

TABLE OF CONTENTS

<i>President's Report</i>	1
<i>Pastors' Report</i>	2
<i>125th Anniversary Report</i>	3
<i>Dig Down Report</i>	4
<i>Music Ministry Report</i>	4
<i>Church in Society Report</i>	5
<i>Preschool Report</i>	6
<i>North Entrance Task Force Report</i>	7
<i>All Are Welcome Capital Campaign Report</i>	7
<i>Statistical Membership Report</i>	8
<i>Minutes of 2018 Annual Budget Meeting</i>	9
<i>Minutes of 2018 Annual Election Meeting</i>	10
<i>2019 Annual Budget Meeting Agenda</i>	10
<i>Stewardship Report</i>	10
<i>Treasurer's Report</i>	11
<i>2019 Budget Proposal</i>	12
<i>Statement of Financial Position</i>	13
<i>Gifts & Investment Mission Report</i>	14
<i>Gifts and Designated Fund Activity 2018</i>	15



trinity • lutheran • church
1400 w. stadium blvd. • ann arbor, michigan 48103

web: trinityaa.org
phone: 734.662.4419

2018 ANNUAL REPORT



President's Report

"God can do anything, you know—far more than you could ever imagine or guess or request in your wildest dreams! He does it not by pushing us around but by working within us, his Spirit deeply and gently within us. Ephesians 5:20 (The Message)

A Year of Discernment-2019

In 2018, the 125th Anniversary called us to remember who we were, who we are, and who we will be as we look to the future. Along with the joy of celebrating our anniversary in 2018 and successfully completing the All Are Welcome Capitol Campaign, we faced several challenges from construction bids that far exceeded our expectations and an ever-escalating income shortage. Throughout the year we were blessed by the generosity of spirit and gifts of the people of Trinity. Thank you for your partnership in the gospel. Thank you to the pastors, staff, council and other leaders as we weathered the challenges with the help of the Holy Spirit and your prayers.

As we look forward, 2019 will be a year of discernment. In the fall of 2018, the Dig Down team was formed. This team will "dig down" into who we are as Trinity. What are the strengths, gifts, and passions that we share as we witness to the light of God's love in our community? Who is God leading us to be? What structures and processes do we need to lead us into the future?

When we reflect on the challenges of 2018, we could easily be discouraged, but then we remember the blessings of being a people of God together. We remember the consistent generosity of Trinity people including an occasional unexpected gift to retire our building debt. God calls us to be people of hope and courage. Change is difficult, but it is also necessary if we are to live out our call as the people of God. God has promised that the Holy Spirit will travel with us during this year of spiritual pilgrimage as we discern God's will for Trinity.

Helen Harms, *President*

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

Pastors' Report

As Trinity celebrated 125 years of ministry (see the *125th Anniversary Report* that follows), the congregation proved itself still passionate to fulfill God's calling in this present time and place.

Winter into Spring

Under the theme: "Who we were, are and will become" - we began the year already well in process of working with Swanson Design Architects to redesign our parking lot entrance - something required by the state fire marshal in order to maintain TLC Adventure Preschool licensing. After gathering much input from the congregation and hosting informational discussion sessions, the congregation voted to renovate the north entrance in proportion to the funds pledged to the All Are Welcome Capital Campaign. With a robust response of more than \$550,000 in pledges over a three year period, plans were completed and sent out for bid. When bids far exceeded our budget (something that was happening with projects all over the country) it was back to the drawing board. Many thanks are due to our North Entrance Task Force who continue to shepherd this important project that we anticipate will be completed in this current year!

By early June we had spent Lent exploring how to live more mindful lives, approved a capital campaign, gathered pledges, voted to engage construction and celebrated 125 years of ministry—and yet our activities had only just begun!

Summer

Summer was a rich time for building community and deepening as the community into which God continues to form us. Pastor Sara hosted a series of summertime BBQs at her home where families and individuals gathered around meals, conversation and outdoor games that served to enrich our friendships with one another.

The summertime Food Gatherers distribution engaged with many enthusiastic volunteers who not only warmly welcomed guests with produce and groceries, but also supported the summer Friday breakfast program that weekly gathers 20-40 guests in cooking and sharing a meal. This extraordinary breakfast program fostered relationships among those suffering food insecurity and with members of the Trinity community. This fall, when Trinity hosted the Thanksgiving Eve Service, nearly 100 people gathered before worship around a Thanksgiving meal. Servers gathered at table with those in need of a hot meal. The donations of food were so abundant that many meals were packed up for sharing at shelters the next day. Worship that even-

ing brought together members of Trinity, Zion Lutheran Churches and the homeless community in an extraordinary service of gratitude and praise.

Fall

This past fall, Sunday School started a new format with the Pre-K-2nd graders meeting together and the 3rd-5th graders meeting together. The young kids travel between stations and the older kids delve deeper into scripture. Parents continue to meet every Sunday and it proves to be a great place to find support and to share wisdom. This is a very successful format and we are continuing it. There are 13 kids in catechism meeting with great enthusiasm every other Sunday after worship.

Trinity's young adult group, called Uncorked, has added new "small members" to their group as families expand. This fun and faithful group is regularly seen participating and leading in a variety of ways at Trinity.

Technology took forward leaps in transitioning to Church Community Builder, which brings together data and functionality from our former membership database, scheduling software and group emails. The merging of all our data and processes into a single format allows greater member connection and involvement in ministry. While we are still learning how to use this new system, many are appreciating how easy it is to connect and engage in ministry with others.

This fall we began a new theme called "Dig Down" as we seek deeper meaning and outcomes as we explore what God is up to among us and in our world today. In both Adult Forum and Parents' Class we "dug down" into deepening our relationship skills and into understanding where and how the Church and the Civil Sectors engage. In Advent we "dug down" into the Advent Conspiracy which gave us the tools to Worship more Fully, Spend Less, Give More of ourselves and Love All. Those who followed the conspiracy report that it greatly enriched their experience of Advent and Christmas and that it made some lasting impact on their lifestyles.

For a third year in a row Trinity hosted the Daytime Warming Shelter during the last two weeks of December. The experience of extending hospitality and welcoming our guests in from the cold deeply enriches our celebration of Christ's birth in the temporary shelter of the stable.

As we faced a budget crisis near the end of the

year, Trinity members stepped forward with an extraordinary outpouring of generosity. One household paid off the \$32,000 debt we owed to our endowment fund from the 2008 construction. Others stepped forward with end of the year giving that greatly reduced the deficit we were facing at the end of the year. At the same time, more than \$5,000 in gift cards were given for families of Peace Neighborhood Center, an untold number of toys and clothing came in to fulfill requests from the Salvation Army for families in need, our Mitten Tree filled to overflowing, nearly \$900 was given in support of the Warming Shelter and worshippers supported a Sunday School bake sale with more than \$1,000 in donations enabling the purchase of a family farm and many more animals and water technology for people in need around the world. We are a generous hearted community that is

passionate to extend God's love to all.

We begin 2019 with a gifted and dedicated Dig Down Team who will be listening and reaching out to our membership to discern how God is calling us to share the gospel in these days. As our congregation changes and adjusts, our capacity to love, share generously and our confident hope in God's presence encourages us. May God's Spirit be ever near to each and to all as we deepen in our identity as the beloved and called people of God.

Pastors Lori Carey and Sara Freudenburg

125th Anniversary Report

125 Years of Ministry Celebration

On April 3, 1893 Trinity Evangelical Lutheran Church of Ann Arbor signed their charter of organization. To celebrate the 125th anniversary of our congregation's founding, several members came together to plan a wonderful celebration.

Since Easter Sunday was on April 1 this year and since the weather can vary so greatly in early spring, the anniversary task force chose the weekend of June 2-3 to celebrate.

The theme for the celebration was in keeping with the theme for the 2017-2018 program year: "Who We Were, Who We Are and Who We Will Become." Under that theme, we looked back at years of ministry God had provided us as we looked forward to all that God would yet make of our ministry in this place.

Lifelong Trinity member Daryl Hurst researched and wrote a historical update of the past 25 years under the title "A Celebration of People, Program and Place" which highlighted the evolution of our ministry and our congregational community through narrative and pictures. We are grateful to Daryl for his work that well describes how ministry and our community has evolved over the years.

Invitations went out to former and current members, pastors and friends. A banner went up on the front lawn thanking the Ann Arbor Community for 125 years of support. A catered anniversary dinner was held at church on Saturday June 2 beginning with hor d'oeuvres under a tent in the courtyard. As they checked in, people identified the era in which their connection

began with the church.

Dinner in the Social Hall began with a table grace offered by former Senior Pastor Wally Arnold and a champagne toast offered by Trinity member Joel Nelson. The group moved upstairs for the anniversary presentation in the worship space.

The presentation was divided into five 25 year segments of Trinity history. Verses from a hymn from each era introduced each segment. Then a Trinity member read a summary of congregational life in that era. Visiting Pastors Wally Arnold and Kim Taylor spoke as we remembered the time span in which they served. Pastor Gretchen Bingea addressed the group through a prerecorded video. Greetings from past members who were unable to attend were read. The evening concluded around dessert, served in the lounge.

The next morning, Bishop Donald Kreiss of the Southeast Michigan Synod preached and was present at worship. Pastors joined in leading an Affirmation of Baptism and recommitment to ministry. After worship, a picnic BBQ luncheon was served, as kids joined in games, adults looked at exhibits and tried to answer Trinity trivia (both past and present) and member Daryl Hurst led a historical walking tour of our property.

Thanks to all who helped make the anniversary celebration such a wonderful experience.

125th Trinity Anniversary Task Force
Eunice Phillips, Sue Ressler, Joel Nelson,
Jim Epperson, Mary Lewison and Pastor Lori

Dig Down Report

On November 11 the Dig Down team was commissioned. Team members and roles are: Ariane Reister (Curator/Sharer), Cathy Welch (Facilitator), Sue Ressler (Connector), Dale Daniel (Builder/Sharer), Glen Greenlee (Champion), Deb Nystrom (Communicator), Pastor Lori Carey, and Pastor Sara Freudenburg. The purpose of this team is *to discern and recommend the best structure to deliver Trinity's calling in the world.*

Council approved in July that the Dig Down process be initiated. Three team members and Council president Helen Harms were trained in October. Team meetings began in November and will continue through 2019.

The team will work through the LEAD (Living Every Day as Disciples) process to “shift the mindset of leaders and prepare faith communities for leadership in a changing world.” The LEAD process requires that we examine ourselves and those around us that we are privileged to serve. Recent work by council and the congregation have given us a solid foundation from which we can advance. As such, we will begin the LEAD process at the Dig Down phase

where “the church rethinks the way it operates in order to welcome new people with new imagination.” This process will be grounded in a theological examination of the First Century Church in Philippi. From there, we will explore our governance and staffing roles in terms of our current leadership system and how they might evolve to support the changing church. Finally, we will examine the resources that we have available to support the changing church – our volunteer time and our resources. Lastly, we will examine our ability to connect our resources to their best use through our stewardship practices.

We will be gathering information from all members of our congregation and many others. We hope to promote a spirit of transparency with frequent updates to the congregation. Finally, as a team chartered by Council, we will report out to Council with our progress, our lessons learned, and our recommendation so that the church might deepen its relationship with our neighbors and within our neighborhood.

Glen Greenlee

Music Ministry Report

The music ministry has had another busy year! The volunteers and Dolly Collins, Trinity's phenomenal organist, have been busy enhancing the worship experience of the church.

There were two cantatas this year. The first one was on Good Friday and was titled, “Hope in the Shadows.” The second one was December 23rd and was titled, “Prophets and Angels.” Both cantatas required guest musicians and vocalists. The Festival Choir rehearsed for 8-10 weeks for each cantata.

Sanctuary Choir and Chancel Bells continued to practice every Thursday night and played and sang at the 8:30 worship service. The Chancel Bells also played at the December 23rd cantata.

Our 11:00 worship team continues to have retreats on Saturday mornings. During these retreats we sing, play, pray, eat, and spend time with one another. They allow for our participants to go to Sunday morning educational hour, should they wish to.

A semi-big purchase was made this year. Sarah bought an iPad for the purpose of digitizing the entire music library at Trinity. The project is

well underway and when finished, every piece of music that Trinity owns will be on a digital system and accessible from anywhere. This will enhance worship preparation, assist guest musicians, and add a lot of convenience to those in the ensembles who may want to use digital interfaces for worship. The goal is to have tablets available for people in the 11:00 worship team to save on paper usage.

We hosted Thanksgiving Eve service at Trinity and we worked with Natalie Downs, choir director at Zion, to create a combined choir to sing at the worship service. The choir sang, “Roll Down Justice!” at a justice-charged Thanksgiving Eve service.

There were countless things that happened with the music ministry, but those are a few of the highlights. All I can say is, Trinity is a great place to do ministry. I look forward to the future and what we can do together musically inside our doors and out in the community. Thank you for your continued support and prayer regarding the music ministry at Trinity.

Sarah Altenburg, Music Minister

Church in Society Report

Members: *Joyce Stein, chair; Dori Gapczynski; Linda Waltenberger; Sandy Schmoker; Pr. Lori Carey; Joel Nelson; Janet Yoakam; Beverly Holen; Sharon Larmee*

Church in Society stewards Trinity's financial and volunteer support of local and global efforts that minister to the hungry, homeless, outcast and oppressed. Below is a summary of Trinity's social ministry initiatives in 2018 which Church in Society either coordinated or lent support:

- "Don't Shop Alone" monthly food/goods collection and disbursements. Recipients included Emmanuel Lutheran Church, Hope Clinic, HARC Unified, Ann Arbor/Ypsilanti Food Banks at Catholic Social Services, St. Joe's Family Neighborhood Health Center;
- Lutheran World Relief School and Personal Care Kit gathering, packing and sending;
- Hosted the men's Rotating Shelter for one week and Warming Shelter for two weeks;
- Hosted the Alpha House Homeless Family Shelter for two weeks;
- Collection and Disbursement projects including Summer Cereal Search, Peace Gift Tree and Mitten Tree;
- Habitat for Humanity projects;
- CROP Walk;
- Washtenaw Conference of ELCA congregations Shred and Recycling Day at Sequoia Senior Living Center;
- Hosted a table at the annual Walk for Recovery where Blessing cards and granola bars were distributed;
- Presented several adult forums to raise awareness of social issues and needs. Forum topics addressed Refugee Foster Care as told by a Trinity household's experience, Update on Washtenaw Refugee Resettlement, Recovery work through Home of New Vision, Trinity-supported Advocacy Work in Washtenaw County, Skype Presentation with our missionary in Jerusalem, Pastor Carrie Ballinger Smith, Presentation on Proposal 2, Intersection between Faith and Civil Law;
- Compiled and placed in the Trinity Library a listing and descriptions of the local agencies and initiatives to which our local benevolence funds are directed.

Following is a summary of **Directed Social Ministry Giving in 2018:**

• Lutheran Campus Ministry	\$8000
• Peace Neighborhood Center	\$5000
• Missionary Support	\$1000
• Between the Lines Lutheran RIC Advertisement	\$ 400
• Interfaith Council for Peace and Justice	\$ 400
• ICPJ Connect & Act conference	\$ 250
• Ozone House for homeless youth	\$ 400
• Religious Action for Affordable Housing	\$ 375
• Safe House	\$ 400
• St. Andrew's Breakfast Program	\$ 275
• Washtenaw Interfaith Roundtable	\$ 200
• WRAP Recovery Walk	\$ 100
• Warming Center	\$ 200
• West Arbor Reading Center	\$ 100

Additional funds remaining from **2015 and 2018 Endowment earnings** were distributed:

• Avalon Housing	\$ 600
• Mission	\$ 600
• St. Andrew's Breakfast Program	\$ 257
• Camp Scholarships for two Foster Kids	\$1100
• Lutheran Campus Ministry Capital Appeal	\$1000
• Trinity Summer Breakfast Program	\$ 750
• Good Shepherd Fund	\$ 300
• Habitat for Humanity	\$ 221
• Pedicab Purchase for Boober Tours (Provides jobs for up to 7 people)	\$3000

Specific Appeals

• Lutheran World Relief	\$ 941.78
• World Hunger Offerings	\$1846.42
• Phebe Hospital (Liberia)	\$ 827
• Good Shepherd Funds	\$3215
• Habitat for Humanity	\$ 779
• Cookies for Critters	\$1076

2018 Christmas Offerings

• Lutheran Church of Hope in Ramallah	\$1848.75
• Washtenaw Co. Shelter Assoc.	\$1848.75

Total	\$37,310.70
\$18,000 from budgeted funds	
\$ 7,828 from endowment earnings	
\$11,482.70 from designated giving	



TLC ADVENTURE PRESCHOOL

Barb Daniel, Director *tel* 734-662-4419
 1400 West Stadium Blvd. *fax* 734-662-4515
 Ann Arbor, Michigan 48103 *e-mail* preschool@trinityaa.org

Preschool Report

Have we trials and temptations? Is there trouble anywhere? We should never be discouraged Take it to the Lord in prayer. Can we find a friend so faithful, Who will all our sorrows share? Jesus knows our every weakness, Take it to the Lord in prayer.

Since August 30, 2016 numerous state mandated building upgrades have been made. Over the last year the north entrance task force has worked toward a common goal of finding an affordable north entrance renovation plan that would meet the state fire marshal's approval and also offer the congregation and Trinity's visitors a more user friendly entrance. Did we face additional unexpected obstacles? Yes, we did, but our prayers continue as we hope and pray that after the north entrance renovation is completed in 2019 that we will not have to look back again.

Our TLC Adventure Preschool staff members include Program Director/teacher Barb Daniel, teachers Nancy Baldus and Lorin Kummer, teacher assistants Stacie Porter and Raquel Notz and substitute teachers Sandy Schmoker and Laura Cannata.

Our Pastors continue to offer a beautiful monthly chapel service for our TLC Adventure Preschool children. The children look forward to chapel time each month. The children also

like to help out the food deprived and brought in lots of food to contribute to the food pantry.

Andy Lakatos, Steve Graflund, and Bob Baldus continue improving Trinity's building with upgrades that are appreciated by each one of us especially those of us working in the building. Andy has also made improvements to our split rail fence in front of the playground. Thanks Andy, Steve and Bob for your willingness to share your talents for the benefit of others.

During 2018 our preschool enrollment ranged between thirty and thirty-two students. Thrivent Choice dollars provided scholarship money for two students that completed their enrollment at TLCAP and moved up to kindergarten in September. In addition, in 2018 our active and enthusiastic TLC Adventure Preschool parent group with their fundraising efforts earned over three thousand dollars toward new future playground equipment and rubber chip surface material. Thank you Trinity congregation members for helping to make the TLCAP fundraisers a big success!

Trinity member, Sandy Schmoker has been a faithful supporter and reliable substitute teacher when we have needed her the most. Thanks Sandy!

Barb Daniel

North Entrance Task Force Report

It has been an interesting year for the task force. We worked very closely with the architect to develop a set of preliminary drawings to meet the needs and the dreams of the good people of Trinity and those who use our facilities. It was rather disappointing and quite an eye opener to discover the price tag of our dreams was not within our budget. Back to the proverbial drawing board.

We came up with several options that would both meet the demands of the Fire Marshal for the preschool and provide us with some of the niceties we desire. It was then that the contractor was selected by the council and we began working with our contractor to get a preliminary number for the cost of the new design. Please bear in mind that at this time all the contractor is working with is a drawing of the floor plan and an elevation. Speaking from a contractor's experience, I offer that this is not an easy task. It is here that I wish to thank our architect and contractor for being patient and generous with their time.

From a pastor's heart what makes this process seem so complicated is this. When a church commits to enter a building process as we did, we go forward with the theology... "monies will follow mission." We as a church body

have reversed that thought process. It is with great faith that many of us have committed monies to this building process but as a church body, we also decided to not go into further debt for this project. In other words, here we are attempting to have mission follow the monies. Not impossible but a lot of difficult decisions must be made to bring the building cost down to the amount of monies we have available.

At this time the task force has submitted the option that best meets our needs for fire separation between the church and the preschool, as well as upgraded and handicapped accessible bathrooms. That option was given to council, who ratified it and gave direction to the architect to proceed with working drawings. Those drawings should be nearing completion by mid-January 2019 and will be given to us and the builder so that we may move into the construction phase of this plan. Your continued prayers are greatly appreciated.

I would like to thank all those who are on the task force for the hard work and creativity they brought to the table. We pray 2019 bring us the blessed opportunity to see the fruits of our labor.

Julia McMorrough, co-chair
Rev. Michael Walters, co-chair

All Are Welcome Capital Campaign Report

What did Trinity Evangelical Lutheran Church do in 2018? Among all the other good works, we saved Trinity Adventure Preschool! Facing the need to update our building to allow us to continue to meet the fire code requirements for a preschool, we came together as a congregation and had a wonderfully successful capital campaign, with a theme of "All Are Welcome." Our North Entrance will change to be wider, bigger, and more welcoming to people of all ages as a result of our efforts.

The All Are Welcome campaign reminded us of the continuity of Trinity, as members who had been preschool students, members who had belonged to Trinity for decades, and lots of people in between gave Temple Talks about how Trinity had welcomed them and could grow that spirit of welcome even more. The response was

wonderful, with \$573,336 in pledges received. One of our preschool families, who are not members of Trinity, dropped off a pledge in the thousands of dollars on their way out of town because they are moving (a truly sacrificial gift)! It was a wonderful reminder that our daily demonstrations of God's love really does touch our community and makes God's kingdom just a little more of reality.

\$133,266 has been received from pledgers already, midway through the first-year of the three-year campaign. Additionally, \$27,761 has been given in non-pledged giving, so we have \$161,027 at the time of this writing. We are blessed by gifts of God and the generosity and faithfulness of our community.

Valerie Brader

Statistical Membership Report

January 1, 2018 to December 31, 2018

Members joined by Baptism

02-11-2018 Alexander Kim Malcomson
 05-13-2018 Evelyn Joan Sequin
 12-02-2018 Katherine Beverly Chilson

Members joined by Transfer or Affirmation

05-15-2018 Mike & Sue Walters
 06-01-2018 Richard & Jerry Steen

Confirmation

<none>

Members removed by Death

01-01-2018 Louise Stagner
 01-10-2018 John Anderson
 02-04-2018 Nils Rosaen, Jr.
 04-12-2018 Tom Judit
 04-15-2018 Maynard Wellman
 08-10-2018 Mary Haavisto
 09-11-2018 Norma Hurst
 10-02-2018 Gail Teachout
 10-09-2018 Cy Yoakam
 10-27-2018 Jenny Keller

Members Transferred or Released

06-01-2018 Moraa Andima
 09-02-2018 Pat Sumner
 10-15-2018 Kris Sharley

TOTAL: 9 members lost

Current Baptized Membership: 431

Current Confirmed Membership: 339

Worship Attendance Statistics by Service

Sunday 8:30am: 72 Saturday (summer) 5:00pm: 39
 Sunday 11:00am: 78 Sunday (summer) 10:00am: 85
 Average Weekly Attendance (overall): 140

Pastoral Acts

Baptisms performed: 3
 Funerals performed: 9
 Weddings performed: 3
 09-09-2018 Susanne Brace and Robert Walsh
 09-14-2018 Kelsey Bitter and Clint Holland
 10-27-2018 Donna Karvonen and Doug Mann

Minutes of the Annual Budget Meeting

February 4, 2018

- I. Opening Prayer and Meal: A delicious meal was coordinated by Bits and Bites. Pastor Lori led us in prayer to bless the meal and the gathering.
Shelley DeNeve from Groundcover News thanked the congregation for our support.
- II. Presentation and Adoption of the 2017 Annual Report
Motion to adopt: Valerie Brader; Second: Glen Greenlee
- III. Election of Council
The following nominations were made to fill five vacancies on council:
Bob King, Helen Harms, Audrey Bergen, Sue Sprowls, April Awalt
They were voted in by acclamation
Officers for 2018 will be: Helen Harms, President; Bob King, Vice President
Dani Johnson, Secretary; Treasurer TBD
- IV. Recognition of Service
Youth: Markey Freudenburg-Puricelli was given the award based on her involvement in various ministries throughout the church including leading music and jumping in with a cheerful spirit whenever she is needed. She remains flexible as a daughter of a pastor with a servant's heart.
Adult: Bob Baldus has generously offered his expertise on endless building projects. His service and skill can be seen throughout our building. Not only does Bob have the gift of carpentry, he has the heart of a servant by which we are blessed.
- V. 125th Anniversary
Party time on June 2-3. We will have a dinner and celebration that will include guests from Trinity's past. The committee is working hard to make this event a fun celebration of "who we were, who we are, and who we will become."
- VI. Presentation of North Entrance Project
Julia McMorrough explained why and how we need to achieve floor separation in order to comply with newly enforced fire code. This is necessary for us to keep TLC preschool open.
- VII. Ratification of Proposed Revisions to Constitution and Bylaws
Valerie Brader made a motion to affirm ratification; Jim Epperson seconded the motion
Motion was passed
- VIII. Stewardship Pledges and Forecasted Offering
Glen Greenlee gave a report based on 89 pledges, which is similar to last year.
The forecasted offering for 2018 is \$532,000
- IX. Adoption of 2018 Budget
Cathy Welch explained the budget for us.
Income: \$532,000- forecasted offering; 32,000-football parking; 20,000-other income (building use fees, Thrivent, Scrip, etc.) We are short of needed income and have cut the budget in several areas. We will also, essentially, borrow from other incoming gifts.
Motion to approve was made by Glen and Brenda Greenlee; Second was given by Jim Epperson; Motion was passed
- X. New business- Valerie Brader:
Proposal to use money from seminarian fund to pay off Pastor Sara's seminary student loan.
Valerie Brader made a motion to: Vote to amend the fund to allow for past payments, including grants or offsetting debt payments for ministry education. Motion was seconded by Emily Chilson. Motion was passed.
Valerie made a second motion that a grant, not exceeding \$15,000, be made available to repay Pastor Sara's student loan. Motion was seconded by Glen Greenlee.
Motion was passed.

Meeting was adjourned at 12:35

Minutes of the 2018 Election Meeting

November 11, 2018

Opening Prayer: Helen

Elections to Council: April Awalt, Chuck Finger, Sue Sprowls

Motion to accept nominations: Valerie Brader; Second: Judy Judd; Unanimous approval

Elections to Gifts and Investments: Anne Baird

Motion to accept nomination: Valerie Brader; Second: Glen Greenlee

Nomination to Synod Assembly: Mike and Sue Walters

Commissioning of Dig Down Team: Cathy Welch, Glen Greenlee, Ariane Reister, Deb Nystrom,

Dale Daniel, Sue Ressler, Pastor Sara Freudenberg, and Pastor Lori Carey

North Entrance Project

Helen offered a summary of the current situation and addressed questions from the congregation

Closing: Prayers for leadership, ask questions, offer ideas, continue to give

2019 Annual Budget Meeting Agenda

February 3, 2019

- I. Opening Prayer and Meal
- II. Presentation and Adoption of the 2018 Annual Report
- III. Introduction of Council Members
- IV. Recognition of Service
- V. Presentation on Dig Down Process
- VI. Presentation on North Entrance Project
- VII. Stewardship Pledges and Forecasted Offering
- VIII. Presentation and Adoption of 2019 Budget
- IX. Council Report on Staffing Changes
- X. New Business
 - Election for Synod Assembly Voting Member (Male)
- I. Adjournment

Stewardship Report

So then you are no longer strangers and aliens, but you are citizens with the saints and also members of the household of God, built upon the foundation of the apostles and prophets, with Christ Jesus himself as the cornerstone. In him the whole structure is joined together and grows into a holy temple in the Lord; in whom you also are built together spiritually into a dwelling place for God. Ephesians 2:19-22

As we report on our Stewardship for 2018, we are blessed to share that Trinity is committed to building a solid foundation for wherever it is that the Holy Spirit will take us in the coming years. This was a year when we were asked to support a capital campaign as well as our general operations. With so much energy focused on capital campaign request and enthusiastic response, we might wonder what could be left

for our fall stewardship campaign.

We are blessed to report that the members of Trinity continue to be benevolent stewards of the gifts entrusted to us by God. Total pledges for 2019 exceeding \$419,000 were received from 97 families. For comparison, last year's drive netted 89 pledges for \$379,000. Also, we are pleased to report that 17 of the 97 pledges were from first time pledgers or those that had not pledged in two or more years.

Watch the giving cross by the mailboxes for updates on where we are called to share our time, talents, and treasures as we journey together in 2019.

Stewardship Mission
Valerie Brader, Pastor Lori Carey,
Glen Greenlee, Deb Nystrom

Treasurer's Report

Summary of 2018:

	2018 Budget	2018 Actual	Difference
Income	\$588,961	\$572,397.33	(\$16,563.64)
Expenses	\$588,961	\$586,886.14	\$2,074.86
Total	\$0	(\$14,488.81)	

Trinity continues to be a giving community that responded to the plea at the end of 2018. We faced a challenging year that required us to use our resources (both designated and undesignated funds) to help fund opportunities to enhance our worship experience along with our outreach to the community. We finish 2018 in a deficit.

Capital Campaign

This year, Trinity approved renovations to the North Entrance to meet fire codes for our preschool ministry along with changes to the entrance. In 2018, we spent \$14,022 towards this project. Our current balance in the checking account for this project is \$134,284.

Budget for 2019:

Over the past three years, Trinity has experienced a reduction in attendance which has affected the general giving. While Trinity continues to be a generous community, council choose to be cautious in preparing the attached 2019 budget.

	2019 Budget
Income	\$531,500
Expenses	\$541,089
Total	\$(9,589)

The budget reflects the councils desire to provide time for the Dig Down Committee to work and provide a recommendation to council and maintain our current ministries while making some difficult cuts, especially in the area of staffing. The current budget is not balanced and reflects a deficit of \$9,589 with the intent to cover the deficit with the approved request for a loan from the general endowment fund.

At the end of 2018, council received approval from the congregation to borrow from Trinity's general endowment fund up to \$50,000 to cover day to day expenses. At this time, Trinity has not needed to take a loan, and council hopes to avoid taking a loan or minimizing the amount needed to cover day to day expenses. We are monitoring the checking account and are prepared to act quickly to maintain daily operations.

Respectfully submitted,
April Awalt

BUDGET PROPOSAL AND STATEMENT OF FINANCIAL ACTIVITY

	General Funds				
	2019 Budget (B19)	2018 Budget (B18)	2018 Actual (A18)	B19-B18	A18-B18
Income					
GENERAL OFFERING	490,000	531,461	516,407	(41,461)	(15,054)
EVENT PARKING	31,500	31,500	38,927	-	7,427
OTHER INCOME	10,000	20,000	14,647	(10,000)	(5,353)
PRESCHOOL INCOME	-	-	-	-	-
PROGRAM INCOME	-	1,000	-	(1,000)	(1,000)
NON PROFIT INCOME	-	5,000	2,417	(5,000)	(2,583)
INVESTMENT INCOME	-	-	-	-	-
Grand Total	531,500	588,961	572,397	(57,461)	(16,564)
Expenses					
41-STAFF	352,996	394,635	387,197	(41,639)	(7,439)
43-OPERATIONS	64,654	61,703	60,656	2,951	(1,046)
45-GOVERNANCE	25,095	32,580	29,611	(7,485)	(2,969)
51-WORSHIP	3,010	4,600	2,246	(1,590)	(2,354)
53-MUSIC	5,462	5,900	5,499	(438)	(401)
55-CARING MINISTRY	370	305	15	65	(290)
61-HOSPITALITY	3,000	2,200	2,721	800	521
63-SERVICE & MISSION	19,760	19,350	19,032	410	(318)
65-SMALL GROUP	650	400	368	250	(32)
71-YOUTH & FAMILY	4,800	5,320	4,507	(520)	(813)
73-ADULT LEARNING	350	353	64	(3)	(289)
75-PRESCHOOL	-	-	-	-	-
81-DISCIPLESHIP	775	1,150	840	(375)	(310)
82-INVITATION	690	1,375	396	(685)	(980)
85-PROPERTY	41,800	37,450	45,660	4,350	8,210
86-PROPERTY ACCRUAL	2,000	100	-	1,900	(100)
85-TECHNOLOGY	15,678	21,540	28,075	(5,862)	6,535
Grand Total	541,089	588,961	586,886	(47,872)	(2,075)
Surplus/(Shortfall)	(9,589)	-	(14,489)	(9,589)	(14,489)

Statement of Financial Position as of 12/31/18

	For Year End 12/31/18	For Year End 12/31/17
Assets		
Checking		
General Checking	149,074	154,299
Capital Campaign	134,284	
Investment Funds		
Thrivent Funds	252,837	251,837
ELCA Mission Fund	100	0
Petty Cash/Misc	<u>529</u>	<u>0</u>
Total Cash & Investments	536,824	406,136
Accounts Receivable	0	5,628
Building and Land	3,249,103	3,249,103
Organ/Furniture	367,565	367,565
Accumulated Depreciation	<u>(1,172,398)</u>	<u>(1,071,115)</u>
Total Fixed Assets	<u>2,444,269</u>	<u>2,545,553</u>
Total Assets	<u>2,981,093</u>	<u>2,957,316</u>
Liabilities		
Payroll Payable	2,366	3,556
Internal Restrictions		
Sabbatical/Audit Accrual	8,645	8,645
Undesignated Gifts	17,070	11,895
Property & Facility Fund	32,510	33,734
Designated Gifts & Offerings		
Building Fund	8,192	6,541
Building Loan Retirement	2,150	2,416
Programs	4,033	4,498
Internal	835	8,788
Outreach	5,014	12,883
Investment Funds	221,423	251,837
North Entrance Project	135,508	
Preschool Funds	27,943	13,152
Building Loan	<u>0</u>	<u>41,131</u>
Total Liabilities	465,691	399,078
Equity		
Congregational Equity	2,522,052	2,542,288
Net Income (Gain)/(Loss)	<u>(6,650)</u>	<u>15,951</u>
Total Equity	2,515,402	2,558,238
Total Liabilities & Equity	<u>2,981,093</u>	<u>2,957,316</u>

Gifts & Investment Mission Report

The Gift and Investment Mission monitors and oversees Trinity's investments and makes recommendations to the Church Council for use of the funds. Trinity continues to maintain a Custodial Account Relationship with Thrivent Trust Company. The Gift and Investment Mission members are Bonnie Reece, Jim Monkiewicz, Sue Monkiewicz and Cathy Welch.

Here is a summary of the money held at Thrivent and activity for 2018:

Fund Names	Beginning Balance (1/1/2018)	Additions/ Contributions (Note 1)	Withdrawals/ Distributions (Note 2)	Dividends & Interest	Total Fees Charged	Capital Gains/ Losses	Ending Balance (12/31/2018)
Advanced Education Fund	73,539.62		(19,603.57)	3,446.62	(190.92)	(5,874.72)	51,317.03
Haisch Fund	26,786.72		(3,237.43)	1,498.15	(80.94)	(2,545.95)	22,420.55
General Endowment Fund (GEF)	137,016.12	41,107.05	(7,023.88)	8,698.62	(436.29)	(15,026.33)	164,335.29
Church Reserves Fund	15,514.97			966.74	(47.61)	(1,670.40)	14,763.70
Total	252,857.43	41,107.05	(29,864.88)	14,610.13	(755.76)	(25,117.40)	252,836.57

With much gratitude, we can report that the remainder of the \$125,000 loan to the General Endowment Fund that was originally taken out in 2012 to refinance our building loan has been paid back.

In 2018, these funds were drawn on more than in prior years. Trinity has been experiencing a decline in overall income since 2016 so budgeting has been a challenge. In an effort to support our staff, at the last annual meeting the congregation voted to tap into the Advanced Education Fund to pay off about \$15,000 in student loans for Pastor Sara. Council also approved withdrawing funds from the Haisch Fund to cover continuing education for both Pastors. Some of our middle school youth were able to attend summer camp and some of our high school youth were able to attend National Youth Gathering thanks to Council approving a withdrawal from the Haisch Fund.

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. The 2018 General Endowment Fund (GEF) earnings were \$6,043. This means that \$1,813 will be given to Church in Society to determine distribution. The remaining \$4,230 was split to make the 2018 interest payment on the building loan (\$714) and the remainder (\$3,518) withdrawn to be used in general operations. We will withdraw the \$1,813 in 2019. In 2018, we withdrew the benevolence portion of interest for 2015, 2016 and 2017 (\$3,508).

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 2018 we received \$5,863. So \$586 will be given to Church in Society to determine distribution, \$586 will be sent to Thrivent to be deposited in the General Endowment Fund and Council chose to leave the \$4,690 in the undesignated fund for future use.

In December 2018 the Congregation authorized Council to borrow an amount not to exceed \$50,000 from the General Endowment Fund to meet operating expenses including possible staff severance packages until expenses and income are balanced. As of January 10, 2019 we have not had to borrow from the Fund.

Gifts and Designated Fund Activity 2018

	01/01/2018 Opening Balance	Receipts	Disbursements	12/31/2018 Closing Balance
Building Funds	5,541	1,651		7,192
Building Loan Retirement	2,416	34,150	34,416	2,150
Programs with Designated Funds				
Hospitality/Bits & Bites	445	176	50	571
Organ Repair Fund	1,074			1,074
Music Department	837	45	378	504
Senior Ministry Fund	176	224	347	53
Youth & Family Program	39			39
Quilting Group Fund	1,045	750	802	993
Prayer Shawl Ministry Fund	45			45
Library Fund	45			45
Women's Retreat	590			590
Visitation Fund	202	-	83	119
Total - Programs with Designated Funds	4,498	1,195	1,660	4,033
Internal with Designated Funds				
Sabbatical Accrual Fund	3,200			3,200
Youth Mission Trip Fund	5		5	-
National Youth Gathering Fund	955	10,080	11,035	-
Youth Assistance Fund	205		18	187
125th Anniversary Fund	4,000	3,328	7,328	-
Pearl Manning Fund	2,825		2,825	-
Audit Accrual Fund	5,445			5,445
Senior Transportation	798	-	148	650
Total - Internal with Designated Funds	17,433	13,408	21,359	9,482
Outreach with Designated Funds				
Good Shepherd Fund	(479)	4,687	3,515	693
Service & Mission	8,046	2,788	8046	2,788
Breakfast before Food Gatherers Distribution	-	750	628	122
Christmas Offering	3,635	410	3,695	350
Thanksgiving Offering	-	105		105
Samaritas	23	35		58
Global World Hunger Bank	5			5
Lutheran World Relief Offering	574	368	942	-
Mission A2	-	853		853
Phebe Hospital Offering	-	827	827	-
General Benevolence	389		389	-
Alpha House/IHN Offering	35			35
Habitat for Humanity Offering	-	784	779	5
West Arbor Reading Program	100		100	-
World Hunger Offering	-	1,846	1,846	-
ELCA - Cookies for Critters	-	1,076	1,076	-
Staff Choice	467	-	467	-
Total - Outreach with Designated Funds	12,795	14,529	22,310	5,014
Unrestricted Gifts				
Scrip Income/Church Share	20	288		308
Undesignated Gift Liability	11,875	6,859	1,972	16,762
Total Trinity Unrestricted Gifts	11,895	7,147	1,972	17,070
Total - Trinity Gifts & Designated Funds	54,578	72,080	81,717	44,941