordheim**



**“Called to Discipleship by Building Blocks of Faith”**

As I look back on the past year, I am amazed at our congregational story; what we have come through, and what we have accomplished together! I want to commend each and every one of you for your support, your efforts, and your commitment that made our ministries possible. It is truly miraculous to witness the transformation of lives I and consider it a blessing to be part of it with you!

As we gathered for our fall congregational meeting we were updated on LeaderWise recommendations as we continue to address our Trinity conflict and focus.

**LeaderWise:**

- Helped us re-frame our conflict issues at a time we felt that we were at an impasse.
- Gave us resources that the staff and council have used in looking at the bigger picture of how congregations function.
- Called us to greater transparency and accountability in how we communicate with one another – what we say and how we say it.
- Gave us a number of things to consider and issues to address as we move forward.

**Trusting in the Slow Work of God:**

- Each of us has been challenged to look deep within to identify our own part of the story.
- As Sr. Pastor, I certainly continue to do this as I engage with a spiritual director, colleagues outside of the congregation, synod staff, and in my own self-care with trusted friends and family.
- Our staff and council continue to seek ways to connect with & listen to individuals and groups.
- Once a month our council is available in the Kirvida lounge between services to listen and talk about anyone’s concerns. They also welcome members to our regular council meetings.
- Coffee conversations with the pastors continue at least once each month.
- Pastor Karri and my doors are always open. We are not mind readers however. If you have a concern, you can call, make an appointment, or stop by to see when we are available. All of our staff are open to listen to you.
- We are working on clearer communication and transparency on all issues and decisions affecting our congregation and community.
- Rev. David Carlson, who has experience as a chaplain, and Pastor Karri planned and led a Service of Healing for Reconciliation & Forgiveness on Sunday, Oct. 20.

**We continued our Caring Ministries:**

- Our congregation has had 14 deaths since April 3.
- Pastor Karri began and managed a meaningful loss and grief group involving 12 people.
- Many, many hospitalizations, and confidential issues that families go through.
- Hiring of Avery Bird as our Children’s Education Director and continuing our search for our Principle Organist position.

*In the secular world, a consulting process often involves, goals, outcomes, steps, deadlines, and significant costs. In the spiritual realm, healing, connection, reconnection and growth in God, is not always measurable. So, we live in deep trust of a God who holds us in the midst.*

To better understand this call, we began a framework, used in all of our ministries, entitled, **“The Building Bocks of Faith.”** We were blessed to have over 70 people involved, where seven small groups participated in our congregational study of the book, “Real Faith for Real Life.”

Our life together as a congregation calls us again and again to Christ's call to discipleship; to follow wherever God leads us. As Jesus instructed to his disciples, *"Go therefore, and make disciples of all nations, baptizing them in the name of the Father, Son and Holy Spirit, and teaching them to obey everything I have commanded you."* (Matthew 28:19-20)

During the course of this new year we are invited to be a part of **Building Blocks of Faith: A Call to Discipleship**. As we grow and deepen in our faith, both individually and as a congregation, we will be challenged in Six Basic Faith Practices within our daily lives:

**Pray Daily**

**Worship Regularly**

**Study God's Word**

**Serve Others** (at my church and beyond)

**Build Relationships** (Invite and Encourage others in relationship with Christ)

**Give Faithfully** (of my time, talents and resources)

It is our hope that each of us can ask for ourselves, *"What does it mean to be a disciple of Jesus?"* The world needs our unique gifts, and our expression of God's love!

As our staff and congregational leadership considers this call to discipleship, our *"Building Blocks of Faith"* theme ties deeply to the plans and work being done in moving forward. The efforts of the Bequest Task Force bring recommendations for congregational consideration. Our Capital Improvement Task Force has worked diligently in their recommendations for a renovation of our church. And the ongoing work of each of our ministries are deeply rooted in our response of faith.

All of our plans, choices and actions can powerfully guide our congregational ministry outlook and overall impact on one another, and in the wider community. As we prayerfully embrace God's call to discipleship, we can feel a bit uneasy. A devotion I once read stated, "At the beginning of every act of faith, there is often a seed of fear." It keeps us connected and relying on God's promises of hope!

Would you consider this with me? *"Disciples mature through basic training – a time for learning the essentials. This is what Christ calls us to be about. But before disciples can know who they are, they need to know who He is. Only then are they equipped to understand Christ's mission, purpose, methods and expectations."*

As we live and work together as a community of faith, my prayer is that the people of Trinity will continue to reflect excitement and renewal, with the joy and the wonder of following Christ! It is my privilege to share in this call to discipleship with you!

*Building lives in Christ together,*

*Pastor Terry I. Nordheim*

**Pastor Terry I. Nordheim**



## INTERIM ASSOCIATE PASTOR 2019 REPORT

### Pastor Karri Anderson

*"For I know the plans I have for you," declares the LORD, "plans to prosper you and not to harm you, plans to give you hope and a future." Jeremiah 29:11 NIV*

Dear Community of Trinity,

What a joy it has been for me to come among you as your interim pastor and walk alongside you in ministry these last seven months! When I arrive at an interim site much of my first few weeks are spent getting to know the community of faith. Getting to know names, and the faces and stories that go with them. Getting to know the essence of worship and the specifics of all the different ministries that are happening. Getting to know the core values and the diverse ways those values are lived out, as well as some of the hopes and dreams that come with them.

When I started on May 1<sup>st</sup>, the congregation was in the midst of working with **Leaderwise** to try and identify the areas of conflict Trinity was dealing with and what we might do in order to help resolve it and heal some of the wounds. I was able to take a workshop on conflict management which helped give me insight into the dynamics going on. Several meetings were held where people had a chance to voice their concerns and feelings. Many one-on-one conversations have been held and in October we had a healing service during our regular worship hours. While we still have work to do in this area I believe we have made some tangible strides in moving forward. Please know that my door is always open if you would like to discuss any ideas to help us continue the healing process.

There has been a significant need for pastoral care in the area of grief since my arrival and to help meet some of those needs a 6-week grief support group met together this fall. There were 12 people who participated in the group and we have had numerous inquiries about another group. I will be exploring the possibility of offering another session this coming spring.

Another area I have been working on is adult education and this fall we did an all church book study using Michael Foss's book, **Real Faith for Real Life**. We had about 70 people who participated meeting at church, in homes and at coffee shops. These small groups are essential in building relationships and two of the groups made the decision to continue meeting. One meets the first and third Tuesday of the month at 1PM and the other meets at 8am on Wednesday mornings. Both groups are meeting at the Roasterie in Lindstrom. I hope you will consider joining us! I will continue to explore ways in which the adults at Trinity can learn and grow in their faith life.

The Wednesday night confirmation program and worship services are another area where I spend time. I am astounded at the gifts Linda has in working with this age group and am grateful that I get to work with her.

Beginning in January I will be putting together a *Mission Exploration Team* (MET). This Team will be tasked with exploring and discerning the needs, the challenges and priorities of the congregation. It will also be clarifying Trinity's mission in order to help determine what type of qualities the congregation needs and desires in its next associate pastor. They will be responsible for compiling data as well as completing the *Mission Site Profile* (MSP) which is the document the St. Paul Area Synod will use to help identify potential pastoral candidates. The goal will be that this team will be made up of a diverse group of people from the congregation. Once the MSP is completed we will be ready to convene a call committee.

I have felt so incredibly blessed to work alongside such a gifted and committed staff and want to thank them for making me feel at home and loved from the very beginning.

Thank you for the opportunity to be a part of this journey of faith with all of you and I pray that we will be able to help many others get to know the joy, the hope and the meaning that God gives us when we *Connect, Grow and Serve* in Christ's name!

May God's Blessings Abound!

Pastor Karri

**YOUTH DIRECTOR**  
**2019 Report**  
**Linda Rambow**

*“Be still and know I am God.” Psalm 46:10*

This is my centering prayer. Many times, as we begin to pray. I ask the youth to close their eyes and breathe deeply and hear these words, “Be still and know that he is God.” These words are a powerful reminder that life is a gift from God, and when life throws things our way, we can give it all to God. They are a reminder that we need to come into his presence, be still, rest, and just be.

During 2019, our staff had many changes to deal with which included being without an associate Pastor,

Children’s Ministry Director and organist at different times during the year. Through all of the transitions, it was important to give it all to God, to ask for strength and guidance to continue doing our best so the youth and congregation could continue to move forward and grow in their faith. As many prayers were said and people gave their time, we continued to help the youth and children discover who they are as a child of God, to take on new challenges and see how God works in their lives. They saw people who cared about them and who are walking with them every day. As God’s family, this is what we do together. God calls us to be still...to slow down, to listen for his voice, and to breathe deeply and to share his grace. His Spirit helps us to connect, grow and serve together.

We are grateful as you share your time, energy and love at Trinity, in our communities and the world, as you are make a difference with God’s grace. Thanks for being on this journey with us!

**Youth Ministry Team** This team evaluates, plan activities and discuss business and financial items. We are always looking for new members to help guide and shape the youth programs.

**Elementary Youth Group (grades K-5<sup>th</sup>)** This youth group meets monthly for games, bible studies, prayers, snacks and fun! Confirmation youth help lead these groups on Sunday afternoons. Other activities include: Craazzy and Wacky Olympics, Advent Celebration and lunch, 5<sup>th</sup> grade Lock-in, and Wild Mtn. Snow Tubing. Many of these activities are for ***the whole family***.

**Jr. Youth Group (grades 6- 8)** This group is full of energy! They meet three Wednesdays a month (after confirmation classes) to play, pray and learn more about themselves and their faith. Thanks to the Senior High youth and adults for their help with this group.

***Other activities the Jr. Youth participated in were:***

Two Lock-ins / Fun nights	See You at the Pole
Fall and Spring Mystery Trips	Leading Youth Worship Services & Musical
Good Friday Service	Confirmation Retreats (fall and spring)
Adventures at Outlaw Ranch and Klein Ranch in SD	
Summer Service Fun Events	Luther Point Bible Camp in Grantsburg WI
Serving at Feed My Starving Children	Service projects for Meals on Wheels

**Sr. High Youth Group (grades 9-12)** The Sr. High youth group is constantly changing due to their schedules. We are continually trying to find ways to provide activities and learning experiences for them. Workcamp is a major part of our Sr. High program, along with the many youth who serve in Sunday School, Confirmation, Jr. Youth Group, and at lock-ins and retreats as leaders.

***Continued . . .***

**Activities the Sr. Youth planned and participated in were:**

Sr. High Youth Group activities (*once a month*) Two Lock-ins & Three Sr. High Fun Nights  
Help with Confirmation openings and small groups  
Good Friday Intergenerational Service Meet You at the Pole  
Boundary Waters Canoe Trip Youth Worship Services & Musical  
Fall and Spring Mystery Trips Graduates Recognition Breakfast  
Workcamp Soup Suppers during Lent Workcamp (mission trip) to Dexter,  
Maine  
Luther Point Bible Camp - Grantsburg WI Improv performances/training

**Combined Activities for Jr. and Sr. High Youth:**

The following activities are for all youth in grades 6-12. A few of the activities listed below are fundraisers\* to help youth raise money for camps and their youth accounts for other youth events. **Fundraisers** are hosted throughout the year and the money is divided among the youth who work.

Wednesday Worship and Suppers Wild Mtn. Snow Tubing  
Spring/Fall Service Projects Day Camp and Play & Pray Day Counselors  
Advent Celebration and lunch Meals on Wheels service projects/Blizzard Boxes  
Outerwear Fair helpers Pizza Party and Planning Meeting for 2019-2020  
Small Town Christmas Carnival (*service project for confirmation students*)  
Luther Point Bible Camp Winter Retreat Kidsitting\*  
Silent Auction\* (*to help with camp costs*) Princess Party\*  
Harmony in the Park concessions\* Palm Sunday Breakfast\*  
Celebration of the Lakes Pancake Breakfast and Bingo for the community\*  
Karl Oskar Weekend events\* Workcampers' 5K\*  
Improv Troupe (*Vital Impact*) – presented at a Faith Formation night at St. Bridget's, Middle School  
Health Fair  
Four youth-led worship services at TLC, including the Spring Musical

**YOWSA Activities for grades 6-12** The area youth directors meet monthly for support and to plan safe and fun activities for the youth in our communities.

**2019 events included:**

Ski/Snowboard Trip – Jr. & Sr. High to Michigan  
Feed My Starving Children Valleyfair  
Wild Mountain Water Park Booth at the Middle School Health Fair  
Senior Celebration Worship (Baccalaureate) – planned by the 2019 graduates from the area churches

**Confirmation**

Our confirmation program includes 6<sup>th</sup>, 7<sup>th</sup> and 8<sup>th</sup> graders. Currently, we have **54** youth in the 2019-2020 confirmation year. We thank the many small group guides for their commitment to serve and lead a group on Wednesday afternoons. **Thanks to our SMALL GROUP leaders in 2019:** Pastor Tom Nielsen, Noah Fritsche, Darin Straub, Noah Brezany, Christian Schmidt, Ev Anderson, Cass Dennison, Sue Wehrenberg, Krista Overgaard, and Renae Reedy. **Sr. HIGH SCHOOL leaders:** Renee Christensen, Abby Gangl, Mitchell Keene, Anna Rein, Madison Haugen, Bo Wille, Maggie Wille, Erica Winterlin, Isabelle Mitchell, and Ethan Eyler. We appreciate your time, energy and desire to share your faith with our young people!

**Continued . . .**

The youth participated in spring and fall retreats. Thanks to the endless number of parents and other adults willing to chaperone and lead workshops at these retreats.

Each confirmand is paired with an adult who serves as their **Faith Friend** (adult mentor) for two years. The Faith Friend spends time talking with a youth about their faith and daily lives. This is our 26<sup>rd</sup> year of Faith Friends! Thanks to all who have served, listened and prayed for our youth. The 6<sup>th</sup> graders have a group activity on Faith Friends nights called **Club 2026**, led by a group of adults, which includes fun activities and service projects for Meals on Wheels. The gifts made by our youth are greatly appreciated.

Our **8th grade** program includes having the youth hear speakers each week on relevant topics and activities to help them take care of themselves and others. Some of the topics included: sexuality, alcohol and drugs, communication, exercise mind, body and soul, bullying, mental health, volunteering, and the internet.

We **confirmed 21 youth** this October, who continue to be active in worship, as leaders, and at youth events.

### **Spiritual Growth and Service Opportunities**

The youth of TLC have many opportunities to grow in their faith through Sunday School, confirmation, bible camps, retreats, lock-ins and youth groups.

- **Service projects** include acolyting; helping in the nursery; helping as Sunday School, Faith Kids, day camp, and K- 5<sup>th</sup> grade youth group leaders; leading worship services (on some Sundays and Wednesday nights); going to Feed My Starving Children; and other projects. Thanks to Larry & Colleen Guilfoile for help each week with our acolytes.
- **Improv** Teen Theater provides a unique way for others to discuss current issues using drama. Ten youth are involved this year; six are peer trainers.
- **Camps** This summer was packed with many experiences that challenged our youth and adults and helped them to grow in their faith. The economy continues to have an impact on the number of youth able to go to camp; many received camperships to assist them.

13 elementary, middle, and high school youth went to **Luther Point Bible Camp**

5 youth and 2 adults went to **Adventures Camp at Outlaw Ranch in South Dakota**

6 youth and 2 adults went to **Klein Ranch in South Dakota**

21 youth and 5 adults went to **Workcamp in Dexter**

5 youth and 2 adults went to the **Boundary Waters Canoe Area**

### **College youth & young adults**

Thanks to the young adults **who help** with lock-ins, retreats and confirmation. In May, we had 7 adults go to the **Boundary Waters Canoe Area** on the adult canoe trip.

### **THANKS TO EVERYONE FOR YOUR PRAYERS AND SUPPORT**

**Thanks to the youth and adults who are part of all these programs!** May God's Spirit continue to help you share your faith and love.

The activities we have provide hands-on, teachable moments for youth and adults. Together we play, work, and grow as the body of Christ! **Thanks to all who chaperone at the lock-ins, retreats, and on trips. Thanks to all who help with driving, serving the Wednesday meals, kidsitting, fundraisers, and other activities.**

*Continued . . .*

**Special thanks to our ski, summer, and winter retreat adults:** Sue Marquis, Darin Straub, Al Winterlin, Lisa Gangl, Christian Schmidt, Karen Mortenson, Noah Fritsche, Laura Holt, Noah Brezany **and** the many parents and other adults who help us prepare for these trips. These trips and activities wouldn't be possible without your prayers and support.

**The many ways that TLC members support us**

- The money received from our **pop machine** sales and pop can **recycling** helps with youth trips, gas for the van, and other activities. Thanks to **Spit & Shiners** for their help with the recycled pop cans.
- **Camp Sponsorships** help youth whose families may be struggling (due to divorce, loss of jobs or changes, etc.) to cover the cost of camp. Many youth were helped this summer thanks to your generous gifts!
- **Camperships** are given to each youth going to camp to help with the cost.
- **Workcamp Sponsors** give a gift of \$50 or more to help support this mission trip. This money goes to help buy lumber, paint, nails, etc. at camp for the homes that will be repaired. Thanks to our sponsors and all who make donations in so many ways!

**Silent Auction** Thanks to many of you for your donations of crafts, baked goods, and so much more! We were able to raise \$1900 in 2019 to help with 2020 camps and events. This is always a fun event and is a blessing that helps make our summer camps and other events possible throughout the year.

**I am blessed to be a part of the family at Trinity. I am thankful ...**

- for a staff that loves to play, pray and laugh and for many amazing volunteers! We are blessed.
- for communities and schools that see our youth as an important part of our daily lives!
- for my continuing education time at the ELCA Youth Ministry Network Gathering this past January in Jacksonville, FLA., and at the Recharge Conference in the Cities.
- for your prayers, support, gifts and pop cans (taking care of the earth!)
- that I can share my gifts of planning and leading worship services (Contemporary and Wednesday nights) and being the advisor/trainer for our Improv troupe.
- for continued good health and a loving husband. Thanks, Dean, for your patience, love and humor!

to God for His patience, guidance, challenges, always hearing my prayers, love, compassion, grace and forgiveness. He will never give us more than we can handle!

Every day, I am grateful how God works in my life and his blessings. I am **humbled** by His grace and power as He works through me. It is truly an honor to serve at Trinity, with so many amazing youth and adults. And as I whisper these words each day ... "be still and know that I am God"... I know he is listening to my prayers and He carries me through each day.

My prayer is that God, our Savior and Spirit, continues to guide us, gives us strength through each day as we connect, grow and serve with one another in his love. Looking forward to more adventures on this faith journey with you!

Linda Rambow

## CHILDREN'S MINISTRY

### 2019 Report

**Sherry Holt, Director of Children's Education (January– June)**

**Avery Bird, Director of Children's Education (November– December)**

*“Jesus said, ‘Let the little children come to me, and do not hinder them, for the kingdom of heaven belongs to such as these.’” Matthew 19:14*

Thank you for acknowledging how important children are and for encouraging all God's children to feel welcomed.

Trinity Lutheran Church welcomes all God's children by offering a variety of learning opportunities. Children, ages 3 to 5th grade, are eager to learn about God's love at our Rotation Workshop Sunday School. Our rotations lessons for 2019 were: Fruit of the Spirit, Moses and the Burning Bush, Vine and the Branches, Mary and Martha, Prayer, Advent/Christmas/Epiphany, and Lent/Holy Week/Easter. A variety of workshops are offered with each rotation. They include: Holy Word Theater, Carpenters Creation, Solid Rock Café, Bible Quest, Holy Explosion, Mission Field, Bible Blockbusters, Godly Play, Creative Drama, Bible Games and the Church Mouse Pad.

Each Sunday, the students gather for announcements and songs led by Linda Rambow. We read and discuss the Bible lesson and then visit our assigned workshop, where we experience the lesson in different ways. One Sunday each month, we are reminded that we are all “Children of God” and have been welcomed into God's family through our Baptism. We honor the children with a ceremony celebrating their baptismal birthday during the month in which they were baptized. Throughout the Sunday school year, the Sunday school students join the 9:00 a.m. worship service to share our abundance by singing/playing music and participating in the worship service.

Sunday School students are reminded how they are called to share in their abundance and their love with others. Throughout the year, we collected food for the food shelf, collected pop tabs for the Ronald McDonald House, helped fill shoeboxes for Operation Christmas Child, brought in gifts for Santa Anonymous, made gifts for those who receive Meals on Wheels and collected hat and mittens for the Outerwear Fair. We also support Aaron from Guatemala through Compassion International by sending a monthly fee and an occasional letter.

Each Sunday School class has its own special Prayer Partner, praying for each student daily. We are grateful to our Prayer Partners: Marilyn Norberg, Ruby Johnson, Pat Turner, Gloria Murphy, Randy VonWald, Ilona Juergensen, Pat Moe, Kay Tate. Thank you for keeping us in your prayers. Prayer does make a difference.

#### **Sunday School Highlights**

- Sunday School students got into the Spirit by dressing up for Spirit Days during Sundays in March. Dress up days included: Fairy Tale, PJs, Wear Green for St. Patrick's Day, Western and Bible Character.
- The Sunday School kids had the opportunity to share the Good News with the congregation on Palm Sunday. The start of Holy Week began with a Palm Parade and singing at both worship services. During Lent, the Sunday School students and Wednesday afternoon Faith Kids collected school supplies and \$400 for scholarships for the children of Guatemala to go to school.
- On Mother's Day, Sunday School led both worship services. The message was titled “*A Shepherd and His Sheep... A Love that Never Ends*”. The Gospel reading was from John 10:22-30.
- Sunday School started with a Mission Festival Celebration in September. The students enjoyed using their hands at different outreach projects throughout the church and courtyard.
- On December 15, the Sunday School students presented the Christmas Program “*Jesus is My King*” at the 10:30 a.m. worship service.

#### **Faith Kids**

On Wednesday afternoons, 3rd, 4th and 5th graders gather at Trinity for Faith Kids. We share a time of fellowship and snacks before playing games, Bible study, Bible journaling and dramas. Afterward, we join family and friends for supper and Wednesday evening worship services. Magic Norm was hired for our Wednesday Finale. He shared the Good New of Jesus through magic. This program was paid for through an Endowment Grant.

### Faith Stepping Stones

- Eighteen Sunday school students celebrated their “Faith Stepping Stone” of First Communion on April 19, after each of them completed the First Communion instruction class with their parents.
- Our 3 and 4-year-old preschool students and parents started the 2019 school year by having a Teddy Bear Picnic to learn the routine of Sunday School. Teddy Grahams and apple juice were served, and everyone took home a teddy bear to remind them of Jesus’ love.
- Nine 2<sup>nd</sup> graders and nine 3-year-olds were very excited to receive a new Bible from the congregation on October 6. The following week they had a workshop on how to use their new Bibles and made Bible bookmarks.
- On December 1, ten 5<sup>th</sup> graders made Advent Wreaths to start the Advent season.

### Day Camps

- Twenty-four kids and 8 helpers gathered at Trinity Lutheran Church for a day to Pray and Play on January 21. The kids learned that they can do anything with the help of Christ who strengthens them from Philippians 4:13. This group collected items and money for the Backpack 4 Kids Program at Family Pathways. Pray and Play Day is organized by the area Lutheran Churches. A second Pray and Play Day was held on November 4, at Zion Lutheran Church. The theme was *Camp Out! Getting S’more of Jesus*. Thirty-eight kids attended and 4 Luther Point Counselors led the day. Offering went to Luther Point Bible Camp.
- “*Life is Wild, God is Good*” was the theme for both our preschool day camp held May 28-May 31 and school-age day camp on June 10-14. At both camps, we sang fun songs, made awesome crafts, met new friends, and played games. Our offering money of \$100 went to the World Wildlife Federation. We also collected 65 food shelf items for Family Pathways, 20 pair of flip flops for Guatemala, and diapers/wipes for local Foster families. The 5<sup>th</sup> grade campers enjoyed an overnight camp-in after packing food at Feed My Starving Children. Both camps were very successful, due to the outstanding young people and adults who were so willing to help.

### Children’s and Youth Education Committee

In January, six Children’s and Youth volunteers/staff attended Recharge, which is a one-day event, filled with worship and workshops for Children’s and Youth leaders and volunteers. This committee helped with crafts at Chisago Lake Lutheran Church at the Mardi Gras event on March 5, served at the Community Meal on May 20, provided kid friendly activities at the Beer and Hymns event at the Uncommon Loon on June 2 and represented Trinity Lutheran Church by handing out water at the Chisago Lakes Triathlon. This committee also hosted Intergenerational/Family Events on Good Friday and Advent. During the summer, the Children’s and Youth Committee hosted a craft event during Karl Oskar Days.

We are very blessed at Trinity to have a team of dedicated Children’s Ministry volunteers who are passionate in their love for God and about His purposes for kids! You can see their love for kids on display as they build relationships with kids in their area of ministry. This team consists of more than 100 faithful adult, high school and middle school volunteers, many of whom have ministered to kids at Trinity for more than 10 years. These volunteers are amazing, and I thank God for each of them!

In November, Avery Bird was hired as the new Children’s Education Director.

### Children’s Ministry Core Values

1. **Child of God** - Each child will know that they are a gift from God, unique and wonderfully made by creating an exciting and fun learning environment with excellence.
2. **Partner with Parents** – Equipping and supporting parents by providing biblical teaching to foster a love of God’s word in their children. Deuteronomy 6:6-7
3. **Relationships** – Investing ourselves in connecting children to God and one another. Affirming, honoring and valuing others through authentic leadership.
4. **Safety** – Providing an environment that is safe for children of all ages.
5. **A Servants Attitude** - Empowering leaders and children through active ministry opportunities. Children can positively impact the community for God.

It was a blessing and honor to serve as Trinity’s Children’s Education Director for the past 4 ½ years. I am so grateful for the relationships that were built and all the learning of God’s love that we did together. Thank you to the Trinity staff for all the wonderful memories and your friendships. And finally, thank you to the kids, parents and entire Trinity congregation for your prayers, love, support and patience. Blessings to all!

Respectfully – Sherry Holt

## OUTREACH COORDINATOR

2019 Report

Bonnie Houger

The Mark of Discipleship: Serving in and beyond the congregation.  
A Building Block of FAITH

*Now there are varieties of gifts, but the same Spirit: and there are varieties of services, but the same Lord; and there are varieties of activities, but it is the same God who activates all of them in everyone. - 1Corinthians 12:4-6*

### **2<sup>nd</sup> Sunday 2<sup>nd</sup> Offering**

\$ 9,167 was collected in 2019 through our 2<sup>nd</sup> Sunday 2<sup>nd</sup> offering, then equally matched from the Pearl Nelson Bequest funds. \$18,333 went to help support LWR Disaster Relief, Family Pathways Food Shelf, FMSC Mobile Pack, Lakes and Pines, Beyond the Yellow Ribbon, Lets go Fishing, Lakes Good Neighbor Project, The Gideons, Community Meals, New Pathways, Christmas Shoe Box and Open Hands Midway.

### **Path to Home Hosting**

Trinity continues to work with 12 other churches in our 5 county area to host families in a homeless situation. The program is run through New Pathways in Cambridge where families spend their days at the Day Center working on job skills, budgeting and housing. Trinity had the opportunity to host four times this year for one week at a time. Hundreds of volunteers age 4-85yrs old stepped up to share Gods love with the guest in a variety of ways. Besides all the food fit for a king that was provided, volunteers shared their time and talents by playing games, doing crafts and making friends. God was truly working through us to make a difference in each families lives and also in our own. Comments from the guest rave of the love and compassion they feel while staying at Trinity. Thank you Trinity for all the love and compassion you are sharing with these families. In 2020 we are looking forward to hosting April 19- 26, May 3-10, July 19-26 & Oct 25-Nov 1st .

### **Open Hands**

The fourth Monday of each month several Trinity members go to Bethlehem Lutheran in the Midway and serve a noon meal at Open Hands. We normally leave Trinity at 9:30 A.M. and return about 3:30. It's always a fun and rewarding experience as we work together to help Those in need in the Hamline-Midway neighborhood of St. Paul.

### **Feed My Starving Children**

This year Several volunteers from Trinity joined members of other area churches to do FMSC mobile pack at Hosanna in Forest Lake. It was great to have the opportunity to pack meals so close to home.

### **Gods Work Our Hands**

Trinity held our Mission Festival "Gods Work our Hands" Sept 8<sup>th</sup>. We had a busy morning working on several different mission projects wrapped around worship. Some people tied Polar Fleece blankets, packed Christmas Shoe Boxes, made Hygiene product kits, bagged Sting Bean Hotdish for Thanksgiving Baskets, made Blizzard Box decorations, Care Packages for community Service people, bagged dry Laundry soap, made dog/cat toys for Northwoods animal shelter, and put together care packages for Military personnel. It was a great morning of Worship, fellowship and service.

## Thrivent Action Teams

Several Thrivent Action Teams were led by trinity members this year, this is a great opportunity, If you are a Thrivent member and would like help with a project contact Bonnie or another Thrivent member.

## ILAG (Iglesia Luterana Agustina de Guatemala)

We have been building our partnership with El Buen Pastor (The Church of the Good Shepherd) in San Antonio, Guatemala. Our partnership with El Buen Pastor has three facets– Commitment for Prayer, Presence, and Projects to walk along side (doing things WITH the people not FOR them). In March, five Trinity members will be traveling to Guatemala to strengthen this relationship. Please keep the members of El Buen Pastor in your prayers along with the Trinity members traveling to build relationships.



Some of the other ways Trinity continues to reach out to a community in need:

- Adult Day Club
- Backpack Program
- Blanket Ministry
- Blizzard Boxes for Meals on Wheels recipients
- Brush with Kindness – Habitat for Humanity
- Beyond the Yellow Ribbon
- Card Ministry
- Care Packages for college students
- Cell phones for Refuge for Battered Women
- Christmas Angel Tree
- Comfort Bears
- Community Dinners on Mondays
- Compassion International
- El Buen Pastor, Guatemala Partnership
- Endowment Fund gifts
- Feed my Starving Children
- Food Shelf
- Helping Hands ministry
- Meals on Wheels drivers
- Meals on Wheels favors
- Military personnel card ministry
- Open Hands Midway
- Operation Christmas Child shoeboxes
- Outerwear Fair
- Path to Home
- Pop tabs for Ronald McDonald House
- Santa Anonymous
- School Supplies for area students
- Serving meals at Bethlehem Lutheran
- Tapestry to Mexico
- Thanksgiving and Christmas meals
- Thrivent Action Teams
- Treats for Troops and Care Packages
- Workcamp youth mission trips



**-Your service will be measured not in terms of hours in preparation or serving, but in the invisible touch you have on the lives of others. - “Real Faith for Real Life”**

**CHURCH COUNCIL REPORT**  
**David Johnson, 2019 President**

Dear Members of Trinity,

It has indeed been an honor and a very rewarding experience to serve and be part of a congregation that continually strives to fulfill its mission to..... “Connect, Grow & Serve with the Love of Jesus Christ.” On behalf of the Church Council, I would like to express a heartfelt thanks to Pastor Terry, Pastor Karri and all of our dedicated, hardworking Trinity staff members for their service and ministry to the members of our congregation. When one serves on the church council, one gets to see and realize firsthand what is entailed in keeping the church ministries functioning and meaningful. From what I have seen, Trinity is truly blessed with a great staff. We have a lot to be thankful for.

I would also like to thank this year's outgoing council members for their faithful service to Trinity; Ross Peterson (Property Committee), Gary Peterson (Secretary), Ken Kramer (Endowment Committee), Guy Aki (Worship and Music Committee) and Allen Blegen (Stewardship Committee). Their commitment and service has been most helpful and appreciated. I would also like to welcome the three new members to the council who were elected at the Fall Congregational Meeting; Cathy Miller Johnson, Craig Martin and Katie Roche. The remaining two vacancies on the church council will be filled at the upcoming Annual Congregational Meeting in February, 2020.

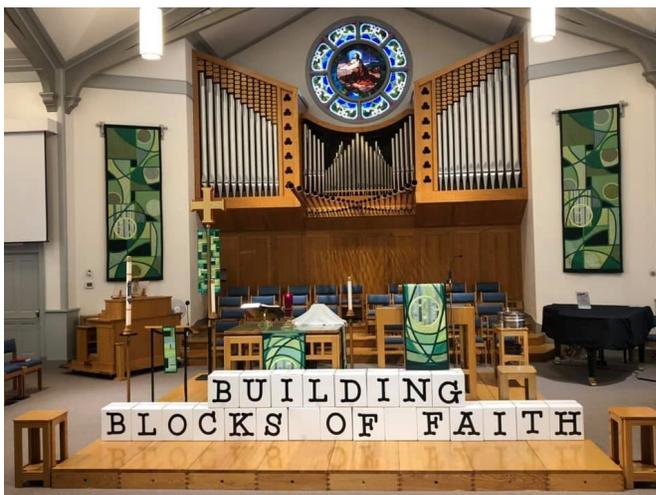
The past year has been a busy year for the Church Council. Below, I have noted several issues and concerns that the council addressed:

- ◇ We worked with our outside consultant (referred by the Synod) in developing a conflict resolution strategy and plan of action. It involved implementing several of their recommendations, specifically in the areas of improving our communication, transparency and accountability with the congregation, as well as with each other. (Summary of these actions can be obtained in the church office).
- ◇ We also conducted a Special Appeals campaign to raise funds for the hiring of an part-time Associate Pastor. Pastor Karri Anderson was subsequently hired to replace Pastor Brad Barr. The 2020 proposed annual budget will include funding to continue this much needed part-time position.
- ◇ During the past year three staff vacancies occurred; the Children's Christian Education Director (Sherry Holt), the organist (Brian Voss) and the part-time custodian position (David Heldt). Replacements were found for the Children's Christian Ed Director (Avery Bird) and the custodian positions (Dean Rambow and John Pemble), but finding an organist continues to be a problem. Efforts to fill the vacancy will continue into 2020.
- ◇ The council created a Capital Improvement Task Force to conduct a thorough assessment of our facility needs utilizing all studies and work done by previous task forces and committees, and obtain estimated costs that would address these identified needs. Their report has been completed and submitted to the council. The 2020 Council will review the report, develop a proposal for the congregation's consideration. A congregational vote on the proposal will occur in early 2020.

- ◇ The Council also created a Elmer and Pearl Nelson Bequest Task Force for the purpose of determining how the remaining funds from the Nelson's bequest should be used. Recommendations from the task force should be completed in early 2020. The council will review, discuss and develop a proposal for the congregation's consideration. A congregational vote will also occur on this particular matter in early 2020.
- ◇ The Council has almost completed implementing all of the Audit Committee's recommendations noted in their 2018 Audit Report. Remaining items will be addressed in 2020, along with any new recommendations that the 2019 audit report will note.
- ◇ The Council has made a very diligent effort over the past year in encouraging members to attend council meetings, bring concerns and questions to staff and council members, and for us as council members to be as transparent and open as possible in all of our decision making activities involving the congregation. We have instituted, and will continue to have council representatives available on the first Sunday of every month in the Kirvida Lounge to listen to members ideas, concerns and answer any questions anyone may have related to any church related matter. It's an excellent opportunity to become better informed and acquainted with what's occurring at Trinity.

The list of items completed by the Church Council noted above are just a small segment of the activities that occurred at Trinity during this past year. I would encourage every member of Trinity to take the time to read through this year's Annual Report and see just how many people have become involved in the various ministries being made available by church staff and committees, and how so many have been served with the love of Jesus Christ, not only within our church family, but also in our local community and other parts of the world. I believe our mission statement best describes Trinity's basic purpose and desires.....a place where people “Connect, Grow & Serve with the love of Jesus Christ.” May it all be for God's Glory. AMEN!

In Christ's Service,  
David Johnson, President



**Women of the E.L.C.A.**  
**2019 Report**  
**Co-coordinators: Carol Johnson and Cindy Kaske**

As women of the ELCA we are committed to “grow in faith, affirm our gifts, support one another in our callings, engage in ministry and action, and promote healing and wholeness in the church, the society, and the world.” There are three circles at Trinity that meet at different times, monthly for Bible study and fellowship. We extend an invitation to **all women of Trinity to join us.**

April 28<sup>th</sup> – May 5<sup>th</sup> the Women’s group hosted a Silent Auction at Trinity. We raised \$1,400.00 which is all given to Outreach opportunities.

W/ELCA Synod convention was held May 3<sup>rd</sup> & 4<sup>th</sup> at St. John’s Lutheran Church in Lakeville. The theme was “Hospitality”. Karen Seaver was our delegate from Trinity and she was elected treasurer of W/ELCA St. Paul Synod.

The Circle’s from Trinity hosted the Parmly Birthday party on August 13<sup>th</sup>. Treats were provided for the residents. There was music and fun for all.

Ruth Circle hosted the W/ELCA Fall gathering meeting on October 10<sup>th</sup>. Award winning author Mr. Dean Hovey, from Minnesota was the speaker. It was interesting to hear how his writings and subjects developed. 53 people attended and enjoyed the event.

Trinity women participate in a monthly Bible study within the W/ELCA Gather magazine.

The Fall Cluster Gathering meeting held September 26<sup>th</sup> at First Evangelical in Rush City. Doug Kraft from Trinity was the speaker. He presented information about National Alliance on Mental Illness (NAMI).

63 Hospice kits were assembled for Global Health Ministries. This was our last year for this outreach program.

In October Trinity women made 83 fleece blankets. Many were given to Trinity’s Coat Drive, Toys for Teens in Chisago County, Path to Home, families in need. In addition to giving many blankets to Trinity members.

Many women and men helped at Trinity’s Garage & Bake Sale, held in May. Proceeds went to Spit & Shine, Community Meals, and new tables for Fellowship hall.

We visit and bring greetings to the Trinity shut in list during the holidays.



**WOMEN OF THE E.L.C.A.  
TREASURER'S REPORT  
DECEMBER 31, 2019**

**Beginning Balance December 31, 2018** **\$1,292.46**

**Deposits:**

Circle Offerings	\$	653.81
Silent Auction	\$	1,597.21
Fall Gathering Offering	\$	134.00
<b>Total Deposits</b>	<b>\$</b>	<b>2,385.02</b>

**Disbursements:**

Women of ELCA dues	\$	600.00
Women of ELCA offerings	\$	200.00
Fall Gathering Expenses	\$	200.00
Lutheran World Relief-Disaster Relief	\$	100.00
Trinity Lutheran Church-Community Dinners	\$	200.00
Family Pathways Back Pack Program	\$	100.00
Trinity Lutheran Church-Workcamp	\$	100.00
Trinity Lutheran Church-New Tables Fund	\$	100.00
Trinity Lutheran Church-Helping Hands Fund	\$	100.00
ELCA Good Gifts-Water Filter	\$	100.00
Amber VanHorn	\$	50.00
Dean Rambow	\$	50.00
David Heldt	\$	50.00
John Pemble	\$	50.00
Beyond the Yellow Ribbon	\$	100.00
Safe Haven Foster Shoppe	\$	100.00
Refuge	\$	100.00
Trinity Lutheran Church-Outerwear Fair	\$	100.00
Trinity Lutheran-Operation Christmas Child	\$	100.00

**Total Disbursements** **\$ 2,500.00**

**Balance December 31, 2019** **\$1,177.48**

Report Submitted by Twyla Mitchell, Treasurer

## ALTAR GUILD 2019 Report

Pam Deimel, President     Diane Johnson and Mary Schmitz, Vice Presidents  
Karen Seaver, Secretary     Pam Swenson, Treasurer

*Our mission as an Altar Guild is to care for the sanctuary of the church, furnish suitable vestments for the altar, and be custodians of the altar linens and all the furnishings of the sanctuary.*

Membership includes: Pauline Anderson, Vicky Bergquist, Peggy Boike, Pam Deimel, Kelly Duncan, Becky Dudley, Cheryl Fish, Colleen Guilfoile, Katsy Hanson, Marilyn Heldt, Sherry Holt, Carol Johnson, Diane Johnson, Ilona Juergensen, Pam Lukens, Bunny Lumby, Carol Lundholm, Joni Mattson, Pat Moe, Sandy Nickelson, Caroline Norelius, Marlene Olson, Georgiana Peterson, Jeanette Peterson, Karen Seaver, Patty Schimke, Mary Schmitz, Pam Swenson, and Kay Tate.

We welcome new members: Peggy Boike, Sherry Holt, and Caroline Norelius. Dan Ford and Becky Fredell submitted their resignations and we thank them for their contributions to Altar Guild. Marci Carlson and Mary Nelson are on sabbatical.

During the Lenten/Easter season the theme was “Life in the Vineyard.” The rugged cross was placed in the center of the altar and grape vines and grapes “grew” during the Lenten season. Small wooden baskets were added for the “harvesting” of the grapes. Once again Sandy Nickelson created a new purple drape around the bottom of the rugged cross.

This year the organizations represented in the Easter Memorial Garden were: Easter Flower Garden, Food Shelf, Work Camp, Patron of the Arts, Camperships, and Altar Guild. Again, the Easter flowers were delivered to our homebound members after their display in the sanctuary. Sunday school children created Easter cards which were added to the flowers. Many recipients commented on the children’s much appreciated home-made gifts.

Two vases of a dozen red carnations, babies’ breath and leather leaf were ordered for All Saints Sunday, November 1. Due to broken filaments, 60 more battery operated candles were purchased by Spit and Shine. The same candles were used for the Christmas Eve service. Don Johnson also donated three more plant stands. Thanks, Don. The large Christmas tree in the Narthex and the sanctuary were beautifully decorated by the members of Spit and Shine and Altar Guild. We always appreciate the Trinity staff preparing the annual brunch for all the volunteers.

Our white paraments and banners were dry cleaned this year. The Eve Circle gave Altar Guild a generous donation to help cover the cost. Sandy Nickelson repaired the small seams that needed additional attention. She also created a new wedding banner plus a new altar cloth to cover the elements. The banner room and Sacristy were reorganized by Spit and Shine for easier access to large banners and metal flower stands. Paul Bodmer made hangers for the large paraments to be hung in the Sacristy and built stairs to the top shelf in the banner room. Thanks, Paul.

Thank you to Larry and Coke Guilfoile for continuing to assist with the responsibility of preparing the acolytes for the 9:00 service. We also express thanks to Gary Peterson for making our communion bread and Mary Schmitz for creating our baptismal napkins. Sandy Nickelson continues to update the baptismal and funeral banners.

We would like to thank Ilona Juergensen for arranging for second service congregational members who take care of the communion vessels and elements after the service. We work cooperatively with Spit and Shine. Their assistance was especially appreciated this year in assembling the battery candles and placing a new lock on the wine cabinet.

Finally, we would like to thank Trinity congregational members for their continued support of Altar Guild.

-Submitted by Pam Deimel, President

<b>Altar Guild Treasurer's Annual Report</b>			
<b>January 1, 2019 to December 31, 2019</b>			
<b>Pam Swenson, Treasurer</b>			
<b>Balance on Hand, January 1, 2019</b>	<b>\$193.50</b>		
<b>RECEIPTS</b>			
Altar Guild Offerings and Memorials from Congregation	<b>\$656.31</b>		
<b>Easter Memorials</b>			
Memorials for Altar Guild	<b>\$330.00</b>		
Memorials for Food Shelf	<b>\$145.00</b>		
Memorials for Patron of the Arts	<b>\$195.00</b>		
Memorials for Work Camp	<b>\$300.00</b>		
Memorials for Camperships	<b>\$215.00</b>		
Memorials for Flowers	<b>\$865.00</b>		
<b>TOTAL RECEIPTS and Balance on Hand</b>			<b>\$2,899.81</b>
<b>DISBURSEMENTS</b>			
<b>Easter Memorials</b>			
Memorials for Food Shelf		<b>\$145.00</b>	
Memorials for Patron of the Arts		<b>\$195.00</b>	
Memorials for Work Camp		<b>\$300.00</b>	
Memorials for Camperships		<b>\$215.00</b>	
Memorials for Flowers (Lakes Floral)		<b>\$555.00</b>	
The Rose Garden (poinsettias)		<b>\$186.00</b>	
Floral Creations - Flowers		<b>\$55.93</b>	
Thank You John Pemble		<b>\$50.00</b>	
Thank You Dean Rambo		<b>\$50.00</b>	
Thank You Dave Heldt		<b>\$50.00</b>	
Christian Book-Communion cup fillers		<b>\$44.96</b>	
Red Carnations All Saints Sunday (2 vases)		<b>\$59.98</b>	
4 Red Plants (CL Party)		<b>\$60.00</b>	
Baskets for Easter (4)		<b>\$16.76</b>	
Palms and pots (2)		<b>\$41.94</b>	
Vines and Grapes		<b>\$209.96</b>	
Garland (Easter)		<b>\$10.19</b>	
Scarves, Paraments, Banners cleaned/pressed		<b>\$84.92</b>	
Pencil Sharpener		<b>\$37.06</b>	
Banker Statement Fees Lake Area Bank		<b>\$50.00</b>	
<b>TOTAL DISBURSEMENTS</b>		<b>\$2,417.70</b>	<b>\$2,899.81</b>
<b>Balance on Hand December 31, 2019</b>			<b>\$482.11</b>

**WITNESS & OUTREACH**  
**2019 Report**  
**Terry Hogenson, Council Liaison**

**Witness and Outreach Mission and Purpose Statement:** *“called to empower, equip, enable and encourage God’s people to faithfully share the amazing love of God in Christ with the world.”*

Committee members include Pauline Anderson, Rachel Carlson, Linda Popa, Carol Wolsky, Bonne Houger (Outreach Coordinator), Randy VonWald, Doug Kraft, Mary Adams, Terry Hogenson (Council Representative), Lisa Rudquist, Karin Vukich, Carol Lundholm, Daphne Molnar and Colleen Guilfoile.

In Matthew 5:16 we read *“Let your light so shine before me, that they may see your good works and give glory to your Father who is in Heaven.”*

**Witness**

Trinity has a long history of “bearing witness” and being welcoming to others. This past year (2019) Trinity has welcomed 4 new families into the congregation. A New member Sunday were held in May along with new member classes so that these families could become better acquainted with Trinity and the Lutheran church. With each New Member Sunday, the Witness and Outreach Committee provided special breads during Coffee time to mark the occasion.

Other areas of Witness include the WELCOME TABLE on Sunday mornings. Coordinating a hostess is done each Sunday by the Committee. For those visiting our congregation, along with the Red Cup at Coffee time, Trinity pens with little notebooks are given at the Welcome Table. The pens list all of Trinity’s pertinent information including address, phone number and website. In May, The Committee recognized the women of Trinity with a devotion book for MOTHER’S DAY, acknowledging that all women are a mother, daughter, aunt, etc. In June, the Committee sponsored Root Beer Floats in honor of FATHER’S DAY. Trinity also continues to be involved and supportive of the Monday Night COMMUNITY MEALS held at Zion Lutheran in Chisago City by providing volunteers for serving meals and desserts as well as members to serve on the Community Meals Board. Thank you to Emmy Lundeen who coordinates the volunteers and to all Trinity members who continue to make financial donations, so this program can continue to exist. All are welcome to come join in on the meal and fellowship. Trinity has also been participating in the BEYOND THE YELLOW RIBBON PROGRAM in Chisago County, which is designed to assist veterans. Trinity members continue to provide companion assistants and meals for the ADULT DAY PROGRAM that meets 2 times per month at Zion Lutheran in Chisago City. Participants gather from 9-3 for programs, snacks, lunch and fellowship.

**Card Ministry**

The Card Ministry’s mission is to maintain contact with members of Trinity who are unable to regularly participate in church life. They do this by sending them occasional cards/notes to let them know the church is thinking about them. Trinity members involved in the Card Ministry include Marilyn Heldt, Bonnie Quigley (Coordinator), Shirley Melaas, Pauline Anderson, Betty Hopkins, Randy VonWald, Joyce Palla, Nancy Radefeldt, Jenny Dressel, Lori Johnson, Alice Reed and Rachel Carlson. **Card Ministry is would like to extend the invitation to a couple of more volunteers to join them. Contact Bonnie Quigley at 612-669-0207 if interested.** We thank these women for their on-going ministry and service.

In Matthew 28:19 we read *“Go therefore and make disciples of all nations...”*

**Outreach**

Throughout 2019, Trinity members have continued to wholeheartedly embrace the PATH TO HOME program. Our guests were with us in April, May, September and December. This was a true testimony. Again, many of our guests commented on the friendliness of our congregation, the

acceptance of them and the awesome food that was provided. Thank you to all for the food, the service, the cleaning, the activities provided, the transportation and all the ways that help make this program successful. Over 140 people helped throughout the year. What an outpouring of love and support for all of God's children.

Other Outreach efforts in 2019 included the ANNUAL GARAGE AND BAKE SALE. Committee members assisted with set up and being at Trinity during the event. Around \$5,600 was raised with the money going to Building Maintenance, new tables for the Fellowship Hall, and Community Meals. The OUTERWEAR FAIR again took place in October with over 400 coats being distributed. The need has been ongoing, especially with our cold winter. Lighter weight jackets found their way to Mexico with Trinity members after the event. Thank you to Trinity members for their ongoing support not only for coats but other Winter items. November found us once again sending shoeboxes out for OPERATION CHRISTMAS CHILD. Some boxes were packed during the Mission Festival in September but during November, Trinity members generously brought completed shoeboxes and supplies. The congregation then took a Wednesday night to pack the rest of the shoeboxes for a total of 271 shoeboxes sent to children around the world. The ANGEL TREE was beautiful in December with many gifts as Trinity members responded to the needs of those in our Community. Both of these projects are evidence of Trinity reaching out and sharing God's love during the Christmas season.



The **Second Sunday Offerings** program was again coordinated through the Witness and Outreach committee where Trinity members share their abundance with others. Second Sunday offerings are matched 1-1 through the Pearl Nelson Bequest Fund and are given here in their totals for 2019:

January:	LWR	\$1400.00	July:	Lakes Good Neighbor	\$1,800.00
February:	Food Shelf	\$1,190.00	August:	Gideons	\$1,000.00
March:	FMS Children	\$1,370.00	September:	Community Meals	\$1,681.00
April:	Lakes and Pines	\$1,689.00	October:	New Pathways	\$2,000.00
May:	BTY Ribbon	\$2,168.00	November:	Op. Christmas Child	\$2,678.00
June:	Let's Go Fish	\$1,357.56	December:	Open Hands	\$2,125.00

To date over \$91,000 have been given for Second Sunday offerings since its inception in 2015.

Trinity members continue to be involved in many other Outreach efforts: the Helping Hands Ministry, Food Shelf, Back Pack Program, Blanket Ministry, Santa Anonymous, Collecting School Supplies, Brush With Kindness, Meals on Wheels, Blizzard Boxes, Treats for Troops, Care Packages for College Students, Feed My Starving Children, Aids Hospice Kits, Open Hands Ministry, Comfort Bears, Tapestry for Life in Mexico, Cell phone collection and box tops for schools demonstrating Trinity is a congregation connecting with others, growing in the spirit and in service to others. Special Outreach projects also continue to take place such as the Diaper Drive (for foster families) held in the Summer of 2019 and the Snowman built from toilet paper and paper towels (for the Food Shelf) in the Winter of 2019.

We also teamed up with Fairview Hospital and the St. Croix Hospice as they started a new program called Sentimental Journey, providing the impetus for new fleece blankets for them to give to their hospice patients who are in their final stages of their life's journey.



## STEWARDSHIP EDUCATION 2019 Report Gail Seaver

The goal of the Stewardship committee is to strengthen and support members in their knowledge and understanding of their role as God's stewards. Just as evangelism invites people into the Christian life; and worship celebrates and sustains that Christian life; stewardship provides the expression for people to respond to their Christian life.

Current members of the Stewardship committee are Zack Hansen (Chair), David Johnson, Diane John, Pastor Terry, and Gail Seaver. In addition Allen Blegen served as council liaison and Madi Vakich provided video support to tell the stories of Trinity members.

The Stewardship committee met monthly throughout the year to plan, support, and carry out Trinity's stewardship program. In 2019, the Stewardship committee was involved in the following activities:

- Hosted, along with the Finance committee, a forum to answer "Frequently asked Questions about Trinity's budget" in March
- Conducted the Special Appeal from March thru July to raise funds to hire a temporary associate pastor. Over \$20,000 was raised from about 100 giving units.
- Worked on a series of videos that emphasized Trinity's generosity by telling our story. Some of these videos have been posted to Trinity's website
- Provided "Stewardship moments" in the weekly bulletins and monthly newsletter to give basic stewardship education on often asked questions about stewardship
- Provided input on future enhancements to Trinity's website to support on-line giving
- Worked with the finance committee to prepare a narrative budget to graphically show how donated funds support Trinity's ministries
- Conducted the Fall stewardship "Building Blocks of Faith" campaign with mailings, temple talks, and follow-up telephone calling

The Stewardship committee is always looking for new members to help on a monthly or special task-assignment basis. Please consider joining the committee and putting your time and talents to work.



## **Service Ministry Committee**

### **2019 Report**

### **Carol Johnson**

**Mission statement:** To strengthen the body of Christ within Trinity Lutheran Church. Through the leadership of the Sunday serving program, governance of kitchen guidelines, management of kitchen assets, and coordination of specific events, the committee provides opportunities for service and fellowship.

**Committee members:** Dorothy Chrun, Marilyn Heldt, Diane John, Carol Johnson, Diane Johnson, Pam Lukens, Council Representative Nancy Johnson, and Funeral Team Liaison Cheryl Pemble.

- Service Ministry continues to coordinate volunteers for Sunday morning greeters, office volunteers, and serving coffee.
- This year Service Ministry has helped with the up-keep of the kitchen, worked with the Funeral Team to update the funeral food brochure, set up cups schedule, reviewed the “special occasions event form,” and updated the Service Group Book.
- We took inventory of the kitchen and Kirvida Lounge for church insurance purposes. The kitchens were cleaned in August.
- A questionnaire was sent to all coordinators this year for input on services we provide. What changes can we make? We also held two brainstorming sessions for new ideas.
- Our antique table cloths was missing, it was found and now hangs in the office by the pastor’s robes.
- Service Ministry Involved in Special Events:
  - March 6, 2019- supplied bars for soup supper on Ash Wednesday
  - April 18, 2019- prepared Maundy Thursday Light Continental Lunch
  - April 21, 2019- provided donut holes and volunteers on Easter Sunday, at both coffee hours. Extra food went to Community Meals.
  - May 2019- helped with items and labor for the garage/bake sale.
  - 2019- Service Ministry members continue to help volunteer with Path to Home.
- We thank all the members of the Service Ministry Committee and all the coordinators for their commitment in serving others. Their time and efforts are appreciated and are a blessing to Trinity.

## PROPERTY COMMITTEE 2019 Report LeRoy Mitchell, Chair

The following members contributed their time and energy in 2019 to maintain Trinity Lutheran Church and help others in our community: Lynn Asher, Woody Bjork, Paul Bodmer, Mike Chrun, Larry Guilfoile, David Heldt, Terry Hogenson, David Johnson, Don Johnson, Jim Koenig, Mark Lukens, Clark Malcomson, Orvin Melaas, LeRoy Mitchell, Vern Mollan, Tom Norberg, Gene Ommen, John Pemble, Ross Peterson, George Popa, Dean Rambow, Gail Seaver and Ward Schultz.

While not all of the following work may have been physically done by Property Committee members or Spit and Shine, they have obtained the services of outside help or contractors. Some items performed in community outreach included cleaning gutters, raking & collecting leaves, installing hand rails, installing window treatments, repairing doors and replacing a toilet.

Spit and Shine also provided many hours tackling many small projects to help keep our church proper looking great! They helped set up for the garage sale and transferred remaining items to Family Pathways stores. They helped set-up and take down for the Outerwear Fair and set-up and take down for Path to Home guests. A collection was taken to help families in need from Trinity and Chisago County, with Bonnie Houger's direction we purchased gas cards and gift cards to Brink's.

### Other projects include:

Wash windows weekly	Racks made for hanging paraments in Altar Guild Room
Change the paraments in the sanctuary, as needed	Created loft in Storage closet behind organ, added steps and railings.
Dust and clean Kirvida Lounge on a regular basis	Installed wooden rail to hold all pew candles for storage
Make trips to Wyoming with the pop can trailer as necessary; all proceeds going to TLC Youth	Redesigned posts for Kid bags in Sanctuary
De-lime dishwasher every 3-4 months as necessary	Put up new towel dispensers in basement kitchen and bathrooms
Provide rides for members and non-members to doctor and treatment appointments	Made step stools for water fountains and bathrooms
Obtain Eco Lab services to service dishwasher annually	Cleared ice dams on roof of Sanctuary
Help Altar Guild decorate for Christmas	Install secure drop box in rear parking lot entryway
Trim shrubs and trees as needed	Obtained profession help for sewer back-up in lower restrooms
Mow lawn and weed whip	Built picnic tables for greenspace area
Plant and maintain flowers in the courtyard	

A state inspection was performed on our elevator and several issues were found. We are in the process of bringing it back up to code. Work will be done by Kone Elevator and other sub-contractors, and the hope is that it will be completed by Fall of 2020.

## CHRISTIAN EDUCATIONAL MINISTRIES (Children & Youth)

### 2019 Report

Jolene Wille, Council Liaison

#### **Committee Members:**

Emmy Lundeen, Jolene Nielson, Linda Rambow, Jill Eisfelder, Joleen Rein, Cinnamin Theisen, Laura Nugteren, Alisha Peterson, Katie Roche, Kellye Skalman, Kim Anderson, Sherry Holt, & Avery Bird

#### **Nursery:**

The nursery is staffed each Sunday during the 9 a.m. worship service September through May by confirmation students and their parents. This is one of the options for a service commitment through the confirmation program. The nursery is also heavily used by the Path to Home families during their stay at our church.

#### **Confirmation:**

Through the work of Linda Rambow and many volunteers, Confirmation is held Wednesdays for students in 6<sup>th</sup>, 7<sup>th</sup> and 8<sup>th</sup> grades. There is an average of 58 students each week that take part in this program. As part of this program, youth are engaged in activities such as Faith Friends, Club 2026, retreats, and service projects. These activities in combination with the input from Linda, volunteers and mentors keep this program thriving.

#### **Children's Education:**

This year brought a change when Sherry Holt stepped down as Christian Education Director in the summer of 2019. The interview process took a bit longer than we thought it would. On behalf of the Church Council, I would like to thank all those who stepped in, stepped up, and got Sunday school off to a great start in the fall of 2019. Avery Bird accepted the position and began her work in earnest in November. We are very excited to have her leading this group. Her first large-scale event was the children's Christmas program and it was a tremendous success. There are, on average, somewhere between 30-45 children from ages 3 through 5<sup>th</sup> grade that attend Sunday school each week. Programs offered include Sunday school, C.I.A (formerly known as Faith Kids) and day camp – for both pre-school ages as well as school ages. The many volunteers that help weekly to grow the faith of our young people is most appreciated.

#### **Events and Activities:**

Several additional events were offered through the Children's and Youth Educational Ministries Committee in 2019. Some of the events included:

- Attendance of committee members and volunteers to the Recharge Conference
- Pray and Play day with the area Lutheran Churches
- Many Family Events
- Coordination of children's activities at the Mi-Chi-Lu Events
- Intergenerational Good Friday Event
- Family Summer VBS
- Teddy Bear Picnic for Preschoolers
- Bibles given to 2<sup>nd</sup> grade students and 3 year olds
- Children's message shared at the 10:30 worship service and Lenten services
- First Communion Instructions – 18 students received first communion with these classes
- Intergenerational Advent Celebration
- As a committee, we served supper at the Community Meals at Zion
- Rally Sunday service ministry table and participation
- Monthly Baptismal celebrations
- Bible Trivia

Respectfully submitted,  
Jolene Wille

**YOUTH MINISTRY TEAM**  
**2019 Report**  
**Kim Anderson, Council Liaison**

*Let everything you do be done in love. 1 Corinthians 16:14*

**Members:** Linda Rambow, Sherry Holt, Avery Bird, Krista Overgaard, Joleen Rein, Karin Vukich, Jolene Wille, Jenny Dresel

**Youth Ministry:** Trinity has an extremely strong and active youth program that serves as a solid foundation for our church community today and into the future. Our Youth Director, Linda Rambow, coordinates at least 10 activities each month. We continue to have great youth attendance at all age levels: K-5<sup>th</sup> grade, Middle School and Senior High. Age specific activities are structured to have fun, build talents, demonstrate inclusiveness, gain confidence, create a sense of belonging in addition to growing in faith, and learning how to serve in God's name. Trinity youth program continues to cultivate the long-standing reputation of fostering new friendship and teaching lifelong lessons rooted in strong faith.

The youth grow in their faith by serving others within the church and throughout the community. Through their confirmation projects, they serve as Sunday School and K-5<sup>th</sup> grade student leaders, acolytes, ushers, nursery helpers, along with many other service projects. Youth are often seen participating in community outreach at events like Path to Home, Outerwear Fair, food shelf, Feed My Starving Children and many other events. Giving back to the church and the community is a core value of the youth program to teach our kids to care for the needs of others.

Youth ministry operates within a modest budget. Linda coordinates many youth fundraisers that help offset the costs of youth activities and support workcamp, summer camps, Luther Point Bible camp and other costly activities. The youth committee is very thankful for the support of the church members who make purchases at the cookie sale, the silent auctions, Karl Oskar days or the many other fundraising activities. In addition, members of our congregation step up with financial assistance and are committed to making sure every child has an opportunity to participate at events or camps. The generosity of Trinity is in large part what keeps the youth program healthy. For that, we are grateful!

Trinity is also fortunate to have a remarkably robust volunteer support network that extends deep into the congregation. It takes multiple people to support events like camps, lock-ins, mystery trips, pancake breakfasts, Confirmation, Faith Friends, retreats, youth led worship services and musicals, just to name a few. Parents are enormously generous with their time and talents which directly reflects the value and commitment to the youth program. As generous as parents are, the youth program cannot rely solely on parent help. Trinity youth ministry is doubly blessed to have a significant amount of non-parent volunteers like Noah Fristche, Noah Brezany, Darin Straub and Christian Schmidt (Confirmation, retreat and lock-in help, youth group, Workcamp & BWCA), Karen Mortenson (SD trips), Sue Marquis, Lexi Winterlin (workcamp), Karin Vukich (Workcamp 5K and bingo events), Cass Dennison, Pastor Nielson, Sue Wehrenberg, Melissa Vrundy (Confirmation group leaders & speakers) and all who play an vital role as a Faith Friend. We are blessed and express deep thanks to these and all the other members who demonstrate generosity, faith and love by their commitment to support the village it takes to raise our kids as strong believers and stewards of the community.

## **WORSHIP AND MUSIC COMMITTEE**

### **2019 Report**

Committee Members: Joanne Endres, David Groettum, Derick Kurpiel, Pastor Nordheim, Carol Lundholm, Linda Rambow and Mike Savold.

This committee is responsible for Sunday morning worship, special services, Wednesday worship, the organ and piano, and the sound and technical equipment.

The committee meets on the second Tuesday of each month at 7:30 p.m. Members of the congregation are welcome at our meetings to express concerns or offer suggestions to enhance our worship services.

The committee expresses sincere thanks to Russ Morris for his continued beautiful chanting at the 9:00 service. The committee also expresses thanks to Marcia Smith for her invaluable assistance at the piano for the Trinity Choir.

Trinity's organ dates from 1993 - 2020 and will see the first major repair in 27 years, at a cost of \$10,000. Further restoration will be needed in the future.

Brain Voss, Trinity's principle organist, resigned his position. This position has not been filled. We look forward to Joanne Endres's return in April.

We recognize our music staff: Joanne Endres, David Groettum, Linda Rambow Mike Savold, Derick Kurpiel, and the Contemporary Band, and wish them the best for 2020.

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## **MISSION ENDOWMENT FUND**

### **2019 REPORT**

#### **Ken Kramer, Council Liaison**

Members and officers of the Trinity Church Mission Endowment Fund Committee for 2019 were:

Karin Vukich, Chair  
Tiffany Kurpiel, Recording Secretary  
Todd Peterson, Financial Secretary  
Mike Chrun, First Vice-Chair  
Jenny Dressel, Second Vice-Chair  
Ken Kramer, Council Liaison , Ex-Officio , non -voting  
Pastor Terry Nordheim, Ex-officio , non-voting

Mission funds available for distribution in 2019 were based upon the growth of ELCA investment in 2018. Due to negative Market change and Trinity by-laws we were not able to give away gifts from the Endowment fund in 2019.

Karen Vukich has completed her second 3 -year term. We would like to thank Karin for her caring and insightful guidance. Leroy Mitchell has accepted the invite to join the Mission Endowment Fund Committee for 2020 . His nomination will be voted on by the Trinity congregation at Annual congregational meeting.

**ADULT EDUCATION COMMITTEE**  
**2019 Report**  
**Jim Jordal, Council Liaison**

Since we have no formal group to study and assess progress in this area, we will resort to just a short paragraph explaining some of our values and how the five groups we now have operative respond to these goals and operations.

- A. Facilitated by David Carlson and attended by perhaps 15 students, this group focuses on relationships, with yourself, God, loved ones, church attendees, community, nation, and eventually the world itself. We have excellent discussions with quite a bit of “heart.” This group requires quite a bit of personal psychological risk, and if it is not these, can be stirred up by Dave as he rehashes episodes from his experiences as Lutheran minister, prison chaplain, and counselor in many areas of service.
- B. Facilitated by Jim Jordal and aided on occasion by Cathy Johnson, this group usually has about 10 attendees. Our goal is to bring together three factors of great interest in the modern world: public policy, God’s word, and what we can do to better understand interactions of these vital issues. We use DVDs from the Great Courses network followed by often vigorous discussion. We will be spending more time of the threat of global warming.
- C. Facilitated by Pat Moe and some helpers, this group stays pretty close to the Scriptures as I understand it, having perhaps 15-20 members. The goals are centered on faith building, the inner life, and carrying forward the word of God.
- D. This is a new group, begun only a few weeks ago by Pastor Karri Anderson. They will be reading and discussing *Dangerous Wonders* by Mike Yaconelli at the Northwood off campus location.
- E. This new group has about 8 students facilitated by Pastor Terry and his wife Cathy, where we will study another book by Mike Yaconelli, *Messy Spirituality*, which also meets in the upper room at Northwoods.

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**SPECIAL PROJECTS COMMITTEE**  
**2019 Report**  
**Colleen Guilfoile, Council Liaison**

Special Projects is new to Council in 2019 and its focus is to act as a conduit in areas that do not fall under regular Committee structure. This may involve serving as a Council representative on a task force, organizing a committee to work on an aspect of Trinity structure that needs clarification or updating or other needs as they occur.

At the present time, Special Projects has been working on updating the Church Constitution and By-Laws. A Committee consisting of Ken Kramer, Carol Wolsky and Colleen Guilfoile have been looking at our present Constitution, trying to update it to current Synod language. This process typically takes 6-18 months and involves consultation with the St. Paul Area Synod Office before it can be brought to a vote before the congregation. This Committee would welcome additional members. If interested, please contact Colleen Guilfoile.

# PARISH ACTS 2019

<b>Baptisms:</b>	Kaleb Edwin Krueger	February 3	Pastor Terry
	Liam Matthew Hoefler	March 10	Pastor Terry
	Ava Grace Olson Angrimson	June 2	Pastor Terry
	Ashton Grant Drury	June 2	Pastor Terry
	Maverick Jeffrey Hollister	July 28	Pastor Terry
	Bennett Ward Sanders	September 1	Pastor Karri
	Elizabeth Joy Sandgren	November 3	Pastor Terry
<b>Funerals:</b>	Mary Jordal	February 23	Pastor Terry
	Richard Rolland	April 13	Pastor Terry
	Florence Paetzel	April 24	Pastor Terry
	Darrell Johnson (burial service)	April 27	Pastor Terry
	Mark Lundholm	May 4	Pastor Terry
	Charles Johnson	May 11	Pastor Terry
	Beuna May Carlson	June 3	Pastor Terry
	Karen Johnson	June 14	Pastor Terry
	George Hanson	June 22	Pastor Terry
	Bill Holt	June 28	Pastor Terry & Pastor Karri
	Donald Vaia	July 18	Pastor Terry
	Victor Williams	October 3	Pastor Karri
	Jeremy Greene	October 5	Pastor Terry
Ronald Holt	October 7	Pastor Terry	
<b>Weddings:</b>	Jeffrey Sargeant & Laura Eastman	July 6th	Pastor Terry

**First Communions:** 18  
**Confirmations:** 21  
**New Members Received:** 8 adults and 3 children



## 2019 CONGREGATIONAL REPORT

	Adults & Children (under 15)	Adults
<b>Baptized Membership at end of 2018</b>	<b>1,250</b>	<b>1,059</b>
<b>Members Received in 2019</b>		
By Baptism (children)	7	0
By Baptism (adult- over 15)	0	0
By Affirmation of Faith	11	8
Members Reactivated	11	11
Confirmed Youth (moved from child to adult)	--	21
<b>Total Members Joined</b>	<b>29</b>	<b>40</b>
<b>Members Removed in 2018</b>		
By Death	15	15
By Transfer	10	8
Dropped by Request	25	22
For other reasons & statistical adjustment (non-active and non- giving members for more than 5 years who received letters this year)	148	128
<b>Total Members Removed</b>	<b>196</b>	<b>173</b>
<b>Total Baptized Membership in 2019</b>	<b>1,081</b>	<b>926</b>

### Additional Information:

Members who do not have a recorded baptism-   Adults: 12   Children: 6  
 Confirmation Students whose families are not members- 18  
 Wednesday C.I.A attenders whose families are not members- 9

### Attendance Information:

<b>Average Weekly Attendance</b> <b>259</b> <i>Sunday and Wednesday Services</i>	<b>Average 9:00 Attendance</b> <b>148</b>
<b>Average Weekly Attendance</b> <b>313</b> <i>Sunday School Included</i>	<b>Average 10:30 Attendance</b> <b>73</b>
<b>Average Sunday Attendance</b> <b>219</b>	<b>Average Sunday School Attendance</b> <b>54</b>
<b>Average Sunday Attendance</b> <b>273</b> <i>Sunday School Included</i>	<b>Average Wednesday Attendance</b> <b>72</b> <i>Including Lent Services</i>
	<b>Average Wednesday Attendance</b> <b>45</b> <i>Excluding Lent Services</i>

**SAINT PAUL AREA SYNOD, ELCA**  
**105 West University Avenue, St. Paul, MN 55103-2094**  
**651-224-4313 [www.spas-elca.org](http://www.spas-elca.org)**

“Go therefore and make disciples of all nations ...” Matthew 28:19 and  
“You shall love your neighbor as yourself ...” Matthew 22:39

Dear Partners in Ministry,

The end of one calendar year and the beginning of a new one provides an opportunity to look back with gratitude at all that has been accomplished and to look forward in hope to all that God will do through the church in the coming year.

2019 was the year we proclaimed ourselves to be a “Both/And” synod. That is not an official designation but it is a way to remember our dual call to live out both the Great Commission (Matthew 28:16-20) and the Great Commandment (Matthew 22:35-40). At the center of our common life in this synod are both evangelism and care of neighbors. Both are so essential to our identity as Christians that these are life-long goals for everyone and not just a one-year emphasis or commitment for the congregations of this synod. In fact, the common work we undertake as a synod can pretty much be highlighted in these mandates.

### **Leaders & Learning**

This past year 20 pastors and deacons were installed in new calls within this synod. While most pastors and deacons serve in one of our 112 congregations and new mission starts, we are fortunate to also have many chaplains and persons in specialized ministry calls within the Saint Paul Area Synod. There were three ordinations of new pastors this past year. Pastor Jenny Sung was called to St. Andrew’s in Mahtomedi and the Depot Church in Hugo. Pastor Nouk Vagh now serves at Hmong Central in St. Paul. Pastor Liesl Spitz was called to St. Timothy in St. Paul.

2019 was also the inaugural year for a five-year grant the synod received from the Lilly Endowment to encourage rostered ministers thriving in ministry. While much of the year was a time for planning, led by Project Director Anna Marsh from the synod staff, nine pastors and eight mentors were selected to participate in the Second Act Cohort, which strengthens the ministry of rostered ministers in their fourth through tenth years of service. They will begin their two-year learning process in 2020. All that is learned through the Lilly grant will influence the support given to all rostered ministers in the coming years.

Using their rich and varied gifts, our rostered ministers teach and preach, lead our congregational singing, connect us to our neediest neighbors and witness through the example of their faithful service and holy living. Annual meetings are an excellent time to thank those who have been called to rostered ministry.

In 2019 there were 47 persons in this synod’s candidacy process, an increase of 6% from 2018. Some of these candidates will serve within this synod and others will travel far from the Twin Cities to serve Christ’s church in another synod. Helping these 27 women and 20 men prepare for their vocations is a great joy and a big responsibility. This is work we share with home congregations and internship sites, seminaries and contextual learning congregations. Does your congregation have an active practice of talking with children and youth about their vocations? Do you pray regularly for those who will serve the church in the years to come? If you need resources for those practices, the synod staff can help.

### **Global Mission**

The Saint Paul Area Synod is well known for its connections to global mission. The vast majority of congregations have a formal relationship with our Bega Kwa Bega partnership with the Iringa Diocese in Tanzania, with the work of Iglesia Luterana Augustina de Guatemala, or with another vital mission site outside this country.

In 2019, 167 persons in 16 delegations traveled to Tanzania and several dozen persons visited congregational partners in Guatemala. This includes six synod pastors, who joined 14 Tanzanian and two German colleagues for the Pamoja Leadership Summit in Iringa last February where evangelism was a main topic.

Young adults from the Saint Paul Area Synod continue to find life-changing experiences through a year of service in the ELCA's Young Adults in Global Mission program. In 2019 they included Amelia Schurke (Mexico) and Maddie Lindahl (Senegal), who completed their service mid-year. Seven more young adults began their year of service in 2019. They are Rebecca Martin (Uruguay), Emily Ronsberg (Rwanda), Nicole Schloesser-Becht (United Kingdom), Emily Shane (United Kingdom), Kristian Carlson (Madagascar) and Courtney and Chris Garza (Argentina). Please continue to pray for others to hear this call to leave a familiar home to engage with God's global church.

### **Local Mission**

As a "Both/And" synod, we also invest deeply in the local mission of the church through congregational renewal, stewardship training and outreach into the neighborhoods that surround our church buildings. Eight congregations participated in a structured program of revitalization called "Year of Renewal," sponsored by the synod. They included Elim in Scandia; Faith in Rosemount; Immanuel in St. Paul; Immanuel in Almelund; Newport in Newport; Fish Lake in Harris; Shepherd of the Hills in Shoreview and Saint Mark in Circle Pines.

Acknowledging the changing landscape in which congregations wrestle with issues of weekly worship attendance and the secularization of many values about money, the synod has increased its intentional training efforts for biblical stewardship. A newly formed Stewardship Committee met regularly this past year and a variety of resources will soon be found on the synod website. In addition, 10 congregations enrolled in a program entitled "Stewardship for All Seasons," which is leading to a deepened understanding of financial giving as a faith practice. They include Arlington Hills in St. Paul; Christ the King in New Brighton; Amazing Grace in Inver Grove Heights; Gethsemane in Maplewood; Pilgrim in St. Paul; Chisago Lake in Center City; Grace in St. Paul and Mount Calvary in Eagan. If your congregation seeks to expand its own stewardship practices, the synod staff can help.

### **Churchwide Assembly**

In August 2019, 24 persons from the synod participated as voting members at the ELCA Churchwide Assembly in Milwaukee. Like the synod and your congregation, the ELCA as a whole practices a form of participatory decision-making in which lay and clergy deliberate the future direction of the church. The Churchwide Assembly is also a time for study, worship and inspiration about being "church together."

Together with nearly 1,000 others, these voting members adopted the ELCA's new Declaration of Inter-Religious Commitment and a social statement entitled "Faith, Sexism and Justice." Bishop Elizabeth Eaton was reelected to a second term as Presiding Bishop and Deacon Sue Rothmeyer was elected Secretary of the ELCA. The successful completion of the ELCA's \$250 million campaign was celebrated. [Click here](#) for other matters taken up by the Assembly.

### **Serving Together**

At the close of one year and the beginning of another, it is always timely to thank those who serve on staff or in key volunteer roles in a congregation and in the synod office. We could not be as focused, deliberate, helpful and innovative in our response to God's call without the labor of many colleagues.

I am especially grateful for those who serve with me on the synod staff. They include Michael Gold, office assistant and synod statistician; Alicia Rodriguez, office manager; Chloe Ahlf, communications coordinator (through mid-March 2019); Mary Smith, communications coordinator (from mid-March 2019); Greg Triplett, financial administrator; Joe Lees, assistant to the bishop for vital congregations, vital partnerships; Justin Grimm, director for evangelical mission and assistant to the bishop for next generation ministries; Krista Lind, assistant to the bishop for vocational formation; Anna Marsh, executive assistant to the bishop; Peter Harrits, director of Bega Kwa Bega and assistant to the bishop and April Trout, short-term volunteer with Bega Kwa Bega in Tanzania. I know you join me in thanking them for all they do.

God has asked much of us as the church. In each place where we gather, God blesses us with local opportunities to both invite others into the life we share in Jesus Christ and to work for healing, justice and peace with the neighbors near at hand. And God also invites us from those streets and avenues to embrace the global reality that is integral to being the people of God, locally and globally. Thank you for finding a way to do that in 112 different and lovely congregational styles within the Saint Paul Area Synod.

Yours in God's service –

Bishop Patricia Lull

# FINANCIAL REPORT

## Statement of Receipts and Disbursements

Receipts	As of December 31, 2019	As of December 31, 2018
Pledged Envelope Offering	\$ 380,232.06	\$ 402,667.44
Non-Pledged Offering	\$ 83,581.30	\$ 71,624.50
Loose Offering	\$ 14,189.84	\$ 14,206.46
Easter & Lenten Offerings	\$ 8,003.00	\$ 10,859.81
Thanksgiving Offerings	\$ 692.81	\$ 782.00
Christmas Offering	\$ 4,334.00	\$ 3,820.00
Sunday School Offering	\$ 520.41	\$ 499.41
Initial Offering	\$ 738.50	\$ 596.00
Checkbook Interest Income	\$ 15.32	\$ 15.09
Special Gift-P/E Nelson	\$ 10,000.00	\$ 27,474.68
Other Receipts	\$ -	\$ -
<b>Total Receipts</b>	<b>\$ 502,307.24</b>	<b>\$ 532,545.39</b>
Disbursements		
Benevolence	\$ 35,000.00	\$ 35,000.00
Van Interest	\$ -	\$ 734.24
Personnel	\$ 342,213.73	\$ 414,686.32
Christian Education	\$ 1,526.32	\$ 2,780.48
Youth	\$ 2,552.68	\$ 2,182.74
Witness and Outreach	\$ -	\$ -
Service Ministries	\$ 111.98	\$ 65.57
Stewardship Education	\$ 605.22	\$ -
Worship & Music	\$ 5,810.12	\$ 6,893.14
Finance	\$ -	\$ -
Administration	\$ 39,310.78	\$ 39,911.84
Building and Maintenance	\$ 51,509.40	\$ 55,668.13
Misc. Short Term Funds	\$ -	\$ -
Council Expenses	\$ 1,074.00	\$ 1,115.00
<b>Total Operating Disbursements</b>	<b>\$ 479,714.23</b>	<b>\$ 559,037.46</b>
<b>Receipts less Disbursements</b>	<b>\$ 22,593.01</b>	<b>\$ (26,492.07)</b>

# FINANCIAL REPORT

## Balance Sheet

Current Assets		12/31/2019		12/31/2018
Checking Account-General	\$	40,861	\$	10,778
Operational Reserve	\$	14,424	\$	18,209
Savings Account	\$	191,146	\$	222,425
ELCA Mission Investment Funds	\$	783,132	\$	784,156
Checking Account-Youth	\$	14,457	\$	15,727
Certificate of Deposit (Youth funds)	\$	2,461	\$	2,455
Checking Account-Rental Property	\$	-	\$	2,918
Endowment Fund Investment	\$	1,072,179	\$	1,037,697
Endowment Fund Income	\$	32,738	\$	32,738
Endowment Fund Change in Value	\$	130,196	\$	757
Endowment Fund Checking	\$	1,662	\$	1,512
Endowment Fund Withdrawals	\$	(250,285)	\$	(250,285)
Sub-Total of Endowment Funds	\$	986,490	\$	822,419
Temporary Cash Holdings	\$	-	\$	2,000
Stock Certs. Held for Sale	\$	1,021	\$	1,001
<b>Total Current Assets</b>	<b>\$</b>	<b>2,033,993</b>	<b>\$</b>	<b>1,882,088</b>
<b>Fixed Assets</b>				
Land, Building, Stained Glass	\$	2,873,559	\$	2,873,559
Rental Property	\$	-	\$	-
Personal Property	\$	342,096	\$	342,096
Vehicle	\$	41,220	\$	41,220
Depreciation Allowance	\$	(378,423)	\$	(365,554)
<b>Total Fixed Assets</b>	<b>\$</b>	<b>2,878,452</b>	<b>\$</b>	<b>2,891,321</b>
 <b>Total Assets</b>	 <b>\$</b>	 <b>4,912,445</b>	 <b>\$</b>	 <b>4,773,409</b>
<b>Liabilities</b>				
Dedicated Funds Payable	\$	1,121,632	\$	1,155,199
Misc. Endowment Fund Contributions	\$	608,513	\$	608,363
Line of Credit	\$	-	\$	1,604
Member Deposits	\$	8,726	\$	3,201
<b>Total Liabilities</b>	<b>\$</b>	<b>1,738,871</b>	<b>\$</b>	<b>1,768,366</b>
<b>Equities</b>				
Equity	\$	3,454,715	\$	3,286,184
Allowance for Depreciation	\$	(281,141)	\$	(281,141)
<b>Total Equities</b>	<b>\$</b>	<b>3,173,575</b>	<b>\$</b>	<b>3,005,043</b>
 <b>Total Equity and Liabilities</b>	 <b>\$</b>	 <b>4,912,445</b>	 <b>\$</b>	 <b>4,773,409</b>

All inter-fund transfer balances have been eliminated properly.

## FINANCIAL REPORT

<b>Dedicated Accounts and Special Gifts</b>				
	12/31/2018			12/31/2019
	Balance	Receipts	Expenses	Balance
Camping & Youth	\$ 11,038.18	\$ 8,938.75	\$ 13,752.30	\$ 6,224.63
Music/Worship	\$ 16,162.38	\$ 7,954.07	\$ 5,565.02	\$ 18,551.43
Education	\$ 19,309.39	\$ 10,692.70	\$ 11,009.82	\$ 18,992.27
Property	\$ 22,528.39	\$ 10,988.06	\$ 16,630.63	\$ 16,885.82
Misc.	\$ 134,988.90	\$ 50,484.78	\$ 76,261.30	\$ 109,212.38
Building Fund	\$ 9,455.71	\$ 2,260.00	-	\$ 11,715.71
Continuing Education Acc'ts.	\$ 5,931.56	\$ 2,300.00	\$ 2,244.80	\$ 5,986.76
Helping Hands Funds (formerly Pastor's Fund)	\$ 2,010.82	\$ 1,565.00	\$ 998.37	\$ 2,577.45
Mission Investment Fund	\$ 784,155.85	\$ 17,247.72	\$ 18,271.53	\$ 783,132.04
<b>Total Dedicated Accounts</b>	<b>\$ 1,005,581.18</b>	<b>\$ 112,431.08</b>	<b>\$ 144,733.77</b>	<b>\$ 973,278.49</b>

<b>Rental Properties</b>			
<b>Balance 01/01/2019</b>			<b>\$ 2,917.84</b>
Transfer to Dedicated Account			\$ (2,917.88)
Checking account interest earned			\$ 0.06
To Loose Offering to close account			\$ (0.02)
<b>Balance 12/31/2019</b>			<b>\$ 0.00</b>

<b>OPERATIONAL RESERVE</b>			
<b>Balance 01/01/2019</b>		<b>\$ 18,208.84</b>	
Interest Earned		\$ 15.32	
Ice Dam Repair		\$ (3,800.00)	
<b>Balance 12/31/2019</b>		<b>\$ 14,424.16</b>	

## FINANCIAL REPORT

<b>ENDOWMENT FUNDS</b>		
<b>SINCE INCEPTION</b>		
<b>ASSETS</b>		
ENDOWMENT FUND INCOME	\$	123,020.24
UNREALIZED CHANGE IN MARKET VALUE	\$	118,312.44
FUND WITHDRAWALS	\$	(246,659.48)
ENDOWMENT FUND INVESTMENT	\$	991,817.14
<b>TOTAL ASSETS</b>	<b>\$</b>	<b>986,490.34</b>
<b>LIABILITIES</b>		
FUND WITHDRAWALS	\$	(211,244.34)
MISC. ENDOWMENT CONTRIBUTIONS	\$	819,757.35
DEDICATED FUNDS PAYABLE	\$	131,434.75
ADJUSTMENTS TO EQUITY	\$	246,542.58
<b>TOTAL EQUITIES</b>	<b>\$</b>	<b>986,490.34</b>

<b>ENDOWMENT FUNDS</b>		
<b>2018 CASH FLOW</b>		
BEGINNING BALANCE - ELCA	\$	820,907.12
BEGINNING BALANCE CHECKING ACCOUNT	\$	1,511.52
<b>TOTAL</b>	<b>\$</b>	<b>822,418.64</b>
MISC. CONTRIBUTIONS	\$	150.00
ELCA FUND A INCOME	\$	34,481.98
CHANGE IN MARKET VALUE	\$	129,439.72
<b>TOTAL INCOME</b>	<b>\$</b>	<b>164,071.70</b>
<b>SUB TOTAL</b>	<b>\$</b>	<b>986,490.34</b>
LESS		
ENDOWMENT DISBURSEMENTS	\$	-
<b>TOTAL</b>	<b>\$</b>	<b>986,490.34</b>

## FINANCIAL REPORT

MISSION INVESTMENT FUND		
<b>Balance 12/31/2018</b>		<b>\$ 784,155.85</b>
Deposits		\$ -
Interest earned		\$ 17,247.72
<b>Sub-total Additions</b>		<b>\$ 801,403.57</b>
Withdrawals		
	Lutheran World Relief	\$ (1,421.25)
	CL Area Food Shelf	\$ (585.00)
	Feed My Starving Children	\$ (685.00)
	Lakes and Pines	\$ (844.50)
	Beyond the Yellow Ribbon	\$ (1,084.00)
	Let's Go Fishing	\$ (678.78)
	Good Neighbor Project	\$ (900.00)
	Gideons	\$ (716.55)
	Community Meals	\$ (1,040.55)
	New Pathways	\$ (1,000.00)
	Op. Christmas Child	\$ (1,339.00)
	Open Hands	\$ (1,062.50)
	Leader Wise	\$ (6,914.40)
<b>Sub-total Withdrawals</b>		<b>\$ (18,271.53)</b>
<b>Balance 12/31/2019</b>		<b>\$ 783,132.04</b>
<b>Second Sunday Match from Mission Investment Fund</b>		
<b>Beginning Balance</b>		<b>\$ 70,000.00</b>
2016 Expenditures		<u>\$ 2,785.00</u>
<b>Balance 12-31-16</b>		<b>\$ 67,215.00</b>
2017 Expenditures		\$ 13,022.93
2017 Additional Gift from P/E Nelson Bequest		<u>\$ 8,590.65</u>
<b>Balance 12-31-17</b>		<b>\$ 62,782.72</b>
2018 Expenditures		\$ 12,088.48
<b>Balance 12-31-18</b>		<b>\$ 50,694.24</b>
2019 Expenditures		\$ 11,357.13
<b>Balance 12-31-19</b>		<b>\$ 39,337.11</b>

BENEVOLENCE GIVING 2019	
From	Amount
Endowment	\$ -
Second Sunday Offering	\$ 11,357.13
Compassion Int'l	\$ 384.00
Family Pathways	\$ 802.00
Community Meals	\$ 4,681.10
A Brush with Kindness	\$ 174.00
Chisago Lakes Clergy Association	\$ 1,000.00
Luther Point Bible Camp	\$ 3,000.00
Saint Paul Area Synod	\$ 32,000.00
<b>Total</b>	<b>\$ 53,398.23</b>

## 2020 PROPOSED BUDGET

2020 Proposed Budget			
Income		2020	2019
Envelope-Pledged	\$	380,000	\$ 376,705
Envelope-Unpledged	\$	82,567	\$ 75,000
Loose	\$	14,000	\$ 14,000
Sunday School	\$	500	\$ 500
Dedicated Transfer for Staff	\$	46,232	\$ 23,126
<b>Sub-Total</b>	<b>\$</b>	<b>523,299</b>	<b>\$ 489,331</b>
Lenten Offering	\$	5,000	\$ 5,000
Easter Offering	\$	4,000	\$ 4,000
Thanksgiving Offering	\$	800	\$ 800
Christmas Offering	\$	4,000	\$ 4,000
<b>Sub-Total</b>	<b>\$</b>	<b>13,800</b>	<b>\$ 13,800</b>
Initial Offering	\$	650	\$ 500
Checkbook Interest	\$	15	\$ 15
<b>Sub-Total</b>	<b>\$</b>	<b>665</b>	<b>\$ 515</b>
<b>Totals</b>	<b>\$</b>	<b>537,764</b>	<b>\$ 503,646</b>
<b>Expense</b>			
Benevolence	\$	30,000	\$ 35,000
Personnel	\$	404,032	\$ 361,941
Educational Ministries	\$	1,600	\$ 2,600
Youth	\$	2,500	\$ 2,500
Witness & Outreach	\$	-	\$ -
Service Ministries	\$	150	\$ 100
Stewardship Education	\$	500	\$ 3,000
Worship & Music	\$	6,650	\$ 6,300
Finance	\$	-	\$ -
Administration	\$	41,482	\$ 39,205
Building/Maintenance	\$	49,850	\$ 52,000
Council	\$	1,000	\$ 1,000
Van Debt	\$	-	\$ -
<b>Totals</b>	<b>\$</b>	<b>537,764</b>	<b>\$ 503,646</b>

## AUDIT COMMITTEE- 2019 Report

Audit Committee (Becky Erickson, Sue Danielzuk, Peter Overgaard, and Paul Ives -Chair)

On the morning of Saturday, January 25, 2020, the audit review committee met, along with Twyla Mitchell, bookkeeper, to conduct its review of the financial statements and recordkeeping of Trinity Lutheran Church for the twelve months ended December 31, 2019. During the audit, our use of questionnaires regarding internal controls, policies, and procedures along with substantive testing of cash receipts and disbursements were performed. We also performed reconciliations of the supporting documentation and the financial statements for the year ended and any recommended entries were completed. Although our review is limited, we feel that Trinity's Financial Statements for the year ended December 31, 2019 have no material misstatements in them.

Based on this review, we make the following observations/recommendations in no order of priority:

1. A re occurring committee observation from prior audits surrounding a detailed inventory listing has not changed. The committee completed a reconciliation of GL Balances for property and equipment. They appear reasonable; however, an insufficient property listing exists. Specific cost and NBV calculations of large value items, such as, furniture, kitchen equipment, sound equipment, desks and chairs is difficult to compute without the detailed inventory. The last detailed report of physical inventory was conducted in 2009. The assumed risk to the church is reasonable proof of existence in the event of catastrophic loss.
2. The application to combine the rental lot with the main property submitted to Chisago County in 2018 completed in 2019. The rental property 2020 property tax statement has not been received by the church. The audit committee assumes the church property successfully combined with the rental lot under tax exempt status whereby no property statement is issued for either property.
3. During the review of disbursements, it was observed that \$100 monthly mileage reimbursement to Youth Director was issued without mileage logs or documentation of trips. By law, this constitutes compensation. The committee recommended an adjustment of additional \$1200 to wages for Youth Director, which was made by the bookkeeper.
4. During the review of disbursements, it was observed that several service companies W-9 statements were missing. The committee recommends before January 31<sup>st</sup>, a 2019 yearend review of service companies with greater than \$600 annual payments to fulfill the requirement obtaining vendor taxpayer identification numbers or SSN's to issue 1099-MISC form Miscellaneous income statements for the year ended December 31, 2019.

The committee recognizes the implemented recommendations from the 2018 audit in the following manner:

1. For non-employee services paid through a third party, such as janitorial services, Trinity received payments from the third party and in turn paid internal employees. The committee acknowledges the implementation of written procedure for the bookkeeper to record contractor services on Form 1099-MISC instead of payroll wages in instances where the employee is acting as a contractor to a third party as opposed normal duties of Trinity employment.
2. The committee acknowledges the implementation of a documented procedure to capture new and disposed property with related accumulated depreciation schedules for the purposes of improving the fixed assets accounting.
3. The committee acknowledges the existence and distribution a written procedure detailing the 3-way matching of credit card receipts, vendor payments, and employee reimbursement which provides accurate detailed supporting documentation of such reimbursements; thereby, protecting employees with proof of documentation regarding their request for reimbursements.
4. Insurance records review indicated Trinity received an updated declaration page for the Konica C308 copier listing the correct asset covered in 2019.
5. The rental property bank account was closed in 2019 after the rental property financial position was dissolved.

All committee members have agreed to participate in the 2020 year-end audit.

Respectfully submitted,

*Paul M. Ives*

Chair – Trinity Lutheran Church Audit Committee

## 2020 ANNUAL CONGREGATIONAL MEETING

### RESOLUTIONS

*Be it Resolved, the Congregation of Trinity Church here by:*

Accepts all reports as printed and explained.

Recognizes with gratitude and appreciation the work and service of all Council members who will be leaving the council. We thank them for their leadership and commitment to the congregation over the past years. They are: Guy Aki (Worship and Music), Allen Blegen (Stewardship), Ken Kramer (Endowment and special projects), Gary Peterson (Secretary), and Ross Peterson (Property).

Recognizes with gratitude and appreciation the work and service of returning council members: Kim Anderson (Youth), Rachel Carlson (Vice– President), Colleen Guilfoile (Special Projects), Terry Hogenson (Witness & Outreach), Diane John (Treasurer), David Johnson (President), Nancy Johnson (Service Ministry), Jim Jordal (Adult Education), and Jolene Wille (Children's Education).

Welcomes the three new council members elected this past year at the Fall Congregational Meeting: Katie Roche, Craig Martin and Cathy Miller Johnson.

Recognizes with heartfelt appreciation all volunteers, participants, committees and volunteer task force members, other groups and individuals who gave of their time, talents and resources to Trinity during this past year; and acknowledges the generosity of members who have been a part of our ministries. Our church is stronger because of your commitment, involvement and contributions. Thank you again for your gifts and ministry.

Recognizes with gratitude and appreciation the diligent work that the church leadership and staff does on behalf of the ministry of Trinity Lutheran; Pastor Terry Nordheim, Interim Associate Pastor Karri Anderson, Amber VanHorn (Office Business Administrator ), Linda Rambow (Youth Director), Bonnie Houser (Outreach Coordinator), Avery Bird (Children's Christian Education Director), Twyla Mitchell (Bookkeeper), Dean Rambow and John Pemble (Custodians), David Groettum (Choir Director), Mike Savold (Contemporary Music Director), Joanne Endres (Organist), Derick Kurpiel (Multi-Media/Sound staff), and band members: Guy Aki, Ross Johnson, Troy Heling, Cathy Nordheim, & Jolene Wille.

Expresses a special thank you and well wishes to Brian Voss our principal organist for the last year and a half, to Sherry Holt our Children's Education Director who stepped away this year after four and a half years, and to David Heldt on his retirement from being our Lead Custodian at Trinity for over 11 years.