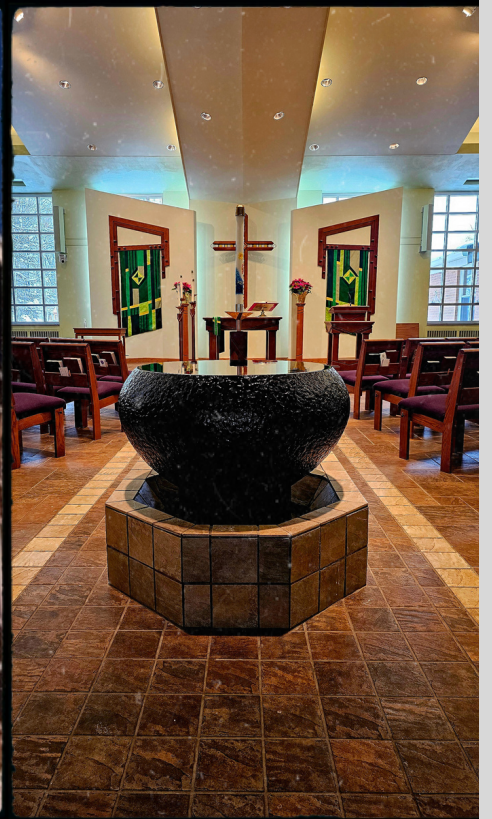




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# 2023 Annual Report





# 2023 ANNUAL REPORT



*Our purpose is to serve God by loving the world as God loves us*

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## President's Report

The Annual Report offers the congregation an opportunity to look back over the year and reflect on how Trinity has lived out its mission and vision. As I reflect, I am amazed at those things that have stayed the same, while at the same time have moved us to new opportunities to live out our faith. Trinity has always focused on welcoming everyone and seeking new ways to meet the needs of others. We are generous with both our time through volunteerism and financial support through our weekly offering and donations of monthly goods.

As I assumed the role of President in February it was a little daunting with my first responsibility to organize the annual Church Council Retreat.

The February Council Retreat is an opportunity for all Council members to gather and begin the process of understanding our leadership role, as we discern the mission and vision for Trinity in the coming year. Trinity has been in a three-year process of implementing a new Governance Model that came out of the work of the Dig Down process in 2019-2020; needless to say, Covid put much of that work on hold. In February the Council agreed that moving the Governance Model forward should be a priority.

One thing I have learned this past year is that change is both fast and slow at the same time. Some change happens quickly with little warning and other changes can take a long process of trial and error to reach a completion.

Our first change, that was somewhat unexpected, was the retirement of our beloved pastor of 23 years, Pastor Lori Carey. For most of us this was both a happy and sad occasion. We came together as a congregation and plans were made for a wonderful recognition and send-off picnic. Mother nature altered our plans with a massive power outage, however, in true Trinity fashion we proceeded in a scaled down event and took time to recognize all the things we were thankful for by Lori and John's presence in guiding us for the last 23 years. For Council members the year challenged us to look at all of Trinity's processes as we started to prepare to move from one pastor to a new pastor. A Call Committee was put in place. A new interim Pastor was secured in August, Pastor Krister Ulmanis. Trinity members who are also clergy, stepped up to fill officiating needs at Sunday services when needed. It was also a time to "clean house" in all sense of the word, as various Trinity members took it upon themselves to look at our building space and put it in order.



As 2024 begins, our opportunities for change continue. As we look forward to fully implementing the new Governance Model, we are looking for Trinity members to step up and take on supportive roles on a number of Ministry Teams to support the work of Council and our congregation. We thank those Trinity members who are stepping down from committee participation for their dedication and commitment: Bob King, Valerie Brader and Cathy Welch and Linda King from years as a Sunday School teacher. Council members continually rely on the leadership of other congregation members to assist the Council in supportive roles. As we enter 2024 we are in need of people to serve on a variety of Advisory Committees and Ministry Teams.

As we prepare for a new pastor it will be essential that Council has the support of the congregation by filling volunteer roles on the Property, Finance, and Personnel Advisory Committees. Please contact a Council Member if you are being called to serve your congregation in this manner. Council looks forward to serving the congregation in 2024 and to welcoming a new pastor to share in this journey.

Blessing.  
Joyce Stein  
Council President

# Pastor's Report

*"I do not cease to give thanks for you as I remember you in my prayers. I pray that the God of our Lord Jesus Christ, the Father of glory, may give you a spirit of wisdom and revelation as you come to know him, so that ... you may know what is the hope to which he had called you..." -Ephesians 1:16-18*

Dear Friends,

Grace and peace to you from God our Father and our Lord Jesus Christ.

2023 was a year of transitions for the congregation of Trinity Lutheran Church. The congregation said goodbye and Godspeed to the ministry of Pastor Lori Carey who provided spiritual and meaningful ministry in the congregation for some 23 years. We as a congregation, and I personally, give much thanks for her leadership and ministry at Trinity.

Following Pastor Carey's retirement I began my journey with the people of Trinity on August 15, 2023 as your Intentional Interim Pastor. My role as Intentional Interim Pastor is to provide continuity in administration, emergency pastoral care, and worship leadership, as well as helping the congregation in the work of the Call Committee to complete a Ministry Site Profile that will lead to the issuing of a Call to a new pastor.

I want to take this opportunity to tell you what a blessing it is to be here among the wonderful people at Trinity. Reflecting on the time I have been at Trinity I can only offer an ever so humble, yet from the heart, **THANK YOU** for the incredible support I have received in all areas from the congregation throughout my time here. I have been much blessed by your grace, love, care and compassion.

It has always been my feeling that the backbone of any congregation is its people. Trinity has proven once again for me that this is indeed the case. During the many transitions in this past year people have stepped up to the plate to help provide ministry and ensure that programs have continued. The leadership and guidance of the members of Church Council, with **Joyce Stein** as President, not only in the goodbyes but also in the new beginnings has given the congregation direction and continuity during the transitions. Please continue to support them in their work as they work on making changes for the future to help Trinity serve the community in new and different ways.

The Leadership of the various ministries ensured that programs continued. There are so many people from so many areas that all helped make sure the transitions didn't become an end but a continuation and, in some cases, new beginnings.

**THANK YOU ALL FOR THE INCREDIBLE WORK YOU HAVE DONE, ARE DOING, AND CONTINUE TO DO!!!!**

Let me also take the time to give thanks to the staff of **Sarah Altenburg**, **Leena Elawar**, **Dolly Collins**, and **Onda Cymes**, as well as volunteers **Valerie Brader** and **Cathy Welch** on Finance, who puts in many extra hours to keep things moving forward and has been such a privilege to work with. Thank you for the laughs and collegiality extended to me. Your insights and dedication to the congregation and your dedicated work is so very much appreciated.

A special **THANK YOU** goes to the people I have worked the most with in my role as Intentional Interim Pastor, the members of the **Call Committee, Brenda Greenlee, Brian Deames (chairperson), Chris Jarvis, Dani Johnson, Jessi Griesser and Kenn Sturms**, for your dedicated work in creating a Ministry Site Profile that reflected the input from the many hours of work and honors who we are as a congregation.

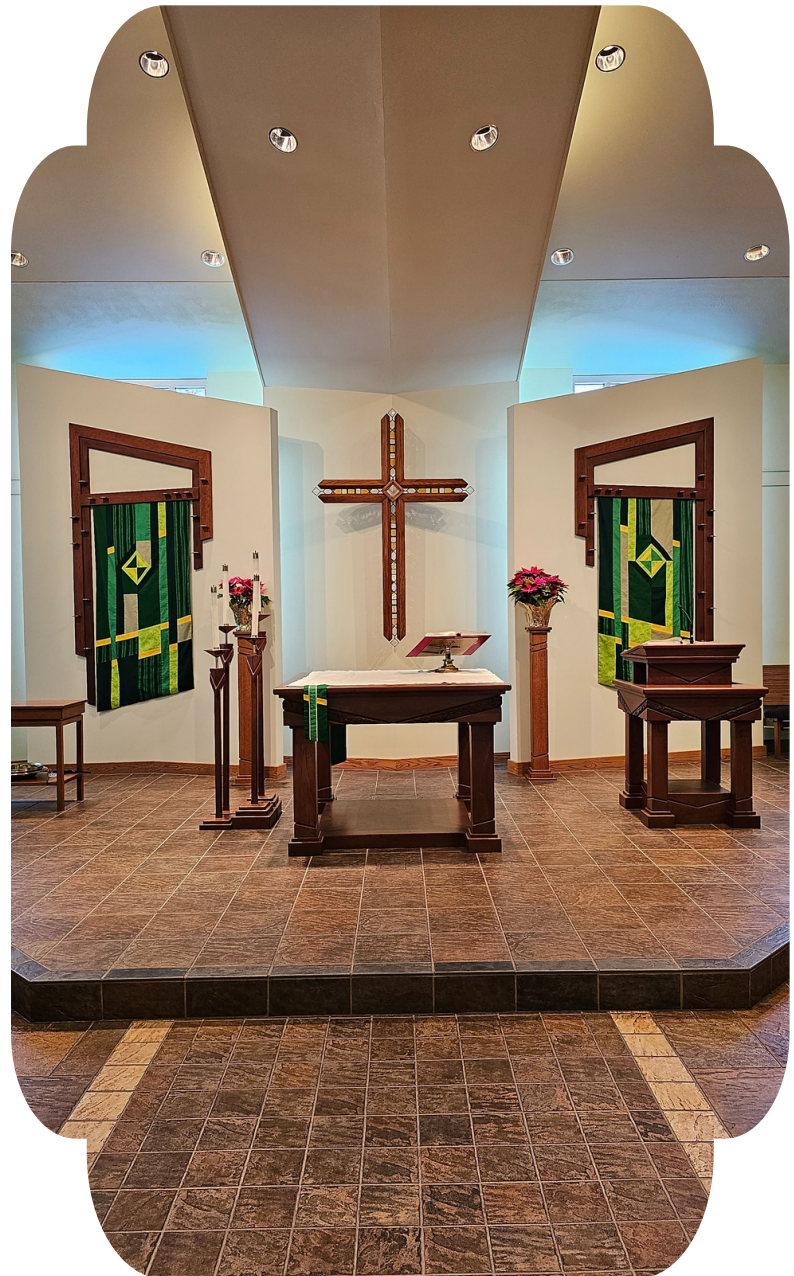
As much as an Annual Meeting is a time to reflect back on what has taken place it is also a time to look forward to things to come. The many ministries will continue as will our excellence in worship. Perhaps though, the major task in front of Trinity for 2024 will see the Call Committee complete the Ministry Site Profile, the document that will be the basis when inviting future Candidates to explore the opportunity to become the new pastor of Trinity.

Though we don't know what is ahead of us in this world, we know one thing with certainty: in front of us is another year of God's presence in our midst and God's grace in our lives; a fact that is enough for us to move ahead faithfully into the unknown as people of Trinity. I am very blessed to be part of this journey and look forward to the time we have together in the year to come.

In closing, I want to take the opportunity to give thanks to the congregation as a whole for its faithfulness in living out its mission during this time of transition and having the patience to accept the process taking its course as it needs, this in order to in the end find the right candidate to be the new Pastor at Trinity.

I thank God for giving me this opportunity to serve in this wonderful community of faith known as Trinity Lutheran Church. I do not cease to give thanks for you as I remember you in my daily prayers.

Rev. J. Krister Ulmanis  
Intentional Interim Pastor



# Youth and Family Report

*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**

Trinity's Youth and Family ministries has proven to be one of the more difficult ministries to rebuild after COVID. Many families found new routines and we have noticed an increased difficulty in regards to scheduling and competing with other activities. That being said, good things are happening at Trinity and we have a plan for rebuilding in place.

This past year we had three Sunday School classes: Pre-K, 1-2, and 3-5. Due to class size and teacher availability, we will be moving to two classes in 2024. Our youngest class, Preschool through Kindergarten, will begin taking place during worship. We are hoping this enhances the Christian experience of our youngest learners, while also enhancing the worship experience of the adults who bring them to Trinity.

We had a few events over the summer. The most successful was an indoor movie day where we transformed the worship space into a movie theater with crafts and activities to keep the kids busy while watching the movie.

The Sunday School youth held two bake sales on Advent 4 and raised over \$1200 dollars for ELCA Good Gifts. The youth did a similar fundraiser with a breakfast between Easter services. The youth then chose what animals and services they would be gifting with the money they earned.

I currently teach catechism. Our current Sunday School teachers are Joyce Morris, Barb Sturms, and Karen Meyer. I currently give the children's sermons each week in worship. Trudie Goff has created activity bags for youth to take into the worship space during worship.

We have had two nursery workers this year. Our first, Erica Murcia, was wonderful with the kids. We now have Kaitlyn Cross, who is a local Ann Arbor teacher. She is wonderful and is acclimating well to Trinity.

We invested money into our Sunday School resources because many were outdated. We now have a Sunday School cart that can be shared between Sunday School and confirmation classes. It contains art supplies, games, puzzles, a treasure box, crafting kits, and more.

I am doing a personal letter outreach to all families in our system with young people who might benefit from Sunday School, especially our youngest during worship. I hope to engage more preschool families and more families who have visited but have not put roots at Trinity. It is my goal to rebuild the program from the youngest ages and that will be a focus moving forward.

In Christ,  
Sarah Altenburg



# Music Report

*Instead, be filled with the Spirit, speaking to one another with psalms, hymns, and songs from the Spirit. Sing and make music from your heart to the Lord, always giving thanks to God the Father for everything, in the name of our Lord Jesus Christ. - Ephesians 5:18-20*

Trinity's music ministry is continuing to grow after it was virtual throughout the heaviest part of the COVID pandemic. The vocal choir and bell choir are back in rehearsal, and the worship team is leading worship weekly. Participation in all of these groups has increased over the past year and our current numbers are higher than before the COVID pandemic.

Trinity's bell choir, now 10 members strong, plays 1-2 times a month in worship. We rehearse weekly on Wednesday nights. The bell choir has been playing particularly well this year, often bringing the congregation to a grateful applause after their worship offering.

Trinity's choir is averaging around 15 members on a normal Sunday. We also rehearse on Wednesday evenings. The choir has sung two cantatas this year: one on Good Friday and one on Advent 3. Choir members put in extra hours of practice for these cantatas and guest vocalists were also hired to sing with each section for both cantatas.

Dolly continues to be Trinity's organist and is so appreciated. We have occasionally had John Janevic play trumpet during services. We have other instrumentalists play as well.

Our worship team, consisting of roughly 7 people, offers song leadership for the in person and livestream services. We have percussion and bass guitar weekly. We often have flute and occasionally have guitar. We have 3-4 vocalists a Sunday.

Worship is currently blended. We have one worship service that has both traditional and contemporary music as a part of it. This year we began doing two preludes, one contemporary and one organ for a longer period of setting the tone for worship. Our worship team leads both styles of music throughout the service.

A few notables:

1. Live music was held at the fall festival.
2. Joanna Whaley, local transgender Christian artist held a concert at Trinity in November.
3. Classical guitarist Mark Schantz offered something new and different at our Christmas Eve worship services.

I'm looking forward to another wonderful year and making a lot more music with the Trinity community.

In Christ,  
Sarah Altenburg



## LGBTQIA+ - Ann Arbor Pride

*“By this everyone will know that you are My disciples, if you have love and unselfish concern for one another.” - John 13:35*

Trinity made huge strides this year in its presence and impact with the LGBTQIA+ community. Trinity was the first church to ever be a sponsor of Ann Arbor Pride. Our logo was listed on all advertisements, on the Pride stage, and in all of the programs. This was one way that Trinity felt called to say “You Are Beloved” and try to communicate to people that we are truly a safe space for belonging.

We handed out 1,000 water bottles that said “You Are Beloved,” along with lip balms, stickers, tattoos, handwritten cards, and invitations to worship. Participants walked past the Trinity booth, located central to the entire festival, and picked up their “swag bag” and bottle of water. Trinity volunteers, along with myself, staffed a 12 hour day. We had over 40 Trinity members and attendees involved in Pride through packing swag bags, donating water and other items, labeling water, and working the booth on the day of the festival. We also had an amazing tear down and set up crew that day.. It was truly a community engagement as we spread the message to all of God’s children that they are worthy, loved, and welcome in our community.

We had three different books to be given out for free at our booth. The topics were Transgender and the Bible, Queer Devotions, and the Clobber Passages. These books allowed for transformative conversation and I had follow-up conversations and meetings with three Pride participants that took a book with them.

I began working closer with the LGBTQIA+ center in Ann Arbor and have sat with people as they’ve prepared to take steps on their sexual orientation or gender identity journey. I have also provided faith support, when needed, to the local LGBTQIA+ community as a whole. We have made interfaith partnerships in this ministry and look forward to expanding on them in 2024.

There are plans to sponsor Ann Arbor Pride again this year and use less disposable items for our swag bags including reusable water bottles that will be branded with Trinity’s logo and the phrase “You Are Beloved.” This will be in line with Trinity’s focus on the environment and recycling.

Exciting things are happening and I’d like to thank everyone for partnering with me on this incredibly important ministry of hospitality, welcome, and love.

In Christ,  
Sarah Altenburg





# Technology

*“ For where two or three are gathered in my name, I am there among them. - Matthew 18:20*

Trinity finished the second, and final, phase of the audiovisual upgrade in the worship space this past summer. The second phase focused on audio and, especially, increasing the livestream worship that we offer to the world each and every Sunday.

We upgraded to a new sound board and got all new microphones. We also combined our three mixers into one so it is a much more user friendly experience to manage sound for both Trinity and outside renters. We bought an iPad, which hooks into our mixer in the worship space. This allows for sound to be balanced from anywhere in the room. I normally manage sound now from the piano.

We purchased new hearing assist technology. Now, along with the new devices we bought, which are a much more modern quality than the older devices, users can bluetooth the sound from the worship space directly into their hearing aids.

The AV upgrade was to make the in person and online worship service more accessible and one of high quality. We are continuing to learn more about this system and expect small improvements to continue throughout the next year as we learn more tips and tricks.

In Christ,  
Sarah Altenburg



# Church in Society Report

**Members:** Pr. Lori Carey, Pr. Krister Ulmanis, Trudie Goff, Chair; Helen Harms, Secretary; Bunny Arbaugh, Dori Gapczynski, Linda Waltenberger, Beverly Holen, Sharon Larmee, Mary Lewison, Judith Moldenhauer and Joyce Stein.

The Church in Society Committee (CIS) stewards Trinity's financial and volunteer support of local and global efforts that minister to the hungry, homeless, outcast, and oppressed. Church in Society reevaluates on an ongoing basis the current listings and descriptions of local agencies and initiatives to which our local and global benevolence funds are directed. Below is a summary of Trinity's social ministry initiatives in 2023, which Church in Society either coordinated, supported, or provided financial support.

## **Volunteer Activities and Collections of 2023:**

**Committee Membership** – We welcomed Pastor Krister and Bunny Arbaugh to the Committee in 2023, and said goodbye to Pastor Lori Carey in Aug. 2023

**Alpha House** – Hosted the Alpha House Homeless Family Shelter for two weeks through donations of dinner meals, weekend hot breakfasts, donations of supplies to their pantry coordinated by Deb Nystrom and Kim Kanclerz. These took place April 17 - 23, 2023 and July 17 - 23.

**Summer Cereal Program** – 358 boxes of cereal were donated to Bryant Community Center.

**CROP WALK** – October 9, 2023: Trinity participated with walkers and online contributions totaling \$940.00 in donations.

**Monthly Food Collections** – Continued Monthly Collections for food, personal care items and cleaning products for local agencies: Hope Clinic, S.O.S., UNIFIED, Emmanuel Food Pantry, and Peace House -Ypsi. We are thankful for our drivers who took the items to the various agencies.

## **Lutheran World Relief Personal Care Kits** –

Collected personal care items in April. Assembled approximately sixty care kits and mailed to LWR in May.

## **Lutheran World Relief School Backpacks** –

Collected school items in August and September for forty-five backpacks and sent to LWR in October with quilts. Thirty backpacks sewn by Trinity members.

**Quilt Making** – 125 quilts were sent to LWR.

**Mitten Tree** – Collected hats, mittens, scarfs, gloves for the Mitten Tree in December 2023 and January 2024 and donated to the House by the Side of the Road.

## **Peace Neighborhood Center's Angel Tree** –

Collected a total of \$5,995.00 to support sixty families over the Christmas holidays through the purchase of gift cards.

**Phebe Hospital Collection** – Presentation to congregation in February raising: \$1,200.00

**Missionary Support** – This year, we are supporting Gabi and Meghan Aelabouni in Jerusalem. We have given \$1500.00 in support.



## Church in Society Report - cont.

### Summer Food Distribution in 2023:

Trinity once again hosted the Summer Food Distribution once a week for those who are food insecure in our community. Trinity members volunteered to facilitate the distribution of canned food, staples, as well as dairy and meat products. A drop-in breakfast was provided to an average of thirty-five guests each week prior to the food distribution.

The pantry consisted of a check-in process coordinated by Diane Guevara, the continental breakfast coordinated by Trudie Goff, and the pantry coordinated by Helen Harms. Diane also managed the flow of patrons through the pantry. We had over forty faithful volunteers who helped with all aspects of this Friday morning ministry.

### New Initiative - Peace and Social Justice Forums

During the Fall of 2023, into 2024, forums on Peace and Social justice issues have been going on during the second Sunday of the month with a variety of speakers and topics.

#### Lineup of programs:

- Oct. 8** - Stephani Crouse, Circling Back Support for the Homeless
- Nov. 19** - Farm Bill, Andrew Paniagua from Food Gatherers
- Dec. 10** - Samaritas-Dee Dee McVety
- Jan. 14** - Disability Advocacy-Lydia Goff, MSW, U of M, Best Buddies State Advisory Board
- Feb. 11** - Global Mission-Mbulu Diocese ELCT, speaker to be announced.
- Mar.** - Skip
- Apr. 10** - Reduce, Reuse, Recycle-Joyce Stein and Arianne Donnelly, Trinity representative to 3B's
- May 21** - Kick off to Summer Food Distribution with Andrew Paniagua from Food Gatherers.

### Directed Social Ministry Giving from

#### Benevolence in 2023: \$18,000.00

|                                   |                    |
|-----------------------------------|--------------------|
| Missionary Support_____           | \$1,500.00         |
| Lutheran Campus Ministry_____     | \$8,000.00         |
| Peace Neighborhood Center_____    | \$5,000.00         |
| Between the Lines_____            | \$400.00           |
| ICPJ_____                         | \$400.00           |
| RAAH dues_____                    | \$375.00           |
| Washtenaw Interfaith Roundtable__ | \$200.00           |
| St Andrews Breakfast_____         | \$500.00           |
| Reconciling Works (annual)_____   | \$300.00           |
| Fed Up Food Truck_____            | \$500.00           |
| <u>Good Shepherd Fund</u> _____   | \$150.00           |
| <b>Total Disbursed_____</b>       | <b>\$18,000.00</b> |

#### Funds taken from Endowment Interest - \$2294.00

|                                       |                   |
|---------------------------------------|-------------------|
| Home of New Vision_____               | \$400.00          |
| Hope Clinic_____                      | \$400.00          |
| Ozone House_____                      | \$400.00          |
| Peace House (Journey of Faith)____    | \$400.00          |
| Safe House_____                       | \$400.00          |
| Washtenaw Refugee Welcome_____        | \$294.00          |
| <u>Circling Back Gift Cards</u> _____ | \$675.00          |
| <b>Total Disbursed_____</b>           | <b>\$2,294.00</b> |

#### Funds taken from Extra Benevolence: \$1160.00

|                                       |                   |
|---------------------------------------|-------------------|
| Peace House and                       |                   |
| <u>Circling Back Gift Cards</u> _____ | \$1,160.00        |
| <b>Total Disbursed_____</b>           | <b>\$,1160.00</b> |



## Church in Society Report - cont.

### Funds taken from Designated Gifts or Offerings:

|   |                    |
|---|--------------------|
| Phebe Hospital - Feb. Appeal_____             | \$1,200.00         |
| Christmas Offering 2022 (As of 1/9/2023)_____ | <b>\$4,642.30</b>  |
| • Lutheran Church of Hope, Ramallah_____      | \$2,321.15         |
| • Shelter Association of Washtenaw County____ | \$2,321.15         |
| Peace Neighborhood Center Gift Cards_____     | \$5,995.00         |
| Crop Walk_____                                | \$940.00           |
| <u>Thanksgiving Offering</u> _____            | <u>\$1,065.00</u>  |
| <b>Total Disbursed:</b> _____                 | <b>\$13,842.30</b> |

### Additional Specific Appeals / Donations for Benevolence in 2023– (separate from Benevolence Funds):

|  |                 |
|--|-----------------|
| <u>World Hunger (Fill the Jar)</u> _____ | <u>\$952.55</u> |
| <b>Total Disbursed:</b> _____            | <b>\$952.55</b> |

Ground Cover News Direct donations to Vendor 1st Sunday of the Month

## Fall Festival Report

On Sept. 30, 2023, Trinity Lutheran Church had its second Fall Festival.

Committee members included: **Pastor Lori Carey, Emily Chilson and Trudie Goff – co-chairs, Barbara Anderson, Becky Gucwa, and Sue Monkiewicz.** Thank you to **Judith Moldenhauer** for designing our flier again this year!

### **Features of the event included:**

- Fed-Up Food Truck
- 30 Crafters and Artisans
- Kay Hurst's bakery booth
- Mike's magic show
- 12 children's activities and games including a professional face painter and pumpkin painting.
- Adult games including basketball, Jenga and Connect 4

- Quilt Auction
- Silent Auction
- Donut, cider, and coffee booth
- 30 plus volunteers
- 200 attendees, that included volunteers and crafters.
- Music provided by Sarah and Liza Altenburg

**\$1,231.16** was given to the Fed Up Food truck ministry.

Going forward, we will begin planning for year 3 in the Spring of 2024. We felt that the banner and yard signs helped publicize the event effectively. We also were in a local online publication for events in Ann Arbor, as well as the Ann Arbor Observer's Fall and Sept. calendars with write-ups for our event. Adding a face painter and magician proved to be 2 very positive events for the children's area, and we plan to do this again next Fall. Thanks to the committee and all of the volunteers, as well as donations made to help defray costs.

# Summer Food Distribution Report

*A cry goes up, food truck is here! The pantry staff leaps into action unloading fresh produce, shelf stable items, and frozen meat, poultry, and fish.*

For several years, Trinity in partnership with Peace Neighborhood Center has hosted a weekly summer food distribution. Peace closes their food pantry during the summer as they focus on programming for children and youth. Pantry shoppers come to Trinity to receive much needed meat, fish, poultry, produce and shelf staple goods. Trinity offers a “choice pantry” where shoppers “shop” for food that meets their needs and are culturally appropriate. This system reduces food waste and respects the dignity of our shoppers. In 2023, Trinity’s pantry was coordinated by a three-person team-Diane Guevara, Trudie Goff, and Helen Harms. The pantry consisted of a check-in process coordinated by Diane Guevara, the continental breakfast coordinated by Trudie Goff, and the pantry coordinated by Helen Harms. Diane also managed the flow of patrons through the pantry. The average number of households served by the pantry this past summer was 47. In 2022, the average was about 35. Our pantry made a significant difference in the lives of our patrons. Trinity members are welcome to come visit anytime during pantry operations. It is inspiring to see the difference we are making in the lives of people through our summer food distribution.

We are so grateful for the many Trinity members and friends who volunteered this summer. Over 40 members of Trinity participated, many coming every week. We also had a handful of community members who volunteered. The pantry was open for 13 weeks from June through August with the first volunteers arriving as early as 7:00 a.m. to set up breakfast. Those managing registration of patrons arrived around 7:30 a.m. to prepare to open the doors at 8:30.

The pantry crew began arriving at 8:30 to set up tables and prepare for the delivery truck to arrive. When the truck arrived, pallets were unloaded, produce bagged, bread and shelf stable items organized and shelved, and the pantry opened at 10:00. The breakfast crew closed breakfast at 10:00 and cleaned up afterwards. The registration crew remained until 12:00 for last minute arrivals. Some of the pantry crew worked until 12:30 to clean up after closing the pantry at 12:00.

During the 2023 food distribution, we partnered with Food Gatherers. Food Gatherers estimates that we distributed 25,962 pounds of food with a value of \$48,360. We also received services of \$720 representing food deliveries and training for our staff. Both Helen and Diane are certified in safe food handling through Food Gatherers. We are also looking forward to being trained to use the online Link-2-Feed system next summer that will simplify registration. The agency awarded us a grant of \$800. Much of the food from Food Gatherers is available without cost to Trinity. The free food consists of USDA commodities available from the government through the Temporary Food Assistance Program (TFAP) and donations of fresh produce, baked goods, and shelf stable items from grocery stores, food manufacturers, and restaurants.

We are grateful to Trinity for providing funding for the summer food distribution. Early in the summer, we discovered that only the breakfast program was included in the 2013 budget. It was decided to use The Good Shepherd Fund to purchase food with higher protein content such as beef, poultry, pork, and fish as well as popular items like toilet paper, tuna, and coffee from Food Gatherers. **The total cost of the summer food distribution was \$7,080.09.** That amount does not include the costs of training and food delivery which are covered by Food Gatherers.

## Summer Food Distribution Report - Con't

|                                   |            |
|-----------------------------------|------------|
| <b>Good Shepherd Fund</b> _____   | \$5,597.14 |
| <b>Food Gatherers Grant</b> _____ | \$800.00   |
| <b>Budget for Breakfast</b> _____ | \$532.95   |
| <b>Donation</b> _____             | \$150.00   |
| <b>Total Cost</b> _____           | \$7,080.09 |

**Total Cost from Trinity Funds \$6,130.09**

In addition, we received in kind donations of canned goods from Trinity members when we were unable to purchase canned fish through Food Gatherers. The 2024 budget combines both the breakfast and the pantry costs at \$5,500. Although this is a decrease in funding, we are hoping it will be adequate. We will also be checking on funding from other sources.

We faced several challenges during this past summer. Our patrons spoke a variety of languages-Chinese, Arabic, French, Russian, and English. This made communication challenging especially when we needed to address bullying in the line. One of the shoppers was pushing and shoving for her place in line. We strengthened our rules and printed them out in the three main languages. A collective sigh of relief went through the line as safety and order was restored. The bully disappeared and did not return. As we addressed the situation, it became clear that we needed to have two Trinity volunteers on site for safety and good order beginning at 7:30. We experimented with holding breakfast in the Gathering Space and learned the space was not adequate, so it was moved to the social hall. The freezer where we stored frozen meat, fish and poultry would not close properly and had to be replaced. Then there was the city-wide power outage which meant the pantry could not operate.

We are indebted to Onda Cymes for moving our frozen goods to a safe location and to Trudie for rescuing breakfast supplies. It was Helen’s first year ordering food and managing distribution in the pantry and she learned a lot about what to order and how much was needed. It was also Trudie’s first year managing the breakfast. We also learned how to limit quantities so that there would be food for the latecomers.

Overall, the summer program was a great experience, and we were proud of what we learned and how we were able to manage the process. We got to know many of the regular patrons and received so many expressions of gratitude from them. We share those with you now.

Trudie Goff  
 Diane Guevara  
 Helen Harms



## Bits and Bites

Bits and Bites shares the love of Jesus through a ministry of hospitality. It is our mission to provide welcome and encouragement through good food and fellowship. Our main activities are monthly senior luncheons from September through May, assisting with major congregational gatherings and refreshments following funerals. This past year has been a year of re-engagement as we moved beyond the pandemic shutdown. Before the shutdown, attendance at our luncheons averaged thirty, today we average forty. Our participants grew from 8 to 17 in the past year. Our senior lunches have outgrown the upstairs lounge, and we now hold them in the downstairs social hall on the second Tuesday of the month except in March when we will host a Maundy Thursday lunch.

In July, Bits and Bites member Joyce Morris made one of her tasty and creative cakes to celebrate Pastor Lori Careys ministry among us and to bid her farewell as she retired. Members along with friends and family made 100 edible sheep that graze along the river with an edible Lori and John kayaking away. Members also contributed baked goods to the Cookies for Critters bake sale in December.

This year, the theme for our Senior lunches is a trip around the states. We began in Michigan and traveled to Texas, Massachusetts, and Pennsylvania. In 2024, we will “visit” Idaho, Louisiana, California, and Iowa and the Midwest. The meal is followed by a program. You don’t need to be a senior to join us and there is always enough food for another. We are grateful to Kenn Sturms and Roger Harms, affectionately called our “auxiliary” for providing extra muscle when needed.

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We are grateful to Kenn Sturms and Roger Harms, affectionately called our “auxiliary” for providing extra muscle when needed.

Bits and Bites is also in the process of making our two kitchens and food fellowship spaces more pleasant and accessible. The Gathering Space has been cleaned, unneeded items cleared out of the cabinets, and the Keurig and other beverage items organized and refreshed. Members work to maintain both kitchens as clean and tidy places to prepare food for Sunday fellowship and other events.

New major appliances were purchased for the upstairs kitchen which is in the process of being painted. The stove and ovens in the downstairs kitchen are scheduled to be cleaned professionally. We have requested funds in the 2024 budget to renovate the downstairs kitchen. The renovation will include removing the sanitizer, moving the refrigerator next to the freezer, installing two new dishwashers, and replacing the counter next to the stove. Having dishwashers will expedite clean-up and will allow Trinity to use the dishes in the cupboards. During the past year, we experimented with using compostable paper and bamboo products. After investing in these items, Ann Arbor Recycling changed their requirements and many of those products we purchased are now tossed away after use. Over the years, the drawers have become cluttered with a variety of donated tools and equipment. Recently members pulled everything out and sorted through what is needed. Unneeded items are being donated to local organizations, recycled, or thrown away.

Hospitality is more than cooking. It includes everything needed to make guests comfortable. So even if cooking is not your thing, there is a place for you in Bits and Bites. Just contact one of three people on our leadership team. Barb Sturms is our team leader. Joyce Morris and Helen Harms make up the rest of the team.

Barb Sturms  
Joyce Morris  
Helen Harms

# Altar Guild Annual Report

Altar Guild is a mission that helps the pastor and worship servants make the services a meaningful experience for everyone.

It is responsible for preparing the communion, making sure candles are ready to be lighted, flowers set out, if some were donated, banners changed as church calendar indicates and other last-minute details that the pastor may need. Altar Guild prepares the items needed for when there is a baptism or at times a funeral. It is responsible for enhancing the altar 3 times a year, Christmas, Easter and Harvest Sunday. Those times we work as a group setting flowers and decorations up. On a weekly basis we work independently, spending approximately ½ hour before a service setting up and about 20 minutes after a service cleaning up. This mission is a behind the scene mission that is meant to help the service go seamlessly and smoothly as possible so worship can be the main focus.

The leader is responsible or assigns others for ordering flowers, making sure there is enough wine, grape juice and bread for each service, making sure there are items available for baptisms and communion linens clean, changing banners, etc. The leader also makes the schedule for the workers and calls group work days when needed.

This year has been a year of getting back to a more normal routine after adjusting to the pandemic. We went from having communion in the pews with individual communion packs to again offering it up front with the communion chalice and bread. Packets are still offered for those who wish to commune in their seats.

Earlier this year Wendy Wellman, Barb and Kenn Sturms did a much-needed reorganizing of the sacristy. Items were reorganized, donated or if unsuitable for use discarded. This helped make the sacristy more efficient and easier to work in.

We had 25 Easter lilies donated for Easter this past year and 26 poinsettias donated for Christmas. We had fewer altar flowers donated than usual this past year, but had some beautiful dahlia arrangements from the garden of Deb Nystrom donated during the summer and fall. The flower chart and cards for filling out are kept in the gathering space close to the side sanctuary entrance.

As of this date we have 7 members as well as an auxiliary member. Each member serves approximately 6 – 8 times a year depending on the number of people serving in our mission. We would love to see our mission grow. If you would like to be part of the worship service but don't care to be front and center this mission would be perfect for you. Contact Barb Sturms for more information.

Respectively submitted by Barb Sturms.





## Garden Group

The Gardening Group met online and in person to plan for 2023 and to deal with weeds and needs in the large Trinity landscape. We ordered and spread a bulk mulch delivery and are finding that basic bed maintenance & weed reduction is a top priority as thistles and invasives continue to be a problem in the landscape. We now have a budget item to help manage this most troublesome aspect of garden maintenance while we investigate options for garden reduction as well as what other churches have recently done to create attractive and lower maintenance natural areas. There are also several city organizations that are encouraging and supporting the plantings of natives, rain gardens, and lower maintenance wildflower and native grasses areas. We will follow up on this further in 2024.

### Members of the garden group include:

Trudie Goff, Roger Harms, Jim and Sue Monkiewicz, Joyce Morris, Deb Nystrom, Georgia White-Epperson, Judy Willi



## Property and Facilities

The Property and Facilities Committee thanks Bob King for his many years of service on this committee and his oversight and guidance in managing Trinity's property needs. As we enter 2024 this committee is looking for new members who can continue with property management and facility planning. If you would like to serve on this committee, please contact Joyce Stein.

During the past year, the council has focused their vision and mission on Trinity being a welcome place for people with disabilities. That focus has been an emphasis of the work of the Property and Facilities Committee. One area that continues to be a challenge is the hallway to and from the Gathering Space which often gets congested as people leave worship and gather for fellowship making it difficult for people to navigate. This year a portion of the reception desk was dismantled to allow for more access to coat racks and additional seating.

We are indebted to our Office Manager, Leena Elawar for managing day to day operations and troubleshooting facility problems. In the past year, our administrator dealt with major issues including water in the bell tower, a major power outage, installation of new lights in the main floor hallways, improving parking lot lighting, general maintenance needs of the building, a leak in the baptismal fountain that caused a flood in the social hall, installation of new appliances in the upstairs kitchen and replacement of the freezer in the social hall kitchen. As we do not have a custodian, many maintenance jobs need to be outsourced and that work needs to be managed. Our appreciation goes out to Steve Graflund and Roger Harms for handling minor repairs. Appreciation also goes out to Brenda Greenlee and Maggie Miller for keeping the baptismal fountain clean.

## Property and Facilities - Con't

The committee under Bob's direction has been working on reducing clutter and reorganizing storage areas. The narthex has been rearranged to provide a more welcoming appearance. Closets and storage areas are being cleared of things Trinity no longer needs or uses. Several trips were made to the Ann Arbor Recycling Center this past year with non-working electronics and other recyclables. Donations have been made to Kiwanis and Share House. The workroom on the main floor was reorganized and uncluttered. That work has resulted in a neat, clean, spacious place for staff and Sunday offering counters to do their work. The storage room on the main floor has also seen some reorganization so those needing to use it can enter and exit without major obstacles. Additional work needs to be done for the basement storage areas. Storage remains a challenging issue at Trinity.

At the request of Bits and Bites, purchases were made for building upgrades which included new light-weight tables for the social hall and new appliances in the upstairs kitchen. The group is also in the process of painting the kitchen. Upgrades for the downstairs kitchen plans being recommended for adding two dishwashers, removal of the sanitizer, rearranging the kitchen, and adding new counters. The freezer was replaced during the summer when the gasket no longer kept the door closed jeopardizing frozen foods for the Summer Food Distribution. Improvements to the downstairs kitchen are needed as usage has increased. During the past year, attendance at senior luncheons has increased resulting in moving the meals from the lounge to the social hall.

A major project recommended for the coming year will be improving the lighting and replacing the furniture and lamps in the lounge on the main floor.

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Helen Harms

# Football Parking

As I write this, the National Champion University of Michigan Wolverines Football team is returning to Ann Arbor where they will be celebrated tonight and for days and decades to come.

Am I surprised how serious Michigan fans are about their Wolverines? Not at all. Ask any of the scores of volunteers who welcome 400+ guests to Trinity each and every home-game Saturday. Michigan fans are committed. They are committed to their team. They are committed to their tailgating. And for many, they are committed to parking at Trinity Lutheran Church. This year we parked over 1,300 cars across seven Saturdays. Our guests love our convenient location, our spacious parking lot, and the comfort we provide by keeping our building open.

And they love how friendly and helpful the Trinity volunteers are. And it's those volunteers that keep this critical ministry operating. It's critical because we're demonstrating our church's welcoming nature (yes, we even let Ohio State fans park with us). It's critical because the activity at our church enhances our visibility in the community. And it's critical because we are being good stewards of a valuable resource with which we have been entrusted. The donations received during a season are a significant and growing percentage of our operating funds.

And we will continue this ministry – but only with your help. Can you smile and take cash? I bet you can. Even showing up for a few hours at one or two games can make a real difference. Don't like the heat – we've got games in October and November. Don't like the cold – sign up for an August or September game. We've got noon games for early birds and night games for folks that have more PM than AM in their day.

But be warned. If you volunteer, you might become part of a small but vital community within Trinity. You'll get to know people you wouldn't otherwise. And you'll probably be offered doughnuts and hot dogs and a variety of beverages. And you might head home looking forward to the next home game and when you can help again.

Glen Greenlee



## Midweek Bible Study

I have been facilitating this Bible Study for several years now. There are up to 10 attendees at any given time but around 4 is the usual number. We have members who are current as well as former members and non members who have or are attending our group. We meet every Wednesday at 1:00pm via Zoom. Cancellations do occur on occasion. Our usual routine is one which begins when Ren Snyder sends out an email either Monday or Tuesday which has the assigned lectionary readings for the coming Sunday along with commentary from a website called “Working Preacher”. This email goes to all who have expressed interest in the group. It goes to usual as well as rare attendees. We have local as well as distant attendees (the beauty of Zoom).

As we start our time together we usually try to catch up on the concerns and joys of the members. We start the study with a “Thought for the Day” which is a reflection of some sort. We then read at least the Gospel and the Old testament reading. We often spend most of our time on the Gospel or whatever the reading the current Pastor will be focusing on for the sermon. We use different versions of the Bible such as “First Nations Version”, “The Message”, “King James” , NrSV, and RSV. We find using different versions helps us try to get an overall message from the texts. Every member brings something to the group we greatly appreciate. The whole is greater than the sum of its parts. We end with a round robin prayer usually. All are welcome to this group.

Delores Wurst

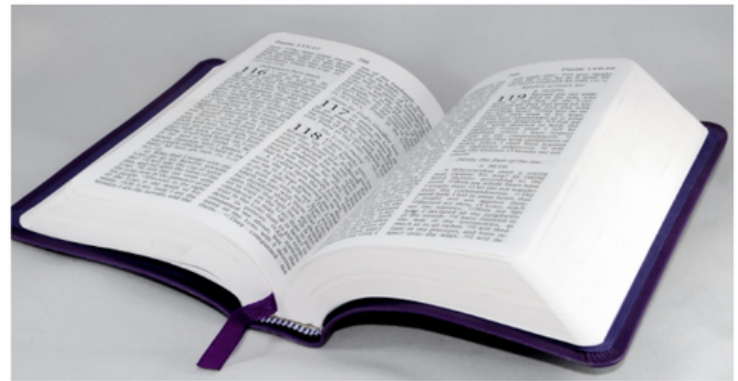
## Stewardship & Finance

In this transition year, the Stewardship Team worked with members of the Finance Committee for initial planning. This year the team focused on Belonging and what it means to know each other as a community in Christ. We asked members to submit photos of themselves or allow us to take their pictures to update our online Trinity Directory for 2024. (Note: If you have not submitted a photo please see a recent Trinity Newsletter, or contact either Deb Nystrom or Leena Elawar.)

In the fall of 2023 the team presented information about Trinity’s ministries and mission. We mailed commitment cards as well as posted an online giving form. These tools allow Trinity to plan our next year’s budget and priorities moving forward.

### **Members of the combined team were:**

Valerie Brader, Glen Greenlee, Deb Nystrom, Ariane Reister, Joyce Stein and Pr Krister Ulmanis



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# Preschool Report

Even though the COVID Pandemic is officially over, TLCAP continues to change with the times. A larger segment of our TLC Families work from home and have a more flexible schedule. We serve families that send their children to TLC for two or three years, but in addition we are recently meeting a larger segment of our population sending their children to TLC for one year of preschool. Why one year? We are learning that families are still worried about the pandemic and have delayed enrolling their children in a preschool program. We are also meeting families where their child is eligible for public school young fives so they are sending their child to one year of preschool and one year of young fives. In addition, every year we are hearing from a segment of our parent population inquiring if we have considered offering an elementary school program.

Student enrollment changed numerous times over the course of the summer months. We are praying that going forward our enrollment numbers will soon remain steady as they were before the pandemic.

The TLC teachers and staff members have revisited our preschool policies and have made significant updates each new school year. Since the pandemic, TLC has added additional air purifiers and currently there are air purifiers located in every classroom including the social hall. We also continue to crack windows for fresh air circulation.

We added a new swing set to our outdoor playground. We are proud of our updated play equipment and how it has evolved since the fall of 2019. We are grateful to all the people that have financially supported the preschool so that we are able to keep our playground equipment up to date so that it meets the needs of our TLC children.

In the TLC classrooms we have permanently adopted the separate sensory bins, library bins, crayon boxes and marker bags. We have found that by continuing to offer our students their own individual supplies that a majority of the children take great pride in caring for their school tools. The children are also very skilled in identifying and reading their names throughout the day.

In September, we resumed the pre pandemic policy of having our parents come into the building to drop off their children each morning. The teachers and I are so very grateful that we can once again have families in the building.

In 2023, TLCAP once again reinstated offering school field trips for our preschool children. We really missed this enriching experience for our students and we are elated that we are once again offering field trips.

A special thanks goes out to our dedicated TLC teachers, staff members, and substitutes you are appreciated every single school day. We wouldn't be successful without your daily commitment to our TLC Adventure Preschool program. A big thank you goes out to our Trinity congregation for trusting us to share God's love to the local children in the community. Your encouragement and prayers have made a significant difference and continue to lift our spirits!

Barbara Daniel  
TLC Adventure Preschool  
Teacher/Program Director

# **2024 Annual Budget Meeting Agenda**

February 4, 2023

I. Opening Prayer

II. Recognition of Outgoing Council Members

III. Introduction of Council Members for 2024

IV. Presentation and Adoption of the 2023 Annual Report

V. Review of 2023 Financial Status

VI. Review of 2023 Stewardship Campaign

VII. Presentation and Adoption of 2024 Budget

VIII. Recognition of Service

IX. New Business

X. Adjournment

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# Minutes of the Annual Congregational Budget Meeting

Meeting of the congregation held in person and over zoom  
Sunday, February 5, 2023

## **I. Opening**

The meeting was called to order by Council Vice President Joyce Stein, in the absence of President Glen Greenlee, and opening prayer was offered by Pastor Carey

## **II. Recognition of Outgoing Council Members**

Vice President Joyce Stein gratefully recognized Glen Greenlee, Chris Lund, and Brian Farley for their service as they complete their terms and leave council.

## **III. Introduction of Council Members for 2023**

Joyce then introduced the New and Continuing Council Members for 2023 and their officers: Joyce Stein - President, Michiael Seischab - Treasurer, Becky Gucwa – Secretary, Julia McMorrough, Trudi Goff, Emily Chilson, Ariane Donnelly, and Jim Monkiewicz. A Vice President will be determined at first Council meeting February 18, 2023.

## **IV. Presentation and adoption of the 2022 Annual Report**

Joyce asked if anyone had any questions or comments about the Annual Report. There were none. Valerie Brader moved to approve the 2022 Annual Report. Brenda Greenlee seconded the motion. The Annual Report and minutes were therein approved and adopted without change.

## **V. Review of 2022 Financial Status and Report on the Stewardship Campaign**

Brian Farley gave the Treasurer's Report and financial status for 2022. Valerie Brader presented Stewardship Campaign results and its impact on developing the 2023 Budget. Valerie explained we will run a deficit budget in 2023, but we have reserves in excess of \$120K. The main theme was that we are investing in our future.

## **VI. 2023 Budget**

Valerie Brader presented the proposed Budget for 2023. Donna Karvonen moved to adopt the 2023 Budget. Brian Farley seconded. The 2023 Budget was approved and adopted without change.

## **VII. Recognition of Service Award**

Joyce Stein provided a "thank you" to Kathy Schoof and Anne Clites for their many years of service to Alpha House.

Pastor Lori Carey introduced and thanked Roger and Helen Harms for their dedicated service to Trinity throughout the year(s).

## **VIII. New Business**

Jim and Sue Monkiewicz volunteered to be the delegates to Synod in 2023.

Bob King announced that if anyone knew of a person capable of handyman work, they should contact Leena Elawar.

## **IX. Adjournment**

Valerie Brader moved to adjourn the meeting and Brenda Greenlee seconded. Meeting Adjourned.

# Minutes of the Annual Election Meeting

Minutes of the Congregational Election Meeting  
Trinity Evangelical Lutheran Church, Ann Arbor, Michigan

Sunday, November 12, 2023

(Conducted In Person)

## **I. Council President Joyce Stein**

Opening Comments and called meeting order.

## **II. Nomination of Council Member**

Jim Monkiewicz is resigning at the end of this term. Page Boyer was nominated by Joyce Stein, Dick moved to approve, Onda second the move and the congregation approved.

## **III. Joyce Stein President is up for reelections**

Page moved to approve, Donna second the move and the congregation approved.

## **IV. Synod Assembly**

Will be held in Ida Michigan at Prince of Peace Lutheran Church on May 11th, we need a male and female to attend. No one volunteered, Joyce will start the process to recruit.

## **V. Stewardship Committed**

Valerie presented the receipt of \$35K Tax Credit and asked for approval to spend if needed. Jesse moved to approve, Deb second the move and the congregation approved. Valerie reminded members of the importance of turning in their pledge cards.

## **VI. New Committee**

Joyce presented a new Welcome Ministry to create a welcoming and consistent environment for visitors of the Church. Becky is recruiting volunteers.





# Statistical Membership Report

January 01, 2023 - December 31, 2023

## BAPTISMS

|                              | Born             | Baptism          |
|------------------------------|------------------|------------------|
| Vanderscheer, Alistair Vance | June 3, 2022     | January 29, 2023 |
| Walainis, Eva Rose           | July 26, 2022    | April 30, 2023   |
| Essler, Liv Marian           | October 27, 2022 | May 10, 2023     |
| Lee, Theodore James Henry    | March 2, 2023    | November 5, 2023 |

## MARRIAGES

Judith Moldenhauer & Julia Henshaw July 23, 2023

Wedding took place at their home - The Rev. Lori Carey officiated.

Mark Schantz & Kathy Schell November 11, 2023

Wedding held at King of Kings Lutheran Church, A2 - The Rev. Lori Carey officiating.

## AFFIRMATION OF FAITH/CONFIRMATION

|                  |                  |
|------------------|------------------|
| Seischab, Isabel | June 4, 2023     |
| Suppes, Sydney   | June 4, 2023     |
| Regan, Patrick   | October 30, 2023 |
| Sturms, Emi      | October 30, 2023 |
| Sturms, Caylin   | October 30, 2023 |

## DEATHS

|                     |      |                  |
|---------------------|------|------------------|
| Meyers, George      | Died | March 8, 2023    |
| Engels, Sandra      | Died | March 28, 2023   |
| Koto, Edwina Mae    | Died | May 22, 2023     |
| Tracy, Constance R. | Died | October 24, 2023 |

## MEMBERS JOINED BY AFFIRMATION OF BAPTISM or TRANSFER

|                      |          |
|----------------------|----------|
| Boyer, Page          | 2/19/23  |
| Boyer, Kathleen      | 2/19/23  |
| Ault, Jena           | 2/19/23  |
| Symmons, Jennifer    | 2/19/23  |
| Meyers, George       | 2/28/23  |
| Meyers, Henrietta    | 2/28/23  |
| Mayer - Flatt, Sarah | 7/16/23  |
| Mayer-Flatt, Randy   | 7/16/23  |
| Deames, Margaret Lee | 7/16/23  |
| Scudder, Nancy Ellen | 7/16/23  |
| Stein, Donna         | 11/29/23 |

# Statistical Membership Report (Cont.)

January 1, 2023 to December 31, 2024

## WORSHIP ATTENDANCE

|                 |     |
|-----------------|-----|
| Onsite Average  | 89  |
| YouTube Average | 172 |

## CONGREGATIONAL REPORT TO THE ELCA FOR 2023

|                                      |     |
|--------------------------------------|-----|
| Baptized membership as of January 1: | 480 |
|--------------------------------------|-----|

### *Baptized members received during 2023*

|                                      |    |
|--------------------------------------|----|
| By Baptism                           | 4  |
| By Affirmation of Faith/Confirmation | 5  |
| By Affirmation of Baptism/Transfer   | 11 |

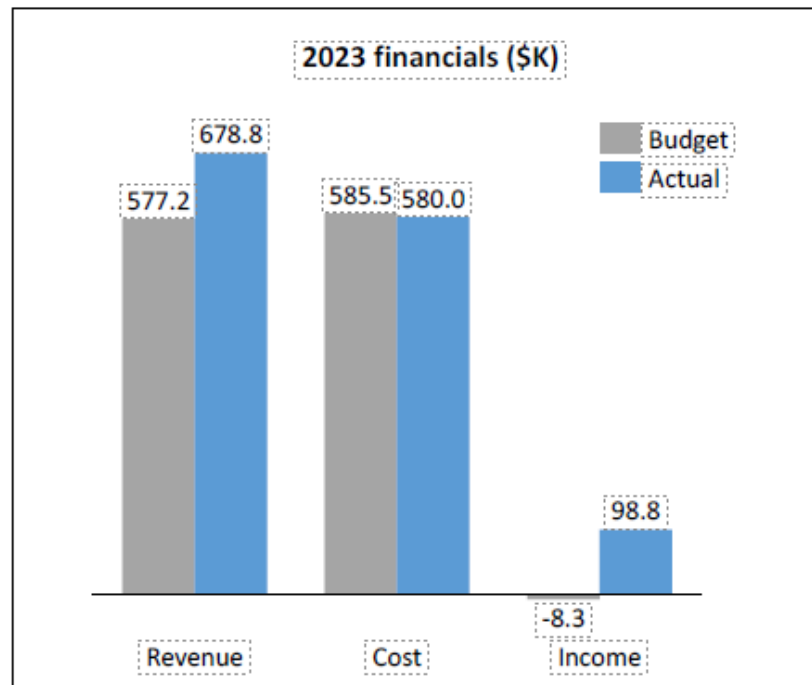
### *Baptized members removed during 2023*

|   |                  |
|---|------------------|
| By Death                                  | 4                |
| By Transfer                               | no records found |
| Total Baptized Membership by December 31: | 496              |

# Treasurer's Report

## 2023 financial results

2023 was a good year for Trinity's finances. While we had budgeted for a \$(8)K deficit, Trinity finished the year with an income of ~\$99K (~\$107K ahead of budget) – a strong result considering the church is going through a transition to a new pastor, invested in a sound system upgrade that had not been included in the budget, and had a significant amount of expenses related to its building and facilities.



Much of the favorability stems from higher than anticipated revenues – which ended the year at ~\$679K vs. a budget of ~\$577K (~\$102K more than we expected). General offering income exceeded the budget by ~\$67K, though it is important to note that almost all this extra is from a single generous bequest received early in the year. In addition, “other income” and event parking income were higher by ~\$35K, primarily driven by higher interest income on our savings and reserves and the receipt of federal employee retention tax credits (though increasing football parking prices helped too).

Trinity's cost came in slightly below the budget as well, finishing the year at \$580K compared to a budget of \$585K (~\$5K ahead of budget). While this is a good result, there are several other line items that are worthwhile calling out in terms of either being higher or lower than anticipated.

- 
- Property related expenses were higher than budget by ~\$10.6K (\$63.0K vs. \$52.4K). This higher than anticipated spend was partially driven by the sound system upgrade, but also by a growing number of repairs needed to maintain the church's building and facilities.
  - Technology related expenses were higher than budget by ~\$4.5K.
  - In the last third of the year, staffing costs went down because we went from a full-time pastor to a three-quarters time interim pastor.
  - Youth and family ministry came in well below budget.

As noted above, the net result of an income of ~\$99K for the year is positive and will allow Trinity to add to its financial position, thus providing a cushion for the challenges that lie ahead.

### **2024 budget**

Looking forward to 2024, we are expecting a more challenging year for Trinity's finances. The expected general offering will decrease in 2024 since the large bequest that contributed to 2023's revenues and the tax credits Trinity received in 2023 are not expected to repeat. Correspondingly, we expect revenues to drop back to ~\$584K (from 2023's actual of ~\$679K).

On the cost side, we are expecting expenses to increase from an actual of ~\$580K in 2023 to ~\$649K in 2024. The main driver for the increase is staff cost, which are expected to rise from \$333K to ~\$368K – primarily due to cost of retaining a new pastor for the congregation, though also because we are giving our staff (cost-of-living sized) raises. We are also expecting property and facilities expenses to continue occurring at the same elevated rate as in 2023 and are planning on adding to the property and facilities reserve to build an additional cushion to cover future increases to maintenance cost for the building and property, plus pay for more landscaping services. Lastly, we are also increasing expenses to cover key ministries supporting Trinity's mission and membership retention and growth (e.g., Ann Arbor Pride sponsorship, Fall Festival). The recommended budget also increases our benevolence budget (especially related to the Food Gatherers ministry) and does not make cuts to the Youth & Family ministry budget. For this reason, the 2024 budget recommendation is a deficit budget—with expenses surpassing expected revenues by ~\$65K. A deficit budget simply means that we anticipate 2024 will have higher expenses than revenue--and while not ideal, we had such a successful 2023 that we can cover the projected 2024's shortfall with the excess funds that we received this year and still have a bit left over. In other words, while we won't add much to our savings (which still exceed half a million dollars of unrestricted funds), we can use 2023's surplus funds to offset 2024's likely deficit.

This coming year, Council will both monitor the success of our efforts to invest in Trinity's future and spend time identifying potential paths to a sustainable budget.

Respectfully,

Michael Seischab & Valerie Brader

1. Note that in addition to the \$60K property-related expenses recorded in the income statement, Trinity also pulled ~\$28.7K from its property and facilities reserve to fund repairs and upgrades. Many of those dollars came from the excess funds transferred at the successful conclusion of the All Are Welcome capital campaign, so thanks again to our faithful donors to that effort!

2. Examples include the replacement of lights in the parking lot, repairs needed for the belltower, removal of a tree due to storm damage and the replacement of several kitchen appliances.

## Reference Materials

### 2023 P&L

| <b>Trinity Lutheran Church</b>             |                   |                   |                   |  |
|--|-------------------|-------------------|-------------------|--|
| <b>Budget vs. Actuals: FY 2023 P&amp;L</b> |                   |                   |                   |  |
|  | 2023 Actual       | 2023 Budget       | Variance          |  |
| <b>Revenue</b>                             |                   |                   |                   |  |
| 31000 General Offering Income              | \$ 595,007        | \$ 528,500        | \$ 66,507         |  |
| 32000 Event Parking                        | \$ 41,437         | \$ 38,700         | \$ 2,737          |  |
| 33000 Other Income                         | \$ 43,320         | \$ 10,000         | \$ 33,320         |  |
| 39000 Investment Income                    | \$ (953)          | \$ -              | \$ (953)          |  |
| <b>Total Revenue</b>                       | <b>\$ 678,811</b> | <b>\$ 577,200</b> | <b>\$ 101,611</b> |  |
| <b>Expenditures</b>                        |                   |                   |                   |  |
| 41000 STAFF                                | \$ 333,136        | \$ 341,639        | \$ (8,502)        |  |
| 43000 OPERATIONS                           | \$ 82,762         | \$ 83,195         | \$ (433)          |  |
| 45000 GOVERNANCE                           | \$ 29,957         | \$ 32,320         | \$ (2,363)        |  |
| 51000 WORSHIP                              | \$ 1,050          | \$ 2,910          | \$ (1,860)        |  |
| 53000 MUSIC                                | \$ 5,537          | \$ 5,735          | \$ (198)          |  |
| 55000 CARING MINISTRY                      | \$ -              | \$ 20             | \$ (20)           |  |
| 61000 HOSPITALITY                          | \$ 1,940          | \$ 2,500          | \$ (560)          |  |
| 63000 SERVICE & MISSION                    | \$ 18,566         | \$ 19,350         | \$ (784)          |  |
| 65000 SMALL GROUPS                         | \$ 6              | \$ 750            | \$ (744)          |  |
| 71000 YOUTH & FAMILY                       | \$ 3,541          | \$ 8,550          | \$ (5,009)        |  |
| 73000 ADULT EDUCATION                      | \$ 537            | \$ 750            | \$ (213)          |  |
| 81000 DISCIPLESHIP                         | \$ 561            | \$ 945            | \$ (384)          |  |
| 83000 INVITATION                           | \$ 2,152          | \$ 1,690          | \$ 462            |  |
| 85000 PROPERTY                             | \$ 63,040         | \$ 52,443         | \$ 10,598         |  |
| 86000 Property Accrual                     | \$ 5,000          | \$ 5,000          | \$ -              |  |
| 87000 TECHNOLOGY                           | \$ 32,175         | \$ 27,671         | \$ 4,504          |  |
| <b>Total Expenditures</b>                  | <b>\$ 579,962</b> | <b>\$ 585,468</b> | <b>\$ (5,506)</b> |  |
| <b>Surplus/(Deficit)</b>                   | <b>\$ 98,849</b>  | <b>\$ (8,268)</b> | <b>\$ 107,117</b> |  |

## 2023 Statement of Financial Position

**Trinity Lutheran Church**  
**Statement of Financial Position**  
As of December 31, 2023

|  | Total                  |
|--|------------------------|
| <b>ASSETS</b>                                    |                        |
| Current Assets                                   |                        |
| Bank Accounts                                    |                        |
| 11000 Bank of Ann Arbor Checking                 | 815,939.66             |
| 11200 MIF Demand Investment Construction Account | 217.54                 |
| 13900 Thrivent Accounts                          | 336,319.99             |
| Total Bank Accounts                              | \$ 1,152,477.19        |
| Total Current Assets                             | \$ 1,152,477.19        |
| Fixed Assets                                     |                        |
| 16000 Fixed Assets                               | 1,937,852.37           |
| Total Fixed Assets                               | \$ 1,937,852.37        |
| <b>TOTAL ASSETS</b>                              | <b>\$ 3,090,329.56</b> |
| <b>LIABILITIES AND EQUITY</b>                    |                        |
| Liabilities                                      |                        |
| Current Liabilities                              |                        |
| Other Current Liabilities                        |                        |
| 21000 General Payroll Liabilities                | 2,265.76               |
| 23000 Programs with Designated Funds             | 11,731.35              |
| 24000 Internal with Designated Funds             | 79,141.83              |
| 25000 Outreach with Designated Funds             | 23,609.19              |
| 26000 TLC Adventure Preschool Fund               | 31,360.30              |
| Total Other Current Liabilities                  | \$ 148,108.43          |
| Total Current Liabilities                        | \$ 148,108.43          |
| Long-Term Liabilities                            |                        |
| 27000 Thrivent Fund Liability                    | 333,949.77             |
| Total Long-Term Liabilities                      | \$ 333,949.77          |
| Total Liabilities                                | \$ 482,058.20          |
| Equity   |                        |
| 29000 Net Asset Accounts                         | 1,991,968.99           |
| 29800 Opening Balance Equity                     | 7,546.12               |
| 29900 Retained Earnings                          | 517,979.49             |
| Net Revenue                                      | 90,776.76              |
| Total Equity                                     | \$ 2,608,271.36        |
| <b>TOTAL LIABILITIES AND EQUITY</b>              | <b>\$ 3,090,329.56</b> |

## 2024 Budget

| <b>Trinity Lutheran Church</b>                     |                    |                    |                    |
|--|--------------------|--------------------|--------------------|
| <b>2024 Budget vs. 2023 Actual and 2023 Budget</b> |                    |                    |                    |
|  | <b>2024 Budget</b> | <b>2023 Actual</b> | <b>2023 Budget</b> |
| <b>Revenue</b>                                     |                    |                    |                    |
| 31000 General Offering Income                      | \$ 502,255         | \$ 595,007         | \$ 528,500         |
| 32000 Event Parking                                | \$ 56,000          | \$ 41,437          | \$ 38,700          |
| 33000 Other Income                                 | \$ 20,000          | \$ 43,320          | \$ 10,000          |
| 39000 Investment Income                            | \$ 5,600           | \$ (953)           | \$ -               |
| <b>Total Revenue</b>                               | <b>\$ 583,855</b>  | <b>\$ 678,811</b>  | <b>\$ 577,200</b>  |
| <b>Expenditures</b>                                |                    |                    |                    |
| 41000 STAFF  | \$ 368,325         | \$ 333,136         | \$ 341,639         |
| 43000 OPERATIONS                                   | \$ 78,175          | \$ 82,762          | \$ 83,195          |
| 45000 GOVERNANCE                                   | \$ 33,125          | \$ 29,957          | \$ 32,320          |
| 51000 WORSHIP                                      | \$ 1,100           | \$ 1,050           | \$ 2,910           |
| 53000 MUSIC  | \$ 5,935           | \$ 5,537           | \$ 5,735           |
| 55000 CARING MINISTRY                              | \$ -               | \$ -               | \$ 20              |
| 61000 HOSPITALITY                                  | \$ 2,250           | \$ 1,940           | \$ 2,500           |
| 63000 SERVICE & MISSION                            | \$ 24,400          | \$ 18,566          | \$ 19,350          |
| 65000 SMALL GROUPS                                 | \$ 100             | \$ 6               | \$ 750             |
| 71000 YOUTH & FAMILY                               | \$ 8,450           | \$ 3,541           | \$ 8,550           |
| 73000 ADULT EDUCATION                              | \$ 600             | \$ 537             | \$ 750             |
| 81000 DISCIPLESHIP                                 | \$ 1,020           | \$ 561             | \$ 945             |
| 83000 INVITATION                                   | \$ 3,375           | \$ 2,152           | \$ 1,690           |
| 85000 PROPERTY                                     | \$ 68,750          | \$ 63,040          | \$ 52,443          |
| 86000 Property Accrual                             | \$ 20,000          | \$ 5,000           | \$ 5,000           |
| 87000 TECHNOLOGY                                   | \$ 33,482          | \$ 32,175          | \$ 27,671          |
| <b>Total Expenditures</b>                          | <b>\$ 649,087</b>  | <b>\$ 579,962</b>  | <b>\$ 585,468</b>  |
| <b>Surplus/(Deficit)</b>                           | <b>\$ (65,232)</b> | <b>\$ 98,849</b>   | <b>\$ (8,268)</b>  |

# Gifts & Investment Mission Report

The Gift and Investment Mission has two main functions: making sure that gifts that come into Trinity that are designated for a specific purpose are used for that purpose, and overseeing Trinity's investments. Some of those gifts are reflected in the "Gifts and Designated Funds" report. This report shows the monies don't show up in the treasurer's report as income. For instance, if we have a special offering one Sunday, we track both the amount collected and disbursed in the Gifts and Designated Funds report. That report appears on the next page.

As you will see, this year we used a nice chunk of the Good Shepherd Funds to support Food Gatherers' offerings; in the 2024 budget that support appears as its own budget line. We also used some of the music reserve on the sound system replacement. We also plan to have an audit in 2024, so the 2024 budget request assumes that we will spend down this reserve and then fund the rest of the costs out of general giving.

For our longer-term endowment accounts, Trinity continues to maintain a Custodial Account Relationship with Thrivent Trust Company. Here is a summary of the money held at Thrivent and activity through December 31, 2023:

|                         | 12/31/22<br>Balance | Dividend<br>and<br>Interest | Total<br>Fees<br>Charged | Cap Gains<br>and Losses | 12/31/23<br>Balance |
|-------------------------|---------------------|-----------------------------|--------------------------|-------------------------|---------------------|
| Advanced Education Fund | 66,682.45           | 1,672.79                    | 206.04                   | 4,051.39                | 72,612.67           |
| Haisch Fund             | 29,133.74           | 730.85                      | 90.02                    | 1,770.06                | 31,724.67           |
| General Endowment Fund  | 193,852.56          | 4,862.98                    | 598.97                   | 11,777.79               | 211,092.30          |
| Church Reserves Fund    | 19,184.26           | 481.26                      | 59.28                    | 1,165.56                | 20,890.36           |

In accordance with our Bylaws, earnings on the General Endowment Fund are to be calculated and then 30% of the earnings are allocated to benevolence and the remaining 70% is directed at Council's discretion. This means \$2,430 is allocated for benevolence this year. (For the year 2022, that figure was \$2,294.) Due to the large church reserves that are currently not invested, Council chose not to take the remaining 70 percent as a distribution and left that \$5,671 in the current funds to continue to draw interest.

Also, in accordance with our Bylaws, undesignated gifts we receive during the year are to be allocated 10% to benevolence, 10% to the General Endowment Fund and 80% is directed by Council. In 2023 the gifts we received that weren't designated for a specific purpose were \$600. The remaining \$480 has not been designated for use at this time.



| Trinity Lutheran Church                             |                              |                         |                          |                                |
|---|------------------------------|-------------------------|--------------------------|--------------------------------|
| Gifts and Designated Fund Activity 2023             |                              |                         |                          |                                |
| Designated Gifts/Funds Outreach                     | 1/1/23<br>Opening<br>Balance | Receipts                | Disbursements            | 12/31/23<br>Closing<br>Balance |
| General Benevolence                                 | \$ 550                       | -                       | -                        | \$ 550                         |
| Alpha House/IHN Offering                            | 350                          | 555                     | 183                      | 722                            |
| ELCA - Cookies for Critters                         | 1,376                        | 2,851                   | 2,526                    | 1,701                          |
| Christmas Offering                                  | 2,507                        | 4,642                   | 2,507                    | 4,642                          |
| Global World Hunger Bank                            | 174                          | -                       | 174                      | -                              |
| Good Shepherd Fund                                  | 21,968                       | 4,790                   | 13,539                   | 13,219                         |
| Habitat for Humanity Offering                       | 5                            | -                       | -                        | 5                              |
| Samaritas   | 98                           | -                       | -                        | 98                             |
| Lutheran World Relief                               | 1,250                        | 2,675                   | 2,450                    | 1,475                          |
| Mission A2  | -                            | -                       | -                        | -                              |
| Peace Neighborhood Center                           | -                            | 1,060                   | 1,060                    | -                              |
| Phebe Hospital Offering                             | -                            | 1,202                   | 1,202                    | -                              |
| Thanksgiving Offering                               | -                            | 1,065                   | 1,065                    | -                              |
| World Hunger Offering                               | -                            | 1,196                   | -                        | 1,196                          |
| Total - Outreach                                    | <u>\$ 28,278</u>             | <u>\$ 20,037</u>        | <u>\$ 24,706</u>         | <u>\$ 23,609</u>               |
| Music Department                                    | \$ 9,443                     | \$ 928                  | \$ 9,338                 | \$ 1,033                       |
| Quilting Group Fund                                 | 2,923                        | 500                     | 565                      | 2,859                          |
| Prayer Shawl Ministry Fund                          | 45                           | -                       | -                        | 45                             |
| Hospitality/Bits & Bites                            | 2,026                        | 3,562                   | 2,235                    | 3,353                          |
| Service & Mission Programs                          | 3,455                        | 60                      | 3,454                    | 61                             |
| Senior Ministry Fund                                | 158                          | -                       | -                        | 158                            |
| Youth & Family Program                              | 1,039                        | -                       | -                        | 1,039                          |
| Women's Retreat                                     | 590                          | -                       | -                        | 590                            |
| Library Fund  | 45                           | -                       | -                        | 45                             |
| Visitation Fund                                     | 119                          | -                       | -                        | 119                            |
| Total - Trinity Programs                            | <u>\$ 19,842</u>             | <u>\$ 5,050</u>         | <u>\$ 15,592</u>         | <u>\$ 9,301</u>                |
| Property and Facilities                             | \$ 54,005                    | \$ 11,121               | \$ 28,733                | \$ 36,394                      |
| 125th Anniversary Fund                              | -                            | 12,316                  | 12,316                   | -                              |
| Sabbatical/Staffing Accrual                         | 14,000                       | -                       | 10,000                   | 4,000                          |
| Audit Accrual Fund                                  | 5,445                        | -                       | -                        | 5,445                          |
| National Youth Gathering                            | 1,242                        | -                       | -                        | 1,242                          |
| Youth Assistance                                    | 187                          | -                       | -                        | 187                            |
| Projector Fund                                      | 1,921                        | -                       | -                        | 1,921                          |
| Sunny Roller Fund                                   | 35                           | -                       | -                        | 35                             |
| Memorial Garden                                     | 140                          | -                       | -                        | 140                            |
| Senior Transportation                               | 650                          | -                       | -                        | 650                            |
| Total - Building and Administrative                 | <u>\$ 77,625</u>             | <u>\$ 33,437</u>        | <u>\$ 61,049</u>         | <u>\$ 50,013</u>               |
| <b>Total Designated Gifts/Funds</b>                 | <b><u>\$ 125,746</u></b>     | <b><u>\$ 58,524</u></b> | <b><u>\$ 101,346</u></b> | <b><u>\$ 82,923</u></b>        |
| Undesignated Memorial Fund                          | \$ 31,722                    | \$ 600                  | \$ 3,295                 | \$ 29,027                      |
| Scrip Income/Church Share                           | 786                          | -                       | 685                      | 101                            |
| <b>Total Trinity Unrestricted Gifts</b>             | <b><u>\$ 32,508</u></b>      | <b><u>\$ 600</u></b>    | <b><u>\$ 3,980</u></b>   | <b><u>\$ 29,128</u></b>        |
| <b>Total - Trinity Gifts &amp; Designated Funds</b> | <b><u>\$ 158,254</u></b>     | <b><u>\$ 59,124</u></b> | <b><u>\$ 105,327</u></b> | <b><u>\$ 112,051</u></b>       |

