



TRINITY LUTHERAN CHURCH

2020 ANNUAL REPORT



Evangelical Lutheran Church in America
God's work. Our hands.

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ABOUT US

VISION

Trinity views the story of Jesus Christ as life-changing Good News that simply must be told to all.

MISSION

Trinity is a place where we CONNECT, GROW & SERVE with the love of Jesus Christ.

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ANNUAL MEETING AGENDA

Annual Meeting of the Congregation Agenda, May 23, 2021

Call to Order

Opening Prayer - Pastor Karri Anderson

Confirmation of Quorum - *The Secretary will confirm the presence of fifty (50) voting members*

Voice Vote - Action

Action requested: Suspend rules of order related to paper ballot voting and allow voice vote on identified matters during this meeting.

Approval of the Agenda - Action

Action requested: Approve the agenda as presented.

Approval of Minutes of February 9, 2020 Budget Mtg & October 4, 2020 Special Mtg - Action

Introduction of Parliamentarian & Review of Robert's Rules of Order - Information

Pastoral Reports - Information

Financial Business:

2020 Year-end Budget Review - Information

The Treasurer shall present a review of the 2020 Financial Statement

Audit Committee Report - Information

The Audit Committee shall present the results of its audit of the Church's 2020 finances

2020 Budget, Treasurer

Presentation of the 2021 Budget

Questions and Clarification

2021 Budget Vote - Action

Action requested: Approve the 2021 budget as prepared by the Finance Committee and approved by Council until the Congregation could meet for final approval

Elections:

2021 Nominating Committee Election - Action

2021 Endowment Election - Action

2021 Council Election - Action

Other Business:

Authorization of Formal Building Renovation Committee - Action

Mission Exploration Team Update

Music Task Force Update

Annual Report Resolutions - Action

Action requested: Approve the 2021 Annual Report Resolutions

The Lord's Prayer

Adjourn

PASTOR'S REPORT



"A Light in the Darkness in a Year Like No Other"

The people who walked in darkness have seen a great light; those who lived in a land of deep darkness— on them light has shined. Isaiah 9:12

Jesus spoke to them, saying, "I am the light of the world. Whoever follows me will never walk in darkness but will have the light of life." John 8: 12

2020 . . . What A Year! Phrases like "good riddance" to 2020 and "dumpster time" were a part of our pop culture. I know that many people have expressed a deep longing to be done with 2020 and some of the time, I feel the same way. But before we simply move on, I would like to take a few moments to reflect with you about that.

It certainly was a difficult year, riddled with fear, confusion, sorrow, economic uncertainty, hardship for some people and inconvenience for many others. Nobody likes living with a pandemic and its aftermath. But before we move on into 2021, I believe there were many lessons and moments of deep connection with the people of God at Trinity.

The year 2020 also forced our nation to face both our strengths and our weaknesses. In the face of the riots, resulting from the death of George Floyd, we have had to ask ourselves some difficult questions about how we see one another and how we believe people should be treated. We also had a national presidential election that was strangely

contentious, even destructive, and now we face a new administration.

Yes, it was a difficult year, but do we really want to wipe it all from our memories? Do we really believe we can step from December 31, 2020 and shake off the unwanted residue and step into January 1, 2021, with no remains following us into the new year?

When people say "good riddance" to 2020, they are hopefully seeing the possibility of better days ahead. Hope that the future year will be a significant improvement over last year. I too am looking for a calmer more stable year in 2021 but I don't want us to erase 2020. You see, there were just too many amazing things that have come from within the difficulties.

Walking through the darkness of this year, with the light of Christ beside and within us, we have been changed in some amazing and beautiful ways. This community of faith has proved once again that it is a community which lives into the light of Christ, especially in the darkest of times.

Isolation brought about outreach in creative new ways; phone calls, cards, surprise deliveries, monthly care packages, food, cookies, books, flowers and so much more.

Not being able to gather together in our building has brought about innovation that has been supported by the congregation. Instead of giving up and walking

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away, we have used technology in completely new ways. We have muddled through the awkwardness and frustration of learning new ways so we can worship together through online broadcast services on YouTube, Facebook, Zoom etc. In the summer and fall months, all who were able packed up their lawn chairs and blankets and set them up on our church greenspace or, they sat in their cars so we could sit 8-10 feet apart and still be together while others participated through livestreamed worship.

Out of the impossibility of gathering for Christian education once again, came innovation. Avery and Linda found new ways to continue education for children and youth. Our Bible studies, spirituality groups, youth groups, confirmation and, other forms of education have all continued either in person, or via Zoom and were well attended. What about our children's broadcast Christmas program, Youth Sunday and our Lessons and Carols Sunday? It was amazing and will be long remembered! And what about our All Saints Sunday Luminary service outside, or our Blue Christmas service and especially our live Christmas Eve services outdoors at 4 & 5:30 plus a very special broadcast worship? All in all, it has been an amazing year that I will not soon forget!

Out of grief, love and care has still continued in a myriad of ways for those who have lost loved ones. Funerals have necessitated a whole new way of bringing closure. No two funerals have been alike. They have been graveside only at Fort Snelling or locally, at funeral homes across the metro. Zoom funeral gatherings permitted family members to join in from various parts of the country when travel has not been possible. We discovered that the need for closure is essential. We need to be able to entrust loved ones into the arms of Jesus, and this privilege or responsibility simply cannot wait until the pandemic is over. So we have found new ways, even more intimate ways to make this possible.

Our church council and other leaders have been fearless, diligent and cooperative in their work to keep the church building and organization

operating in a successful manner. Between the council, ReStart Team, MET Team, Music Task Force, Bequest Task Force, Capital Improvement Task Force and Endowment Committee, plus many others, amazing things have happened! These leaders have been prayerful and persistent in setting up protocol for us to be a community of faith while we are physically apart and for when we are able to get back together again.



Out of financial uncertainty for our congregation has come financial commitment and faithfulness. Generosity to others in need has been amazing. We have been faithful to our call to care for those who are unable to make ends meet. You cannot imagine how many of you financially responded anonymously to members and non-members alike who are in financial need. I am overwhelmed by your generosity.

I could go on and on because you have kept going on and on even in the darkest moments of this year. What a privilege it is to serve a congregation as resilient and faithful as Trinity. So I long to say . . . A Blessed New Year to all of you! May you take all that you have learned from 2020 and be strengthened and encouraged by the Holy Spirit so you may live even more fully into 2021!

Pastor Terry D. Nordheim

Pastor Terry Nordheim
Trinity Senior Pastor

ASSOCIATE PASTOR'S REPORT



Dear Community of Trinity,

This year has been a year like no other in my 23 years of rostered ministry! It was a year that brought fear, worry, disruption and isolation. But it has also been a year of creativity, deepening relationships and renewed trust in our loving and gracious God.

The year began like most every other year. Plans were being made for studies, classes and speakers throughout the year. The MET team (Mission Exploration Team) was being formed. There was a Tuesday afternoon book study, Wednesday evenings were confirmation, supper and worship. I was attending regular meetings for worship and music, council, visitation team, staff, interim pastors and the Creation Care Team. There were pastoral care calls sprinkled among the midst of it all and a funeral for Marie Ostrom. Ash Wednesday and Lent arrived and suddenly a thing called COVID-19 appeared on the scene. And nothing was the same.

We became intimately familiar with masks and how to quarantine, Zoom and Webex. Overnight we were challenged into new ways of thinking, new ways of doing ministry. It has not been easy. But it has been exciting to see how everyone has stepped forward to work together to ensure that ministry at Trinity continues and we have discovered new ways to do it that we never before considered.

More of my time this year has gone into worship planning due to the taping of worship services that we do. I am deeply grateful to Matt for his technical skills and to Linda for her partnership in trying to make our Wednesday worship a fun and thoughtful experience for all.

From the beginning I have been part of the Restart team and am deeply grateful to those serving on it for their commitment and mindful discerning of what is best for the community of Trinity. The Community for Creation Care Team (CCC) has been working all year trying to educate the congregation as well as meet it's goals of becoming a Climate Justice Congregation. The MET team (Mission Exploration Team) has been meeting regularly and has just completed a congregational survey which will help in determining the qualities we need and desire in the new associate pastor. Despite the limitations that COVID has placed on us, it has been a full and busy year!

The staff at Trinity has been amazing in their creativity, commitment and perseverance in the face of the challenges this pandemic has created. It has been an incredible honor and blessing to be a part of them.

Thank you to the congregation for your prayers and encouragement as we have sought ways to *connect, grow and serve* in the midst of this pandemic.

Working Together in God's Name,
Pastor Karri Anderson

CHURCH COUNCIL REPORT

On behalf of the Church Council I would like to extend our sincere and deep appreciation to all of you. Thank you to our members and friends of Trinity for your continued support, willingness and patience in adjusting to all the things that we, as a council, asked of you in working through the problems that arose related to the Covid-19 pandemic. Your faithfulness in stewardship to our mission is much appreciated. We are also very grateful to all of our church staff for putting in the many extra hours and effort in adjusting and making significant changes in how we conducted and implemented our ministries. A heartfelt thanks goes out to all of them for a job well done.

Below I have noted several significant issues that the church council dealt with during the past year:

1. We continued to diligently increase our communication and transparency efforts, with all our congregational decisions and actions as recommended by the conflict resolution report of 2018. Additional letters and surveys to the congregation have occurred, along with council members making themselves available once a month on Sunday mornings in the Kirvida Lounge. Also, a forum for a “conversation with the pastors” was begun, but due to covid-19 an on-line “Friday Thoughts” program was started to continue presenting information related to Trinity's activities, along with spiritual messages and thoughts helpful to the congregation.
2. The temporary Part-Time Associate Pastor's position was filled and permanently budgeted for. Also, a Mission Exploratory Team(MET) was selected to begin the process of preparing for the establishment of a Call Committee that would begin our search to permanently fill that position. Hopefully this can occur sometime in 2021.
3. Our Office Business Administrator, Amber VanHorn resigned in July. The council was fortunate to find and hire Mindy Mader in early August. She comes with many administrative skills, positive personality, and is an excellent addition to our staff.
4. Also, in August, David Groettum, our Choir Director of 50 years submitted his resignation. The council arranged for a recognition video and presented him with a monetary gift on behalf of the congregation. Twyla and Matthew Mitchell coordinated and created a video that reflected the impact David had on Trinity's music program and how he had impacted the lives of choir members over the years. The video can still be viewed on Trinity's web-page and is well worth the time to view it.
5. With David Groettum's departure and the organist position still vacant, the council decided to form a Music Task Force that would review and examine Trinity's overall music program needs and what possible changes might be appropriate at this time to meet the needs of such changes. The task force has begun its work and is gathering information and ideas from the church staff and congregation.

They will submit their recommendations to the council sometime in the spring of 2021.

6. In 2020, the council reviewed the Capital Improvement Task Force recommendations that were received in late 2019. The report was the result of a thorough assessment of our facility needs (utilizing all studies and work done by previous task forces and committees) and included “preliminary estimated costs” that would address those needs. A Pearl and Elmer Bequest Task Force was then formed to determine how the remaining funds from their gift(s) were to be used and distributed. Recommendations from that task force was received in the spring of 2020. Fifty-Seven(57) voting members were present at the Special Meeting held outdoors, and all voted to approve the task force’s recommendations. The five categories (and their respective amounts are: BUILDING and FACILITY NEEDS--(70%) or \$503,156...CONGREGATIONAL SUPPORT--(12%) or \$86,255...PROGRAM GROWTH--(11%) or \$79,067...CONTINGENCY--(5%) or \$35,940...PEARL&ELMER RECOGNITION--(2%) or \$14,376 (Note-Exact dollars may differ due to interest earned on the account).
7. With the results of both task forces reports, and the approval of how the funds from the Nelson bequest gift should be distributed, the council agreed to seek approval from the congregation at its Annual Budget Meeting in February of 2021 to move forward with seeking approval for the council to appoint a Building Committee that would develop an “action plan” for addressing the physical plant, and repairs and replacement needs as recommended by the 2019 Capital Improvement Task Force. This “Action Plan” would then be voted on by the congregation at some future date.
8. In May of 2020 the council moved and authorized to have Pastor Terry select a cross section of Trinity members to be part of a ReStart committee to develop recommendations to guide the council in their decisions on all issues related to the covid-19 pandemic. The



committee has given monthly updated reports to the council which have been well received and appreciated.

9. OTHER COUNCIL ACTIONS: Created a Community for Creation Care Committee - CCC (see committee report), invested Pearl and Elmer Nelson's gift funds, began the process of updating our constitution and by-laws, created a Technical Support part-time staff position (to address the needs as a result of the pandemic), secured a Federal Payroll Protection loan (forgiven) of over \$57,000 to help keep our staff employed, and authorized and directed the repair of several facility and equipment needs, such as the elevator and organ.

As you can see, 2020 was a very busy year for the Church Council. Again, we all are very thankful for your support and willingness to step up and assist in keeping Trinity's ministries vibrant and operating. May our ministries at Trinity continue to be all for God's glory, and a place where we will continue to "Connect, Grow and Serve with the Love of Jesus Christ."

Submitted by David Johnson, Council President

ALTAR GUILD REPORT

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

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

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

Our 2020 year started out normally until March 15 when Covid-19 shut down our in-house Trinity services. Our team of 30 Altar Guild members turned into a team of six: Linda Rambow, Dean Rambow, John Pemble, Pastor Terry Nordheim, Pastor Karri Anderson, and Matt Mitchell. Linda led the group as they decorated for each season, along with being the Youth Director. She has done a fantastic job!!

Starting in March, Linda gave a personal touch by adding a squirrel to the altar arrangements as Trinity's "sanctuary mascot." The team did a beautiful job decorating the altar area for Easter. As our in-house virtual services moved to outside, Linda decorated the new altar area with seasonal potted plants. We would like to thank Kay Tate for donating the "scribed" pumpkins from her garden. Linda added mums, more pumpkins, corn, cornucopias, a basket of berries and Pastor Terry's personal communion set for the fall altar.



Once we returned to virtual in-house services, Linda continued to be very creative with fall arrangements and the seasons of Advent and Christmas. The branches were lit for Advent and she added the Crèche to the altar area. We enjoyed her related children's messages. Did you notice the squirrel continued to appear in the videos? Lucky for us, Linda has over 30 years of Trinity Youth Director experience. She had very

few questions where to find stored items for all the church seasons.

The Christmas tree, garland and wreaths were added to the sanctuary. As usual, Linda purchased small poinsettias from the Chisago Lakes senior class and Altar Guild provided the larger poinsettias. Linda stated "She found this ministry very fulfilling and important."

A few baptisms were performed when we had outside services. Sandy Nickelson continued to update the baptismal banners.

Now that the Covid-19 vaccine has been developed, we hope to be back to in-house services sometime in 2021.

Submitted by Pam Deimel, President

Altar Guild Treasurer's Annual Report January 1, 2020 to December 31, 2020 Pam Swenson, Treasurer				
Balance on Hand, January 1, 2020	\$482.11			
RECEIPTS				
Altar Guild Offerings and Memorials from Congregation	\$515.00			
TOTAL RECEIPTS and Balance on Hand			\$997.11	
DISBURSEMENTS				
Garland and Wreath		\$43.91		
Easter Cards and Envelopes		\$18.75		
Floral Creations - Baptismal Flowers		\$47.93		
Poinsettias (2)		\$29.98		
Checks		\$34.45		
Paper Statement Fees (12 @ \$3.00 ea)		\$36.00		
TOTAL DISBURSEMENTS			\$211.02	
Balance on Hand December 31, 2020			\$786.09	

ADULT EDUCATION REPORT

Dave Carlson conducted a very vital class meeting last year on Thursdays at 10:30 am. Dave has a wealth of knowledge, and likes to deal with human and national problems from the deepest of human/God issues. It will begin operating when the law will allow it.

Jim Jordal will turn our champion "Rufus" free from his book lair where he has been resting most of the past year. Rufus is a classicist by training and practice. What we do is listen to a 30-minute lecture by him or others, then turn to an application dealing what Rufus, representing God, would tell

what God says. Then we close by a wild discussion of perhaps 8 or 10 questions helping us understand what ageless truths arise as we attempt to understand where our participants, God's Word, and what Rufus as a lifetime learner will say.

We have in the past met on Tuesday at 10:30, and will no doubt be there again this year after the viruses are conquered.

Submitted by Jim Jordal, Committee Chair



“

All Scripture is breathed out by God and profitable for teaching, for reproof, for correction, and for training in righteousness, that the man of God may be competent, equipped for every good work.

2 Timothy 3:16-17

COMMUNITY FOR CREATION CARE

Community for Creation Care (CCC) was created in November of 2019 after a Climate Reality Presentation at Trinity. Our purpose is to help our congregation become more aware of how our climate is changing, to understand the impact of those changes, and how humankind is contributing to the climate crisis. Our goal is to help educate and facilitate action within the congregation to make changes in what resources we use, how we use them, and offer viable alternatives to what negatively affects our environment. This is all done within the framework of our church and God's teachings.

God gave us the earth's resources to use, but He also wants us to be good stewards of those gifts. Ezekiel 34:17-18.

In April 2020, our group was recognized by the council as a formal TLC committee, under the umbrella of FISA. FISA is a social justice committee previously formed and recognized by Trinity and the council.

In 2020, CCC met bi-monthly. The work we did included forming the structure of the committee, creating our Vision and Mission Statements, and obtaining approved committee status from TLC Council. We are submitting climate pertinent articles to Trinity's newsletter and brainstorming and planning projects/actions to implement in 2021. One action example is "Adopt a Highway". We will clean up the road on a two mile, designated

stretch of County Rd. 9. The Chisago County Highway Department will place a sign identifying it as adopted by CCC and Trinity. In the spring, we plan to offer this project to our congregation as a way to become involved.

CCC is also in the process of completing a one-year certification program through MNIPL (Minnesota Interfaith Power and Light), to become a "Climate Justice Congregation". The purpose of the program is to become active in the care of God's Creation and choose to do things that will make a difference for the present and future generations.

MNIPL is a faith based, non-profit organization founded in 2004.

Our committee members are: David Carlson, Cass Dennison, Cathy Johnson, Jim Jordal, Jerry Rhoads, Kathy Hilber, Nancy Carlson, Carol Lundholm, and Pastor Karri Anderson.



CHILDREN'S MINISTRY REPORT



First and foremost, I would like to thank everyone at Trinity Lutheran Church, for all the support, prayers and encouragement that I have received this past year which was my first full year at the Children's Education Director position.

This past year was a year like no other, and to say that it was a challenge to reach families, especially young children, during a pandemic is an understatement. We had a typical January and February with our regular Sunday school rotations. Each Sunday, the students gathered for announcements and songs led by Linda Rambow. We read the Bible lesson and had a group discussion or game, then each grade would visit their assigned workshop, where they experienced the lesson in different ways. Our rotations included; the Solid Rock Café where the kids would prepare a delicious edible lesson, Carpenter's Creation provided a space for a hands on art or craft project and The Green Room where the kids did a skit or played games revolving around that week's lesson.

The preschool students joined the group for opening, but then returned to their classroom with their teachers to explore Bible lessons. The second Sunday each month, we honored the children with a ceremony celebrating their baptismal birthday during the month in which they were baptized. The celebration included a special reading, singing of 'This Little Light of Mine' and a delicious cupcake

for the baptismal birthday child. One Sunday per month, the Sunday school students joined the 9:00 a.m. worship service to sing and participate in the worship service.

In CIA (Children In Action); our Wednesday afternoon program for 3-5th graders, we played some great new group games, studied Bible lessons, prayed, wrote letters to our sponsor child in Guatemala and made crafts.

Sunday School Highlights

- Superbowl Sunday Bible Trivia – snacks were enjoyed by the spectators (parents and siblings) and a trophy was awarded to the winning team.
- February 9th we had a fun family event of snow tubing out at Wild Mountain, and several families (about 25 people) joined us and the weather was gorgeous!
- On Mother's Day, Sunday School led their very first online worship service. Children and families took videos of themselves reading the lessons, the gospel and the sermon. The younger children were recorded saying the Lord's Prayer and several children recorded sweet messages for their mother or motherly figure.
- June, we held a virtual day camp for the Sunday school children in all age groups. We had 22 children participate. Activity Kits were packed

with all of the supplies and projects that the children would need for the week. Videos were recorded for each day with an opening, a Bible lesson, a daily challenge, an art project, story time with special guests, songs and a closing each day. At the end of the week each participant was awarded a medal and a certificate of participation. Another fun thing we did in June was special messages from kids during the worship service for Father's Day. Kids were recorded saying what makes their dad so special.

- July, outdoor worship began and Children's messages were done during the service. We provided coloring pages and activity sheets for the kids to use during the worship service.
- At the end of August, we planned a fun outdoor activity of making tie dye masks. We had five families participate. Sherry Holt sewed all of the masks that were tie dyed.
- September started with a Mission Festival Celebration. The projects that were prepared for children and families were; cards for the care package deliveries, fleece tied dog toys and cat beds for the animals at Northwoods Humane Society. On the same Sunday as the mission festival, we also had the "Blessing of the School Children". Each child was given a special cross pendant that was blessed by Pastor Terry.
- October, we rolled out our first ever virtual Sunday school lesson. Activity kits were prepared each week and left out for families to pick up so that the kids had activities and supplies for the upcoming lesson. I recorded myself delivering the Bible lesson for the week and gave instructions on how to complete the activities in the kit. Each week there was a Bible lesson with activities that went along with the theme for that week. We had ten families sign up.
- Katie Roche and Emmy Lundeen made and delivered thirteen "Teddy Bear Packages" to the preschool age children in November. Each package had a stuffed bear, stickers, coloring

sheets, teddy graham snacks and other little trinkets for the kids to enjoy. Also in November, CIA began to meet via Zoom. The format has been to pick a topic and discuss it with the kids. It is a great time for the kids to interact with each other because they have been away from each other for so long and when they are on the computer for school there is not much opportunity for them to actually just chat with each other. For example, we have watched a Biblically based movie and discussed the contents and meaning.

- On December 23, the Sunday School students presented the first ever virtual Christmas Program! Linda Rambow put together a great script and we had the kids and, even some parents, come in to record their parts. A couple of families were delivered costumes and lines to their homes and they recorded themselves. The kids were able to sing a couple of songs together and they played Joy To The World with the bells.

Children's & Youth Education Committee

On January 4th, seven Children's and Youth volunteers attended Recharge, which is a one-day event, filled with worship and workshops for Children's and Youth volunteers. During the summer, this committee met in the green space for monthly meetings while social distancing. This fall, Joleen Rein offered to send out baptismal birthday cards to all of the Sunday school kids. I began sending each of them a birthday card, during the month of their birth, just to stay connected in some way. The Sunday school shepherds sent a Christmas card to each of the kids that were in their class as well.

We are very blessed at Trinity to have a team of dedicated Children's Ministry volunteers who are willing to go above and beyond during this unprecedented time! I am very grateful to be surrounded by such great volunteers.

Submitted by Avery Bird, Children's Ministry Director

MISSION ENDOWMENT FUND

Members and officers of the Trinity Church Mission Endowment Fund Committee for 2020 were: Todd Peterson, Chair; Jenny Dressel, Recording Secretary; Mike Chrun, Financial Secretary; Leroy Mitchell, First Vice-Chair, Paul Bodmer, Second Vice-Chair; Rachael Carlson, Council Liaison, Ex-Officio, non-voting; Pastor Terry Nordheim, Ex-Officio, non-voting

Mission funds available for distribution in 2020 were based upon the growth of ELCA investment in 2019. This was a very good year due to large increase Market Value and income reinvestment.

By the current bylaws the fund has \$180,400 for allocation. Shortly after the first of the year, due to the Covid-19 pandemic we saw a large drop off on the market value due to uncertainty throughout the world. The committee was torn between the large amount to give away and a need to make sure the fund is viable for the long term.

The committee decide to award a good portion of the amount available, while keeping a healthy reserve in the event that there would be no positive growth in the fund in 2020, so we would have money to award in 2021.

Due to uncertainty in the world, awards were split into two periods. The first was our normal award in May, however, we kept several awards back to let

the pandemic unfold. In the event the pandemic grew even worse, we would have some money available to help wherever needed.

As the year progressed, things went up and down. Stability and even growth occurred in the markets. A second group of awards was complete before the end of the year. In May the committee awarded \$97,200 and another \$10,894 was awarded at the end of the year. This was a total of \$107,506 with \$105,955.15 actually paid out and \$74,444.85 carried over into 2021.

The committee also worked on proposed by-law changes to attempt to maintain a more even flow of money for distribution in all years. These changes are awaiting the next congregational meeting for approval.

Tiffany Kurpiel resigned her position with one year remaining, Paul Bodmer agreed to complete the rest of this term. This term expired at the end of the year and Paul has elected not to seek another term. A replacement will be nominated for a vote at the next congregational meeting. The committee is operating on a continuing resolution, similar to other committees due to Covid-19 and, all members will remain until a meeting can take place to confirm replacements.

Submitted by Todd Peterson, Chair

MULTIMEDIA TECHNOLOGY REPORT

2020 has seen a significant change to Trinity in the form of technology and multimedia.

Here is a list of things that have been done:

- Upgraded the laptops of Pastor Terry, Linda and Mindy to be able to work from home.
- Upgraded Internet within the church through Midco and saved money.
- Purchased Multi CD/DVD Burner for CD Ministry
- Upgraded WIFI throughout the church. Created and implemented a secured Guest WIFI network.
- Updated software for the church management system
- Purchased a radio transmitter for outdoor worship
- Worked with Twyla Mitchell (Bookkeeper) on having an online giving system implemented on the church website
- Upgraded Sanctuary computer
- Upgraded/installed new internet cabling to offices and sanctuary for upgraded phones and internet
- Started a YouTube channel for Broadcasted and Live services.
- Created WebEx meetings (which failed) so we switched to Zoom
- Videos Created for Sunday Morning Worship, Wednesday Worship, Confirmation, Friday Thoughts, Sunday School Lessons, Day Camp, Special Messages and Funerals. Produced a total of 300 videos in one year since we shut down.
- Installed 3 televisions (Narthex, Outside Office, Rover) - Television will be used for digital signage displays, live services, slideshows for funerals, weddings, special events and meetings.
- Relocated and installed a new sound area on the main floor of the sanctuary. This will enable us to broadcast live worship services. The previous area was too small for this purpose.
- Purchased new video equipment and a laptop for editing
- Switched connection of projectors in sanctuary from analog to digital.

Submitted by Matthew Mitchell

OUTREACH COORDINATOR



How were you able to Connect, Grow, and Serve in 2020? The words to The Church Song are a good reminder for me. *The Church is not a building where people go to pray, it's not made out of stick and stones, it's not made out of clay. The Church is not a business, a committee or a board; it's not a corporation for the business of the LORD. The Church it is the people living out their lives called, enlightened, sanctified for the work of Jesus Christ.*

I think we all would agree that we missed gathering and Worshipping together in Trinity's beautiful sanctuary and we have missed gathering in fellowship hall - socializing with each other over a hot cup of coffee and cookies. It has been a difficult year without those things and we look forward to the day we can safely worship together. But 2020 has been a year of reaching out in new and different ways to do the work of the Church.

I'm happy to say that because of your generosity, we kept up to the promises we made, to help support programs such as Path to Home. Even though we were not able to host the families, that are in a homeless situation, in our lower level we supported housing for the families at hotels. Plus we provided food and gas gift cards. The program may continue to use hotels through 2021.

Even though a delegation of Trinity volunteers were not able to take the trip to Guatemala this year, Trinity continues to Pray and honor our commitment to our partnership church, Jesus el Buen Pastor, through ILAG - (Iglesia Luterana Agustina de Guatemala). Talented members of our congregation made a beautiful Baptismal Font to present to the members of Jesus el Buen Pastor but, since it didn't get there this year, we used it to baptize new members of Trinity at our outdoor summer worship services.

We did collect Our 2nd Sunday 2nd Offering the first half of 2020. Collections were matched with funds from the Pearl Nelson bequest and went to - the Guatemala visit, - After The Fire through Wyoming Fire Dept,- Tapestry of Life - and TLC Scholarship Fund.

We had several opportunities over the summer where we gathered specific items in the church van. After the unrest in Mpls/ St Paul we collected items for clients of a S. Minneapolis Home Health Agency, supplies for families at an Inner City School, and items that were distributed at Bethlehem Lutheran in the St Paul Midway area. We also set the van out and collected items for our Local Food Shelf.



The Calling Tree Program was started to connect members with each other, which has been very successful! We have heard from several people how important these calls have been and several have mentioned that they have made “new best friends” Anyone can pick up the phone and call someone even if you are not assigned the task.

Our youth started a program that has been a blessing to many in the congregation. Bags are made up monthly with treats made by Trinity members, communion kits, devotionals and fun items. Then several drivers help deliver those care packages and connect with the recipients. Over 75 people are reached in this way each month as a reminder that we care and are thinking of them.

2020 Gods Work Our Hands, we were challenged to go out in the community to serve others. God called members to reach out in some very creative ways! We brought back projects and reported back how we used our hands to serve others at our Outdoor Mission Festival Worship Service. Again we worked at filling the van with food for the local food shelf. Brinks Market assisted us by pre-filling bags with more than \$10 worth of food we could purchase.

The Outerwear Fair presented new challenges but we were able to adapt to the times and help several families find what they needed for the winter. Coats, hats, boots, snow pants, mittens and blankets were set up in the garage on carts and brought out to the parking lot so one family at a time could select what they needed. Families were required to make an appointment, wear a masks, and social distance to keep us all safe. Thanks to

Spit and Shine, John, Dean and the volunteers for making it all work.

Thanksgiving we teamed up with Deutschland meats in Lindstrom to supply Thanksgiving meals to 100 members of the community. Deutschland made the meals, our members made the delicious pies and other members delivered the meals.

We were able to help 7 families from the area with gift cards that were collected through the Angel Tree. Although we were not able to purchase, wrap and distribute specific items the families were extremely thankful for the thoughts and help during the Christmas season.

It truly has been an interesting year but we changed our pace and worked to build closer relationships with each other and God. As the Church song goes. *We are the church, the body of our Lord; we are all God's children. We have been restored.*

Thank you for your patience, compassion and kindness as we all step back and re-evaluate what is important in our lives. God Bless You.

Submitted by Bonnie Houger, Outreach Coordinator

PROPERTY COMMITTEE

The following members contributed their time and energy in 2020 to maintain Trinity Lutheran Church and help others in our community: Lynn Asher, Paul Bodmer, Mike Chrun, Larry Guilfoile, David Heldt, Terry Hogenson, David Johnson, Don Johnson, Jim Koenig, Mark Lukens, Clark Malcomson, Orvin Melaas, LeRoy Mitchell, Vern Mollan, Tom Norberg, Gene Ommen, John Pemble, Ross Peterson, George Popa, Dean Rambow, Gail Seaver and Ward Schultz.

Due to the pandemic, Spit and Shine provided fewer hours tackling projects to help keep our church looking great in 2020. They helped set-up and take down for the Outerwear Fair. With Bonnie Houger's direction, a collection was taken to help families in need from Trinity and Chisago County. Gas cards and gift cards to Brink's were also purchased. For one member, carts were made to hold filing cabinets.

Other projects include:

- Made trips to Hugo with the pop can trailer as necessary; all proceeds going to TLC Youth
- De-limed dishwasher every 3-4 months as necessary
- Provided rides for members and non-members to doctor and treatment appointments
- Trimmed shrubs and trees as needed
- Mowed the lawn and weed whipped

- Planted and maintained flowers in the courtyard
- Built picnic tables for greenspace area
- Kitchen floor was stripped and waxed
- Oversaw the replacement of tile in entryway
- Oversaw the painting of the Newell Ave. entry and hand rail repair
- Warning lights were installed to alert of water in the elevator pit
- Sound board was moved from the balcony to the main floor
- Work Campers scraped and painted the Courtyard benches and deck

A state inspection was performed on our elevator and several issues were found. Work was completed in 2020 by Kone Elevator and other sub-contractors.

Special thanks to Dean Rambow and John Pemble for stepping up and taking on many jobs typically done by Spit and Shine members, due to the pandemic.

Submitted by LeRoy Mitchell, Property Chair

SERVICE MINISTRY

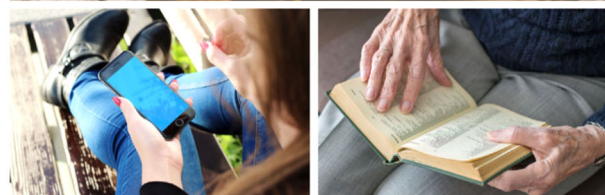
Mission Statement: To strengthen the body of Christ within Trinity Lutheran Church. Through the leadership of the Sunday serving program, governance of kitchen guidelines, management of kitchen assets and coordination of specific events. The committee provides opportunities for service and fellowship.

Committee Members: Mary Adams, Dorothy Chrun, Marilyn Heldt, Diane John, Carol Johnson, Diane Johnson, Pam Lukens, Nancy Johnson (Council Representative) and funeral liaison Cheryl Pemble.

Service Ministry is the committee that coordinates volunteers for Sunday morning greeters, office attending, and serving coffee. These tasks will resume when Trinity is open again for in-person Sunday morning worship services.

2020 was the year to revamp and update the Service Group Booklet and put together a new one. Six new coordinators were found and job descriptions for the greeters, office attendees and coffee servers were updated. Ten new groups of volunteers were formed. After several meetings in January and February, work was forwarded to the church Office Business Administrator to put together and distribute.

The new groups and booklets were to be implemented in May of 2020. Then came Covid-19 and the church went to online services. Our new



booklets became the vehicle for the Trinity Phone Tree project and was designed to keep the congregation connected by making weekly telephone calls. This was later changed to monthly calls. Our coordinators really stepped up to the task, and continue to this day making the calls.

Our committee will have to review these booklets and bring them up to date when the ReStart Committee says we can reopen the church to in-person worship services. Changes may have to be made. Until then, we continue to wait and stay safe.

Submitted by, Carol Johnson

STAFF & VOLUNTEER REPORT

Here is a look into what the Trinity Staff and volunteers have been doing since March 2020, when we had to close our doors to the public.

WORSHIP & VIDEOS for groups

Planning, organizing, and taping for:

- Weekly Sunday and Wednesday Worship Services
- Special Worship Services (Lent, Holy Week, Youth, Sunday School, Thanksgiving, funerals, etc)
- Friday Thoughts
- Youth Lenten worship service & two Youth
- Sunday services online (April, Dec.)
- Baccalaureate Service for the 2020 Seniors – working with the area churches and youth
- Video to celebrate our 2020 Graduates – used in a Wednesday worship and Sunday morning.
- Finding volunteers to read lessons for services.

In person worship:

- **Outdoor worship** – creating, organizing, contacting volunteers, set up and leading worship outdoors including baptisms
- Connecting with the Contemporary Band Members and Volunteer Band Members
- Outdoor **Confirmation service** in September – 15 youth confirmed their faith
- Outdoor **Mission Festival** – getting all the supplies and stations ready to go for folks to help with.
- Opening the sanctuary for **Meditation**, three times a week.

- Opening the sanctuary and decorating an area for families to come in and take Christmas pictures.

Creating and taping videos for:

- Stewardship – Linda interviewed and taped volunteer delivery drivers. Matt created video.
- Care Creation Team
- Confirmation Lessons – Linda and Pastor Terry – 6 weeks beginning at the end of March
- Daycamp videos for June
- CIA and Sunday School lessons –Avery
- Short videos on Facebook for youth and adults – Linda & Avery

Videos to Website, Facebook, and YouTube.

- Matt working with us to get the videos for all of the above ready to go and uploaded.
- Created a Youtube page for Trinity.

BUILDING

Implementing new technology

- New technology throughout the building, updating equipment for the worship service area and for broadcasting the services live (when we are worshipping again in person)
- Creating a new sound booth area

Cleaning and Upkeep

- Dean and John cleaned and sanitized the whole building in March and April. They had volunteers help the first week after the building closed.
- Continued daily cleaning, sanitizing, and upkeep throughout each week as needed.

- Power sprayed and washed the whole exterior of the church building
- Changing paraments in sanctuary and help Linda decorate the altar area for the different seasons for worship and Meditation.

COMMUNICATION

- Weekly newsletter – online and mailed to 50+ who don't have internet
- Setting up the phone tree and connecting with the folks who help call others.
- Making CDs and DVDs and mailing them out to our shut ins weekly as they have no internet.
- Bulk mailings to congregation as decision were made of what was happening with worship, meeting in person and use of the building.
- Bulk mailings for Restart Team, Stewardship Pledge Drive, etc.
- Surveys created and sent out for Outdoor Worship, MET Team, and Worship & Music Task Force Mailing for Endowment
- Sending packets/mailings to connect with Confirmation Youth & Small Group Leaders in spring Sunday School Packets made and dropped off at SS homes in March and April
- Connecting with congregation members on Facebook
- Connecting with youth on Facebook, Messenger and Snapchat
- Setting up and sending links for Zoom Meetings with many groups and people

OUTREACH

- Care Packages and deliveries began at the end of March. This is a monthly happening with 12-15 drivers who help deliver those care packages to shut-ins, etc. We average 55 bags a month – over 75 people are reached. Two deliveries included a meal at Easter and Thanksgiving.
- Care Packages made and given/delivered to work campers (to encourage them since they didn't get to go to camp.)
- Outerwear Fair - Bonnie worked with Dean,

John, and Spit and Shine for setting up/tear down. Volunteers helped set up the jackets, hats, boots, coats and mittens up in the garage, van and tent by the garage.

- Collecting for the Angel Tree & Santa Anonymous
- Teacher Bags in November
- Healthcare worker bags for December to go out just before Christmas
- Card/gift for Congregational members packed by staff
- Advent Activity Care Package for SS, packed by volunteers and delivered to SS homes

YOUTH & CHILDREN

- Made individual signs of our 2020 graduating seniors to line the street out front of Trinity. Made gift bags for each senior that they picked up on graduation day.
- BWCA Sr. High Trip in August
- Workcamp Meetings in person and on zoom
- Workcampers service projects – scraped and painted courtyard benches and deck in June.
- Workcampers made cookie jars for the congregational gifts in Dec.
- Workcamp Cookie Sale in December
- Craft bag put together by volunteers for Lindstrom Small Town Tree Lighting Drive By
- Confirmation classes – videos lessons in the spring. Confirmation classes in person. (Oct – Nov for 5 weeks) and online for some kids Nov - Dec.
- Confirmation Youth created cards for the delivers bags in October and November
- Confirmation Wednesday Chats on zoom in May and in Dec.
- Sunday School class since October. Sunday School now has its own tab on TLC website so families can go to the website and find it easily.
- CIA (3-5 grade group) videos on Wednesday in the spring. CIA Wednesday zooms in Dec.
- Pastor Karri offered an online Bible Study in the Spring.

Submitted by Linda Rambow, Director of Youth Ministries, on behalf of the staff

STEWARDSHIP EDUCATION REPORT

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

Members of the Stewardship committee are Gail Seaver (Chair), David Johnson, Diane John, and Pastor Terry. In addition, Craig Martin served as council liaison.

The Stewardship committee met monthly throughout the year to plan, support, and carry out Trinity's stewardship program. In 2020, the Stewardship committee was involved in the following activities:

- Worked with the office administrator and tech Support to bring on-line and telephone giving to Trinity's website and members personal telephones
- Looked at how other area churches are responding to the pandemic and its effect on their finances. Also, looked at the topics of "Anxiety and Stewardship", "How Covid-19 has Affected Your Church's Giving" and a survey on

"COVID-19 and philanthropy: How Donors Behaviors are shifting amid the Pandemic."

- Prepared informational letters to be included with members quarterly giving statements
- Produced a series of "Generosity Moment" videos that emphasized Trinity's generosity by telling our story. The videos were posted in the Constant Contact weekly newsletter during the Fall Stewardship campaign.
- Worked with Trinity's bookkeeper and Treasurer to review financial data and take necessary actions
- Three of the committee members participated in a six-session workshop on "Beginning a Culture of Generosity"
- Conducted the Fall stewardship "Building Blocks of Faith" campaign with mailings, videos, newsletter inserts, Thank You notes, and follow-up telephone calling

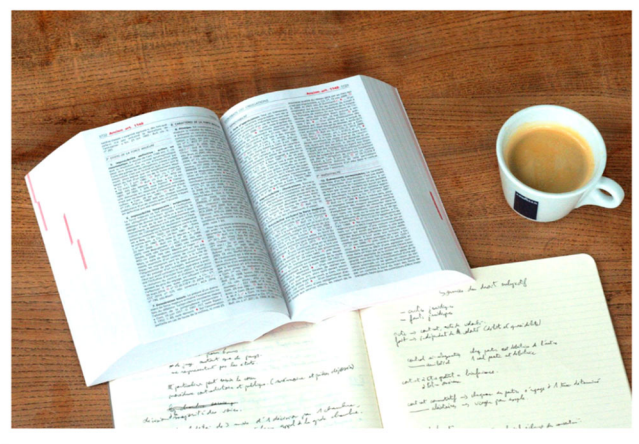
The Stewardship committee is always looking for new members to help on a monthly or special task-assignment basis. Please consider joining the committee and putting your time and talents to work.

Submitted by Gail Seaver, Stewardship Chair

SPECIAL PROJECTS REPORT

The Special Projects Committee is a new initiative and was created to take on tasks essential to the life of the Congregation that have a specific purpose and are short lived in duration. The current task of this Committee revolves around the updating of the Trinity Constitution and By-laws. Every three years the St. Paul Area Synod meets to update the ELCA Constitution and forwards this information on to the area churches. Much of this information is required to become part of each church's Constitution. Other parts of a church's constitution are suggestions from the Synod but not required or are what fit for that congregation.

Trinity has not updated their constitution since 2004 so many changes need to be formally adopted by Trinity Congregation. Recommendations will also be made at a Congregational meeting for purposed changes, including the adaptation of combining the Constitution and the By-laws into one document per Synod recommendation. The Committee plans to hold some Question-and-Answer sessions prior to a Congregational vote on adaptation of the document. The document is sent to the St. Paul Area Synod for final approval before its final adaptation. We are hopeful when the St. Paul Area Synod meets next in 2022, there will not be so many changes as we become more diligent as a congregation and specifically as a Council. Trinity members serving on this Committee are Ken



Kramer, Jeff Fuge, Diane Johnson, Terry Hogenson, and Colleen Guilfoile (Council Rep.). We thank Carol Wolsky and Nicole Smith who have been part of this Committee in the past.

Once the Committee completes its work on the Constitution, the Special Project Constitution Committee work is done. The Special Projects Council representative is then assigned another task and another committee is formed with a new purpose.

Submitted by Colleen Guilfoile,
Council Representative for Special Projects

WITNESS AND OUTREACH

Witness and Outreach Mission and Purpose

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

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

Committee members who have served in the past but who are no longer on the Committee are Randy VonWald and Carol Wolsky. We thank them for their years of service.

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

Witness

Trinity has a long history of “bearing witness” and being welcoming to others. This past year (2020), due to COVID, Trinity was unable to hold new member classes. We are hopeful that will not be the case in all of 2021. We are thankful for the new technology that allows people to streamline into our Services and attend Services on-line. We are also aware people walked by and listened to the Outdoor Worship on Sundays while services were held in the green space and others sat on their porches across the street. We are not always

aware of how God uses our congregation to bear witness but are grateful to be messengers of his peace.

Other areas of Witness include the WELCOME TABLE on Sunday mornings. Coordinating a hostess is done each Sunday by the Committee. For those visiting our congregation, along with the Red Cup at Coffee time, Trinity pens with little notebooks are given at the Welcome Table. The pens list all of Trinity’s pertinent information including address, phone number and website. Witness and Outreach continued this ministry through February until Trinity had to discontinue in-church worship. The WELCOME TABLE will resume once in-person worship resumes.

Other programs where Trinity continues to bear witness includes the Monday Night COMMUNITY MEALS held at Zion Lutheran in Chisago City by providing volunteers for serving meals and desserts as well as members to serve on the Community Meals Board. Thank you to Emmy Lundeen who coordinates the volunteers and to all Trinity members who continue to make financial donations, so this program can continue to exist. All are welcome to come join in on the meal and fellowship. Again, the program is suspended for now, but will resume once it is safe to congregate in groups. Trinity has also been participating in the BEYOND THE YELLOW RIBBON PROGRAM in Chisago County, which is designed to assist veterans. Trinity members

provide companion assistants and meals for the ADULT DAY PROGRAM that met 2 times per month at Zion Lutheran in Chisago City through Feb. when the program had to suspend due to COVID. Participants gathered from 9-3 for programs, snacks, lunch, and fellowship. We will keep you posted on the future of this program.

Card Ministry

The Card Ministry's mission is to maintain contact with members of Trinity who are unable to regularly participate in church life. They do this by sending them occasional cards/notes to let them know the church is thinking about them. Bonnie Quigley coordinated this effort in 2020 and we thank her for her dedicated service. Kathy Hogenson is going to coordinate in 2021 and you can contact her at 651-208-1137 if you wish to inquire about participating or if you have cards you would like to donate. We thank these women for their on-going ministry and service.

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

Outreach

In 2020 Trinity once again supported the Path to Home program, but due to the Pandemic, our support was done outside of our church property. We "hosted" in April, May, July, and October but since we could not have people inside our building, we paid for our guests to be in motels and provided money for their food expenditures. While the need is still great, it is wonderful to know Trinity is still generous in their financial response to assist even when we cannot have physical contact with others in need of this service.

Other Outreach efforts in 2020 included The OUTERWEAR FAIR. This event took place in October over a period of 5 days and was held outdoors. While we had less customers than usual, the need for this ministry continues to be ongoing. Many items found their way to other places after the event, including Mexico and to the homeless in the Cities. Thank you to Trinity members for their ongoing support not only for coats but other Winter items. November found us once again sending

shoeboxes out for OPERATION CHRISTMAS CHILD. Due to the Pandemic, the preparation and the packing of the shoeboxes were done in stages at the home of Larry and Coke Guilfoile. Individual Trinity members also packed their own shoeboxes or donated items. A total of 269 shoeboxes were packed as Trinity sent the love of Jesus Christ to the children of the world. The ANGEL TREE response for gift cards this year was beautiful in December. Trinity members generously donated to others in our Community. Both projects are evidence of Trinity reaching out and sharing God's love during the Christmas season.

The Second Sunday Offerings program was again coordinated through the Witness and Outreach committee where Trinity members share their abundance with others. Second Sunday offerings are matched 1-1 through the Pearl Nelson Bequest Fund. The program ran for only part of the year due to COVID.

January:	ILAG	\$1961.92
February:	Wy. Fire Dept.	\$1466.00
March:	Tapestry for Life	\$1989.80
April:	NAMI	\$1650.00
May:	TLC Scholarship	\$560.00
November:	LWR Wildfires	\$2900.00

(Special Request by Council and approved by W&O)

Trinity members continue to be involved in many other Outreach efforts: the Helping Hands Ministry, Food Shelf, Back Pack Program, Blanket Ministry, Santa Anonymous, Collecting School Supplies, Brush With Kindness, Meals on Wheels, Blizzard Boxes, Treats for Troops, Care Packages for College Students, Feed My Starving Children, Open Hands Ministry, Comfort Bears, Tapestry for Life in Mexico, Cell phone collection and soup labels and box tops for schools demonstrating Trinity is a congregation connecting with others, growing in the spirit and in service to others. A special financial contribution was made to the Trinity Youth in support of their Workcamp program as they were not able to hold as many of their fundraising effort this year due to the Pandemic.

Submitted by Terry Hogenson, Council Liaison

WOMEN OF THE ELCA

Co-coordinators: Carol Johnson and Cindy Kaske

As women of the ELCA we are committed to “Grow in faith, affirm our gifts, support one another in our callings, engage in ministry and action, and promote healing and wholeness in the church and society and the world.” We extend an invitation to all women of Trinity to join us.

2020 started out normal but all changed in March when Trinity went to on-line services because of the virus. W/ELCA also had to change. In April the national W/ELCA church-wide office recommended all gatherings be canceled for the remaining of 2020. Trinity W/ELCA followed those guidelines.

Trinity W/ELCA did publish a new W/ELCA Directory that contains our members names and other basic information. The format changed and the books can be used for several years.

Trinity W/ELCA did pay our yearly obligations to the Women of the St. Paul Synod. Offering monies have been accepted all year by our treasurer and our women have been faithful.

Trinity W/ELCA did remember our home bound members during the holidays with cards and small gifts.



Trinity W/ELCA has two circles that have met often for Bible studies using Zoom, as well as going outside and using the narthex of the church for meetings.

We did not meet as a large group in 2020. At this time we are not sure of what will happen in 2021. We do know that Jesus is in charge and our job is to stay safe and wait for the ReStart committee to give the green light to when we can start meeting inside.

2020 is a year that will long be remembered!
Submitted by Carol Johnson

WOMEN OF THE E.L.C.A. TREASURER'S REPORT DECEMBER 31, 2020		
Beginning Balance December 31, 2019		\$1,177.48
Deposits:		
Circle Offerings	\$ 788.22	
Endowment Award	\$ 200.00	
Memorial	\$ 20.00	
Total Deposits	\$ 1,008.22	
Disbursements:		
Convention offering	\$ 100.00	
Annual Dues	\$ 600.00	
Dean Rambow	\$ 50.00	
John Pemble	\$ 50.00	
Mindy Mader	\$ 50.00	
Matthew Mitchell	\$ 50.00	
Total Disbursements	\$ 900.00	
Balance December 31, 2020		\$1,285.70

ENDOWMENT REPORT

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

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

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

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

Submitted by Ken Kramer, Council Liaison

2020 ENDOWMENT FUNDS

ASSETS

FUND WITHDRAWALS	\$	(392,199.49)
MISC. ENDOWMENT CONTRI- BUTIONS	\$	827,424.26
DEDICATED FUNDS PAYABLE	\$	131,434.75
ADJUSTMENTS TO EQUITY	\$	302,438.30
TOTAL ASSETS	\$	869,097.82

2020 ENDOWMENT FUNDS

2019 CASH FLOW

BEGINNING BALANCE - ELCA	\$	984,828.82
BEGINNING BALANCE CHECK- ING ACCOUNT	\$	1,661.52
TOTAL	\$	986,490.34
MISC. CONTRIBUTIONS	\$	7,666.91
ELCA FUND A INCOME	\$	30,850.24
CHANGE IN MARKET VALUE	\$	25,149.26
TOTAL INCOME	\$	63,666.41
SUB TOTAL	\$	1,050,156.75
LESS		
ENDOWMENT DISBURSE- MENTS	\$	105,955.15
CHECKS PURCHASED	\$	103.78
END FUNDS TRANSFERRED TO MIF	\$	75,000.00
TOTAL	\$	869,097.82

MUSIC PROGRAM TASK FORCE

Members: Dan Calhoun, Guy Aki, Mary Hagglund, Jenny Dresel, Renee Christensen, Pastor Terry

The Music Program Task Force was formed in October to review the musical needs of the church in light of two major staff vacancies within Trinity's music program; the Lead Organist and the Senior Choir Director position. David Groettum retired after 50 years of service.

The purpose of the task force is to evaluate the needs of the music at Trinity and make a recommendation for desired skillsets and staff structure for the music program. The task force members were chosen to represent a member from the choir, the contemporary band, regular attendees from each service and a recent graduate from our youth programs. Pastor Terry joins the meeting to represent the staff.

Since the group first met, they have been reviewing the current and past history of Trinity's music program to understand and value our rich musical foundation. They did this by seeking input from music staff, congregational members, as well as from individuals who either coordinated, administered, or directly participated in music activities at Trinity over the years. In addition, they reached out to representative churches in Chisago County as well as other areas to understand their respective music programs. In January, a survey went out to the congregation to determine the

types of music desired for worship, Sunday school and special events. To date, we have received over 75 surveys with two weeks remaining until the February 1st deadline.

The next step for the task force will be to review and analyze the surveys. The results will be summarized and shared with the council and the congregation.

The music task force will then formulate a recommendation for musical structure at Trinity. They will first review with the musical staff and other members involved in Trinity's music programs. After seeking input and perspective, the team will further refine their recommendation and share broadly with the entire church community. Listening sessions to seek input from the congregation before finalizing the recommendation will be planned to assure everyone will have the opportunity to discuss, ask questions or provide comments.

The final recommendation of the task force will be submitted to the Personnel/Executive Committee and put forward to the church council for approval.

The music task force would like to extend a sincere thank you to David Groettum for building a strong music foundation and bringing 50 years of beautiful choral music to Trinity.

Submitted by Kim Anderson, Council Liaison

WORSHIP & MUSIC REPORT

Committee Members: Joanne Endres, Mike Savold, Linda Rambow, Pastor Terry Nordheim, Pastor Karri Anderson, Derick Kurpiel, Katie Werman Roche

This committee is responsible for Sunday morning worship, Wednesday worship, special services (Lent, Thanksgiving, Advent, etc), the organ and piano, and the sound and technical equipment. The committee meets on the second Tuesday of each month at 7:30 p.m. Members of the congregation are welcome to attend our meetings to express concerns or offer suggestions to enhance our worship services. This year, we were able to connect as a committee in a variety of ways, always mindful of safety measures put in place by the Restart Team: through virtual platforms, in the courtyard, and in the sanctuary.

From January until May, our worship services continued to focus on the Building Blocks of Faith, a continued theme that began in September of 2019. We returned to the same themes this September as our Worship Focus each month.

Early in the year, the organ was repaired, as was planned for in 2019. In November, the organ received a quality tuning.

In March, when COVID-19 no longer allowed us to worship in person, Pastor Terry and Pastor Karri, along with the rest of the Trinity staff, and the unyielding technical guidance of Matthew Mitchell

began pre-recording and making accessible online worship services each Sunday, every Wednesday evening, and initiated a new way to connect with the congregation on Friday afternoon with “Friday Thoughts.” Each of these recordings have been posted on the Trinity website and YouTube, been made accessible through Facebook, and have also been sent to members’ email addresses. For those without internet connections, DVDs and CDs have been sent each week. As staff has become more proficient in providing each of these worship opportunities, music ministry members of Trinity have been asked to come in to do recordings on the organ, the piano, as contemporary band singers, as a band, as groupings of choir members, and those who are willing to provide special music.

Throughout the planning, organizing, and taping for worship each week, we focused on music, scriptures, children’s messages, sermon, offerings, and prayers providing a blended service throughout.

Individual communion kits have been distributed throughout the year so that congregants may have communion at home during virtual worship, or in-person during outdoor worship. Pastor Karri made small altar clothes that were distributed to each household to use when having virtual communion.

Summer we had the difficult task of considering what worship would look like, even though we could not be back in the building. With the guidance of the

Restart Team, we began outdoor worship services in July. This proved to be quite the undertaking, as platforms for the pastors and band members needed to be decided upon, sound and technical equipment needed to be moved, a staging area needed to be considered, band members needed to be contacted about their comfort levels, and volunteers needed to be recruited for a variety of jobs. The Green Space had to be prepared with circles painted 12 feet apart in the grass, and an FM transmitter was ordered so people could tune into the services from their cars. We began outdoor worship, and continued our online presence of pre-recorded services each Sunday morning, as well as live streaming the outdoor worship services.

As the weather turned too cold to worship outdoors, we returned to online only worship, with some Special Worship Opportunities (All Saints Day Luminary Walk, Christmas Eve Service, and occasional in person 20 minute services held in the parking lot with fires burning for warmth.

Since September, a weekly meditation has been offered 3 days each week for 2-4 hour windows for individuals to visit the sanctuary, pray, reflect, and simply be still. People have been pre-registering, and these hours have adjusted accordingly. The staff has established monthly themes with prayer guides, as well as provided pre-recorded music softly playing.

During our Advent season, Christmas Worship Packages were distributed to each couple/family. The packages included crafts, worship guides, music, an ornament, and special gifts for Sunday School and Confirmation students. Families were also welcomed to reserve a time to visit the sanctuary, decorated for Christmas.

Baptisms and funerals proved to be difficult this year. Our pastors have been creative in providing these services, whether virtually with families present through Zoom, or in-person while adequately spaced.

Throughout the past year, communication has been key. We wanted to share that there have been a lot of questions asked, many suggestions made, lots of

support and encouragement of our staff and musicians, and an amazing amount of shared hope.

After 50 years of service, David Groettum resigned from his position as Trinity's Choir Director. We express our sincere thanks for his commitment to Trinity's music ministry. Also, a sincere thanks to Matthew Mitchell who has made so many unimaginable things happen in technology throughout this past year.

Moving into 2021, we have some staffing needs that must be prioritized. Since early summer, we haven't pursued filling the vacancy of our organist, as we have not been able to have in-person worship. Our music ministry is in transition. A Music Task Force has been created to consider the needs of our congregation. This group's goal is to analyze our music ministry and the role it plays while also deciding how to fund the music program. Surveys were sent to the congregation to evaluate our music needs and the compiled information will be shared with the congregation throughout 2021.

Music staff: Joanne Endrees, Linda Rambow, Mike Savold, Derrick Kurpiel, and the Contemporary Band. We look forward to a blessed 2021.

Submitted by: Katie Werman Roche, Council Liaison



YOUTH DIRECTOR REPORT



Long ago and far away...in a universe where the earth spun, and day became night, over and over again, life seemed to be out of control and very strange. The year, 2020. Let's take you to that place now. Welcome to the Twilight Zone.....

The opening from the 2020 Sunday School Christmas Program.

2020 felt like the Twilight Zone and the movie "Groundhog's Day." Every day in 2020 was a lesson in life. It allowed us to think outside of the box, to be creative, pray and play in new ways, to connect with others, to be grateful for the things that matter most: our faith and relationships with God and others. Psalm 46:10 says *"Be still and know I am God."* It's my centering prayer... breathe deeply, come into God's presence, and listen. As chaotic and crazy as 2020 was, it helped us to live out our mission to "connect, grow and serve." Each day, we discover new ways to do ministry as God's Spirit guides us.

As you know, life was normal, and then the world changed overnight. The youth and I came home from the mystery trip, and nothing would be the same, except for one thing. God was in the midst of all of it. God never left us alone. That's God's covenant...to always be with us and love us just as we are. Walking side by side with us and holding onto you and me.

The youth and I are grateful for all who share their time, energy and love at Trinity, in our communities and the world, and make a difference with God's grace. 2020 was a wild ride and Jesus was with us!

K-5th Grade Fun Event (grades K-5th) met once a month in January and February on Sunday afternoons for games, prayers, snacks and fun. Confirmation youth help out. The 5th graders had a lock-in in January and families and kids went to Wild Mtn. Snow Tubing in February. We missed our Sunday afternoons together, the Crazy and Wacky Olympics and the Advent Celebration.

Jr. Youth Group (grades 6- 8) were able to meet in January and February (3 Wednesdays a month after confirmation classes) to play and pray. Thanks to Christian Schmidt and the Sr. High youth for their help each Wednesday. The summer trips to Klein Ranch and Adventures were cancelled due to COVID.

Other activities the Jr. Youth participated in 2020:

Spring Mystery Trip

Service projects for Meals on Wheels (Jan. & Feb.)

- Two Confirmation Retreats in February and serving at Feed My Starving Children
- Two hiking days for those who didn't get to go to Klein Ranch and Adventures in South Dakota

- Leading a Lenten Service in March, an April Youth Sunday and the Advent Youth Sunday - all online

The confirmation youth read lessons, call to worships and parts of Sunday morning worship online, and help create gifts and cards for our care packages.

Sr. High Youth Group (grades 9-12) did meet in January and February for a few things. Many serve in Sunday School, Confirmation, Jr. Youth Group, at lock-ins and retreats as leaders. Workcamp is a major part of our Sr. High program and was cancelled in the spring. The youth were disappointed.

Activities the Sr. High Youth participated in 2020:

Sr. High Fun Night in January Helping with Confirmation openings and small groups

Improv performance at St Bridget's Faith Formation & 8th grade Middle School Health Fair

Spring Mystery Trip - Good Friday Service Readers

2020 Graduates Recognition – on the front steps in June and individual graduate signs on Trinity's lawn.

Workcamp youth served 2 Soup Suppers during Lent, scraped and painted the courtyard benches and deck in June, helped the staff with the Christmas project and had a Christmas Cookie Sale.

Boundary Waters Canoe Trip (and created videos for Wednesday worship there) in August

Lead a Lenten Service in March, an April Youth Sunday and the Advent Youth Sunday - all online

Combined Activities for Jr. and Sr. High Youth (6th - 12th grade): Wednesday Worship/ Suppers in January & February, Wild Mtn. Snow Tubing, Ski trip to Spirit Mountain, Mystery trip, leading Youth Services and service projects for our congregation and others.

Youth Fundraisers (to help kids with camp / youth activity costs) in 2020: Celebration of the Lakes Pancake Breakfast and Bingo for the community, one Kidsitting night, Workcampers Paint and Sip party, Workcampers Chili Cookoff, and the Workcampers Christmas Cookie Plate Sale

Youth Ministry Team This team considers and evaluate youth activities and discuss business and financial items. We use emails to meet since most of our members are busy with their kids' activities.

YOWSA Activities for grades 6-12 The area youth directors plan and work together on activities for the youth in our communities. In 2020, YOWSA had the Ski/Snowboard Trip for Jr. & Sr. High to Spirit Mountain, a booth at the Middle School Health Fair, and an online 2020 Senior Celebration Worship (Baccalaureate) – lead by the 2020 graduates and others from the area churches.

The youth missed these events: Silent Auctions, the Princess Party, Harmony in the Park concessions and concerts, the Palm Sunday Breakfast, Karl Oskar Weekend events, Workcampers' 5K, serving as Day Camp and Play & Pray Day Counselors, the Advent Celebration, Meals on Wheels service projects and Blizzard Boxes, helping with the Outerwear Fair, Summer Trips to South Dakota and Workcamp, Fall Planning Party, Small Town Christmas Carnival and the Luther Point Bible Camp Winter Retreat.

We hope to be able to host and participate in many of these events in 2021.

Confirmation We have 40 youth 6th, 7th and 8th graders in the 2020-2021 confirmation year. This is a high energy group who love to play, pray and learn. We met for class in January and February and had our retreats in February. In March, Confirmation mailings went out and Linda and Pastor Terry created video Confirmation lessons for the youth to watch on line. In May, after we completed the lessons, Linda and the youth had weekly Confirmation Chats on zoom. We got to know everyone's dog, cat and their favorite snack!

In October, we began small group Confirmation classes in person and online. What was two classes in a normal year, became three in October on different days and times. With COVID cases rising in November, it became 5 classes plus zoom for those who chose not to be in person. In December, we had the Confirmation Zoom chats. Thanks to the Restart Committee allowing us to have small groups classes so our youth could be together in person. This

is so important for the kids with school being hybrid and then online only.

Faith Friends is our mentor program. Each confirmand is paired with an adult who serves as their Faith Friend for two years. The pair spend time talking together about their faith and daily lives. This is our 27th year of Faith Friends! In the spring, they were sent packets and encouraged to talk over the phone or on zoom. In the fall, the Faith Friends didn't meet like usual. Many have stayed in contact. Our goal for spring of 2021 is to have the faith friends back together to connect. Thanks to all who have served, listened and prayed for our youth.

Club 2027 On Faith Friends nights, the 6th graders met as a group with a few adults. We had discussions and service projects for Meals on Wheels. In the fall, they made cards for the care packages.

Our **8th graders** In the spring, speakers spoke on relevant topics/activities to help them take care of self and others. Topics: sexuality, alcohol and drugs, communication, exercise mind, body and soul, bullying, mental health, volunteering, and the internet. In the fall, spiritually, our passions and gifts, and more.

We **confirmed 15 youth** this September, out on the green space. It was a Spirit filled service that the youth and their families will never forget! One youth even affirmed his faith at home and was zoomed into the service.

It takes a village....We thank the small group guides for their commitment to serve and lead a group on Wednesdays in January and February and stayed connected with the youth in the spring. **Thanks to :** Noah Fritsche, Christian Schmidt, Cinnamin Theisen, Ev Anderson, Cass Dennison, Sue Wehrenberg, and Renae Reedy. **Sr. High school leaders:** Anna Rein, Madison Haugen, and Ethan Eyler. We appreciate your time, energy and desire to share your faith with our young people! We are thankful for the endless number of parents and others who are willing to chaperone, drive, encourage and lead at the retreats.

Spiritual Growth and Service Opportunities

The youth of TLC have many opportunities to grow in their faith through Sunday School, Confirmation, Bible camps, retreats, lock-ins and youth groups. We found new ways to serve in 2020.

- **Service projects:** acolytes; serve in the nursery; serve as Sunday School, Faith Kids, and K- 5th grade youth group leaders; leading worship services and being readers (for Sundays, Wednesdays and online services); going to Feed My Starving Children; and other projects. The youth missed serving as Daycamp counselors as Daycamp was videos online.
- **Improv** Teen Theater provides a unique way for others to discuss current issues using drama. We had ten involved this year; six are peer trainers. We hope this group can perform in 2021.

Camps Summer looked different in 2020. Luther Point Bible camp, Klein Ranch and Adventures (Lutheran Outdoors in SD) and Group Workcamps were all cancelled. The Restart gave their blessing to the Sr. High youth (4 youth and 3 adults) to go the Boundary Waters Canoe area. We could social distance up north. Camp provides experiences that challenged our youth and adults and helped them to grow in their faith. Our prayer is for these opportunities to happen in the coming year. And each year, the economy continues to have an impact on the number of youth able to go to camp; many received camperships to assist them.

College youth & young adults

Thanks to the young adults **who help** with lock-ins, retreats and confirmation. We had to postpone the adult BWCA canoe trip May. Four adults went to the **Boundary Waters Canoe Area** in September and they put together a Wednesday night Worship service up north.

THANKS TO EVERYONE FOR YOUR PRAYERS AND SUPPORT

Thanks to the youth and adults who are part of all these programs! May God's Spirit continue to help you share your faith and love. The activities provide hands-on, teachable moments for youth and adults.

Together we play, work, and grow as the body of Christ! We are grateful for all who chaperone at the lock-ins, retreats, and on trips, those who help prepare for events, those who help with driving, serving the Wednesday meals, kid-sitting, the bakers, and who help at fundraisers, and so much more.

The many ways that TLC members support us

- **Care Packages** Since March, we created care packages to go out monthly to many of our older members and those who may have been hospitalized or ill. The youth have created cards, families and others have delivered these packages monthly and connected with members.
- Our pop machine has been quiet this year, but we are still recycling pop cans. This helps with youth trips, gas for the van, and other activities. It helped with the trips after the collections in the summer for outreach. Thanks to **Spit & Shiners** for their help with recycling the pop cans.

Camp Sponsorships, Camperships, and Workcamp Sponsors we are grateful for those who give so our youth can go to camp and on the mission trip. Life and camp is expensive. Your gifts make a difference for many families and their kids and camp is a reality. Thank you!

Silent Auction didn't happen in the fall. We are looking to have a silent auction online in early part of 2021. The auction monies raised in 2019 will be used this coming summer for camps.

To sum up 2020...I'm humbled and grateful for a staff that loves to play, pray and laugh together. They don't seem to mind when I think outside of the box and have my "squirrel" moments.

I love discovering new ways to do ministry. It's been fun helping out the Altar Guild, leading worship in new spaces and places, teaching in a mask, zooming, dreaming and being able to see youth and adults grow in faith and express what is most important in life: family and friends and faith! I did miss camp and it was a long summer.

When the drivers come once a month to pick up the care packages, it's like Christmas! They love this

mission and the new friendships. I love our volunteers. Thank you!

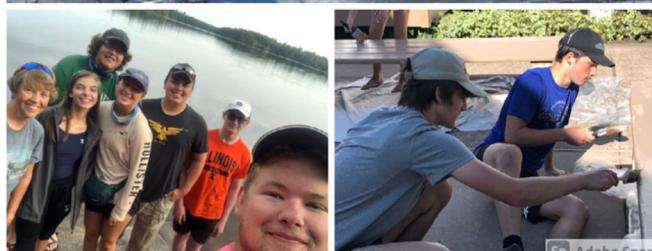
I do miss being together in worship. But I didn't mind below 0 temperature and snow when it meant we got to worship outside on Christmas Eve. Outdoor worship around a fire pit with friends and waving to those in their cars was pretty cool.

I'm thankful for my continuing education time at the ELCA Youth Ministry Network Gathering this past February in Anaheim, California, and at the Recharge Conference in the Cities.

I'm thankful for your prayers, support, gifts and recycling pop cans (taking care of the earth!), for continued good health and a loving husband. Thanks, Dean, for your patience, love and humor!

I am grateful for how God works in my life... patience, guidance, challenges, always hearing my prayers, love, compassion, forgiveness and his blessings. I am **humbled** by His grace. It is truly an honor to serve at Trinity, with so many amazing youth and adults. And as I whisper these words each day ..."be still and know that I am God", I know that Jesus is on this wild ride with you and me!

Submitted by Linda Rambow, Youth Director



YOUTH MINISTRY

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

Youth Ministry: Despite the forces of 2020 that continued to keep us physically separated, Trinity's youth remain connected to the church, to each other and especially to God. This is in large thanks to our Youth Director, Linda Rambow's relentless passion for nurturing our youth and navigating the unique challenges of ministering during a pandemic.

Linda immediately sparked new ideas and developed new ways of staying connected, servicing the community, teaching lessons and leading worship. Linda worked hard to preserve the youth programs reputation of fostering new friendship and teaching lifelong lessons rooted in strong faith. She also made sure the youth milestones were met with meaningful moments. For the 2020 graduating class, that meant making individual signs for each student and lining the street in front of Trinity.

Confirmation classes were replaced by zoom sessions. The lessons were inspired by real life feelings of loss and disappointment with the closing of school, sports and many other important youth activities. There were also lessons on resilience, hope and being thankful for your blessings. The outdoor confirmation service was limited to close family, friends, sponsors and a virtual connection to

one family in quarantine. Yet, the spirit was there in abundance during a beautiful service, filled with personal touches that made it meaningful and memorable for our confirmands. Huge thank you to all the people associated with confirmation students including; faith friends, discussion leaders, speakers and, all members of the congregation who support our confirmation students in thoughts and prayers.

Many of our youth wait years to meet the age requirements to attend summer camps. The cancellation of activities left a big hole in the soul of everyone who was signed up for summer adventures. Linda also felt the loss of this important time to renew her spirit through youth hikes, camp songs and driving students to experience different parts of the country. To capture the essence, she scheduled outdoor activities with small groups like hikes and the BWCA senior high trip. The workcampers painted the courtyard benches and deck, helped the staff with a Christmas project and, continued to raise money for workcamp by baking cookies and other creative ideas.

The youth continue to grow in their faith by serving others within the church and throughout the community. Youth continue to reach out to our senior citizens who've had surgery or are in need of encouragement. They've baked, cooked, and delivered a smile through care packages.

Submitted by Kim Anderson, Youth Council Liaison

ELCA BISHOP'S REPORT



Dear friends in Christ,

This year has been a challenging one! The COVID-19 pandemic has changed the church and society. We have had to shift the ways we engage in ministry from a focus on in-person worship and meetings to livestream worship, virtual meetings and gatherings in the parking lot. We have had to shift to teaching children at home and working from home. We have not been able to travel to see friends or relatives or to celebrate life events. This has also been a time to address economic and social justice issues, to shift our thinking and our way of life.

In times such as this, our baptism in Christ makes a difference and makes us different. Like Christians before us, we recall that God is faithful to God's promises and God's people. We see that God enables us to connect with one another even when we are separated. Shifts in the world invite us to be innovative in how we do God's work and reach out to all ages in making disciples. We see that God is at work not only in our buildings but beyond them as well. We have found new ways to serve our neighbors and reach those in need.

As we experience this time of uncertainty, we sense something new emerging. In many places there are new strategies and renewed energy for ministry, often generated by emerging leaders. We have developed a framework to build on, and now is

the time to engage in hard work together. As you do in your congregation, we want our collaborative efforts to be both faithfully thoughtful and sustainable. We want to build up the body of Christ today and for the future.

Looking across the church, I am grateful for your generous giving of time, talents and resources. Yes, God does continue to bless us! God will provide both relief from life's struggles and hope for a stronger church, God's church. We do not need to know how the future will unfold. As members in the body of Christ, we need only trust that God is with us and will provide.

Building up the body of Christ together,

The Rev. Elizabeth A. Eaton Presiding Bishop
Evangelical Lutheran Church in America



**Evangelical Lutheran
Church in America**

God's work. Our hands.

SYNOD BISHOP'S REPORT



Dear Partners in Ministry,

2020 has certainly been the strangest and most challenging year for us as a synod-for congregations, specialized ministries, and institutions-and for each of you. Thanks be to God, who has strengthened, uplifted, and sustained us during this year of a global pandemic, and important learnings amid social unrest.

I am cheered by the immediate response made by congregations across this synod when we needed to stop gathering in person in early March. From the start you have shown respect for the wisdom of Governor Tim Walz and our public health experts. You pulled together informed lay leaders and community representatives to guide your rostered ministers in crafting a plan for safe reopening and use of your building. Within days, worship planners found new ways to bring the Gospel to a dispersed congregation through mailings, recorded services, live-streamed worship and Zoom. When the weather and new state guidelines allowed gatherings in small numbers, you moved worship outdoors to your parking lots and side yards or used registration, masks and hand washing to ensure that your congregation would not become a hotspot for spreading COVID-19. Thank you.

With courage, you as people of faith faced the tough challenge of offering pastoral care to those who were ill and to the dying. We learned afresh how much a phone call can mean and how Zoom can draw family and friends together in times of grief. So many funeral services had to be postponed or turned into small-size gatherings. Let us commit to remembering the saints we have entrusted to God this past year and find new ways to mark anniversaries when we are able to gather in person again.

When the pandemic wanes we will have much learning to share from this past year about what it means to be a community of faith in the twenty-first century. There will be innovations to keep and cherished practices to re claim. I look forward to learning with you, especially about how the good news of God's grace and forgiveness is spoken to us through God's word and the sacraments.

In 2020, the synod played a unique role in convening congregational leaders amid the pandemic. We hosted Zoom conversations on public health mandates, PPP loans for small businesses, remote congregational meetings, and stewardship of financial resources. I thank Carol Hood, synod vice president; David Laden,

synod treasurer; and Sarah Crippen, synod attorney; for helping with many of those sessions.

During all that, the synod assembly was hosted as an online event on Sept. 25-26. We did it, friends! We mastered new technological platforms and demonstrated we could be together while being apart for the essential business of the synod. I am grateful for the confidence you showed in me and the synod staff team when you re-elected me to a second six-year term.

One of the commitments I bring is to continue the transformational work we need to do as individuals, congregations, and institutions to address racism and to hard-bake racial equity and a profound respect for diversity into all aspect of our church life. That is as essential to our well being as are all the safety precautions we have taken to lessen the impact of COVID-19.

Our pastors and deacons deserve our gratitude for stepping up and creating new ways to live out their vocations. Put to the test, they responded with imagination and persistence. I know you join me in thanking them. Three new colleagues were ordained in 2020. They include Deacon Stephanie Anderson-Telschow, Pastor Jason Kramme, and Deacon Brad Mills. At the close of 2020 we have 47 persons in the candidacy process and are grateful for their openness to serving in a church so shaped by the events of 2020.

While the focus of ministry shifted in every setting, eight congregations continued their work in the Year of Renewal, an intentional revitalization process that matches the spiritual gifts of members with God's work in the surrounding community. The 2020 participants included Bethlehem, St. Paul; Chisago Lake, Center City; Our Saviour's, Hastings; Redeemer, White Bear Lake; and Our Redeemer, St. Paul. Alongside this work, 12 congregations participated in the synod-sponsored Stewardship for All Seasons

program, and 11 others in the Beginning a Culture of Generosity initiative.

While much attention was given to sustaining congregational life this past year, our mission start partners and global companions were not forgotten. Together as a synod we have supported ministry efforts at Christ the Servant, Vadnais Heights; Lutheran Church of Peace, Maplewood; Hope, St. Paul; Minnesota Faith Chinese, Roseville; Good Samaritan, St. Paul; Humble Walk, St. Paul; The Depot of St. Andrew's, Hugo; Cristo Rey, New Brighton; Foundation of Life, St. Paul; and Shobi's Table, St. Paul. Likewise, while the pandemic made it impossible for delegations to travel to Tanzania or Guatemala, prayers and project support abounded to help our siblings in other parts of the world continue their mission in Christ.

Let me end with a special work of thanks to the synod staff. Two staff members retired or completed their term of service in 2020 - Greg Triplett and Deacon April Trout. We thank them for good and faithful service. The current staff include Michael Gold, office assistant; Alicia Rodriguez, office manager; Mary Smith, director of communications; David Roinas, finance administrator; Pastor Justin Grimm, director for evangelical mission and assistant to the bishop; Deacon Krista Lind, assistant to the bishop; Anna Marsh, executive assistant to the bishop; Pastor Peter Harrits, director of Bega Kwa Bega and assistant to the bishop, and Ryan and Astine Bose, newly named short-term volunteers in Iringa.

We have been stretched and tested, but all through this past year God has been at work in and through us. What a joy it is for all of us to serve with you in the Saint Paul Area Synod.

Yours in God's service -



Bishop Patricia Lull

2020 PARISH ACTS



Baptisms:	Elijah Thabo-Tito Adams-Flomo	January 19	Pastor Terry
	Axton Allen Wojcik	January 26	Pastor Terry / Pastor Karri
	Finley Evelyn Crocker	April 19	Pastor Terry
	Finn Patrick Melby	September 6	Pastor Terry
	Zachary Thomas Hoffman	September 27	Pastor Karri
	Xander Robert Zachmann	September 27	Pastor Karri
	Trevelle Marquise Bird	October 11	Pastor Terry
Funerals:	Harvey Reed	February 2	Pastor Karri
	Shari Fagan-Crawford	March 12	Pastor Terry
	Hilde Strapko Miller (burial service)	March 27	Pastor Terry
	Virginia Morris (virtual)	May 11	Pastor Terry
	Cheryl Hess (burial service)	May 16	Pastor Terry
	Duke Rudquist (virtual)	June 6	Pastor Terry
	Marlys Nordgren	June 19	Pastor Terry
	Robert Ulbricht (burial service)	July 6	Pastor Terry
Weddings:	0		
First Communions:	0		
Confirmations:	15		
New Members Received:	0		

CONGREGATIONAL REPORT

	Adults & Children (under age 14)	Adults
Baptized Membership at end of 2019	1081	926
Members received in 2020		
• By Baptism (children 14 years and younger)	7	0
• By Baptism (adults 15 years and older)	0	0
• By Affirmation of Faith	0	0
• By Transfer from ELCA congregations	0	0
• Members Reactivated	0	0
• Associate Members Received	0	0
• “Attender to Members” who joined	0	0
• Youth Confirmed in 2019	15	15
Total Members Added	22	15
Members Removed in 2020		
• By Death	10	10
• By Transfer to other ELCA congregations	6	6
• Dropped by members’ Request	0	0
• Dropped because members Moved/No Transfer	0	0
• Dropped by Inactivity	0	0
Total Members Removed	16	16
Statistical Adjustment	0	0
Total Members in 2020	1087	925

- **Average In Person Weekly Attendance (1/1 - 3/08/20) prior to the Covid-19 shutdown: 249**
(Weekly attendance includes Wed. worship and other midweek services)
- **Average Outdoor Worship Attendance (7/12 - 12/31/20) during Covid-19 shutdown: 89**
- **Average Online Weekly Attendance (3/15 - 12/31/20) during Covid-19 shutdown: 330**
(Weekly attendance includes Wed. worship and other midweek services)

FINANCE COMMITTEE

Members: Dan Calhoun, Denise Calhoun, Dale Fredell, Paul Ives, Twyla Mitchell, Gary Moe, and Peter Overgaard

Council liaison: Craig Martin.

It has been a unique year!

2020 Income for Trinity was \$560,255. Budgeted Income was \$537,764

2020 Expenses for Trinity were \$513,978. Budgeted expenses were \$537,764

There was no deficit for the year. This was due in part to the use of \$10,311 of Annuity funds in reaction to the onset of covid-19 and the Payroll Protection Program funds of \$57,971 Trinity applied for, used, and had forgiven. But even with these funds, without the dedication of Trinity's members, in using their monetary gifts, personal gifts, and being supportive of Trinity's local, global, and educational missions, we would not have had such a good year.

Trinity had some large expenses in getting the elevator up to code, the organ repaired, compliance with the CDC and Minnesota Health recommendations, and to bring our technology to a point of live streaming our services and needed upgrades.

Elevator repairs:	\$34,065.00
Organ repairs	\$ 6,850.00
ReStart expenses	\$ 2,000.00
Technology Upgrades	\$19,634.47

In these expenses, we have been blessed with an Endowment Fund, Mission Investment Fund, and Dedicated funds that have made it possible to do these repairs and still stay within the 2020 budget.

The Endowment Fund had \$180,400 available to be distributed. Due to Covid-19 and the uncertainty of what the rest of 2020 would be like, some of the funds were set aside for contingency expenses that may have arisen during the year. Trinity was able to help local and global outreach, provide scholarships, provide for repair and maintenance for the church building, and have discretionary funds. We were truly blessed with that available in 2020.

Trinity's Mission Investment Fund is broken down into 4 accounts. There is the Demand check writing account in the amount of \$129,568.87, which includes \$77,254.00 in funds being held for Endowment. There are 3 Term investment fixed 3-year accounts earning interest at a rate of 2.67%. They become due in January of 2022. The balance on these 3 accounts are \$160,701.88, \$383,905.41, and \$174,530.44. The 4 accounts in the MIF total \$848,706.60. When \$77,254 is returned to Endowment there will be a balance of \$771,452.60. These funds have been approved by Trinity's members to be used in 5 different categories as recommended by the Bequest Task Force.

The Finance Committee was charged by the Church Council with obtaining an external audit. After

substantial research into who to hire and the cost of the audit, Finance recommended that this was not the year to incur an additional cost of \$7,500 to \$15,000 to have an external audit. Our current Audit Committee has agreed to do the 2020 Audit with some changes in how the audit is done. Trinity's Audit is what would be called a "Review" by the Synod. We feel there is no issue with how the funds of Trinity are being handled. Quoting from the Congregational Guide of the ELCA: "Conducting an audit is not a symbol of distrust. It is a mark of responsibility. It is good stewardship demonstrated for all to see. It is a message to congregation donors that we care about your gifts." We hope to have the funds to do the external audit in the next year.

The Annual Budget for 2021 was difficult to do. The year 2020 was not normal in any way. We rely on our Commitment Cards to get an idea of the income available to cover the expected expenses of Trinity. We present the budget that the Bookkeeper, Twyla, has recommended using past year's expenses and current year's pledged income. Finance and Council have reviewed the budget, asked questions, and approved the 2021 budget as listed in the Annual Report.

The Office Administrator, Amber, and Treasurer, Diane, researched the possibility of a new Insurance company that specializes in church insurance. Again, with all that was going on in 2020, the upheaval in changing insurance companies and the relatively small decrease in premiums, it was recommended that we stay with the insurance company we have.

The staff and members of Trinity have made it a year to remember beyond the pall of Covid-19. We thank the staff for going above and beyond and thinking outside the box to keep our members involved and appreciated.

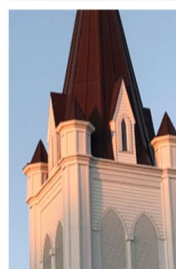
We thank the members of Trinity for their generous and continued giving to both the general funds and the dedicated accounts.

Submitted by Diane John, Treasurer

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Be anxious for nothing, but in everything by prayer and supplication, with thanksgiving, let your requests be made known to God; and the peace of God, which surpasses all understanding, will guard your hearts and minds through Christ Jesus.

Philippians 4:6-7



FINANCIAL REPORTS

Statement of Receipts and Disbursements

		As of	As of
		December 31, 2020	December 31, 2019
Receipts			
Pledged Envelope Offering		\$ 376,738.14	\$ 380,232.06
Non-Pledged Offering		\$ 96,462.00	\$ 83,581.30
Loose Offering		\$ 6,575.84	\$ 14,189.84
Easter & Lenten Offerings		\$ 6,543.69	\$ 8,003.00
Thanksgiving Offerings		\$ 1,110.00	\$ 692.81
Christmas Offering		\$ 4,030.00	\$ 4,334.00
Sunday School Offering		\$ 86.00	\$ 520.41
Initial Offering		\$ 434.00	\$ 738.50
Checkbook Interest Income		\$ 13.92	\$ 15.32
Special Gift-P/E Nelson		\$ 10,311.06	\$ 10,000.00
Other Receipts		\$ 57,950.79	\$ -
Total Receipts		\$ 560,255.44	\$ 502,307.24
Disbursements			
Benevolence		\$ 30,000.00	\$ 35,000.00
Personnel		\$ 395,739.99	\$ 342,213.73
Christian Education		\$ 486.27	\$ 1,526.32
Youth		\$ 1,893.57	\$ 2,552.68
Witness and Outreach		\$ -	\$ -
Service Ministries		\$ -	\$ 111.98
Stewardship Education		\$ 476.92	\$ 605.22
Worship & Music		\$ 4,659.24	\$ 5,810.12
Finance		\$ -	\$ -
Administration		\$ 39,009.82	\$ 39,310.78
Building and Maintenance		\$ 40,711.83	\$ 51,509.40
Misc. Short Term Funds		\$ -	\$ -
Council Expenses		\$ 1,000.00	\$ 1,074.00
Total Operating Disbursements		\$ 513,977.64	\$ 479,714.23
Receipts less Disbursements		\$ 46,277.80	\$ 22,593.01

Balance Sheet				
Current Assets			12/31/2020	12/31/2019
	Checking Account-General		\$ 52,167	\$ 40,861
	Operational Reserve		\$ 14,438	\$ 14,424
	Due From Dedicated		\$ 27,253	\$ -
	Savings Account		\$ 211,062	\$ 191,146
	ELCA Mission Investment Funds		\$ 848,707	\$ 783,132
	Checking Account-Youth		\$ 13,492	\$ 14,457
	Certificate of Deposit (Youth funds)		\$ 2,524	\$ 2,461
	Endowment Fund Investment		\$ 1,103,029	\$ 1,072,179
	Endowment Fund Income		\$ 32,738	\$ 32,738
	Endowment Fund Change in Value		\$ 155,346	\$ 130,196
	Endowment Fund Checking		\$ 8,670	\$ 1,662
	Endowment Fund Withdrawals		\$ (430,685)	\$ (250,285)
	Sub-Total of Endowment Funds		\$ 869,097.82	\$ 986,490
	Termporary Cash Holdings		\$ -	\$ -
	Stock Certs. Held for Sale		\$ -	\$ 1,021
Total Current Assets			\$ 2,038,741	\$ 2,033,993
Fixed Assets				
	Land, Building, Stained Glass		\$ 2,873,559	\$ 2,873,559
	Rental Property		\$ -	\$ -
	Personal Property		\$ 354,458	\$ 342,096
	Vehicle		\$ 41,220	\$ 41,220
	Depreciation Allowance		\$ (385,301)	\$ (378,423)
Total Fixed Assets			\$ 2,883,936	\$ 2,878,452
Total Assets			\$ 4,922,677	\$ 4,912,445
Liabilities				
	Dedicated Funds Payable		\$ 1,206,220	\$ 1,121,632
	Misc. Endowment Fund Contributions		\$ 435,225	\$ 608,513
	Line of Credit		\$ -	\$ -
	Member Deposits		\$ -	\$ 8,726
Total Liabilities			\$ 1,641,444	\$ 1,738,871
Equities				
	Equity		\$ 3,666,534	\$ 3,454,715
	Allowance for Depreciation		\$ (385,301)	\$ (281,141)
Total Equities			\$ 3,281,232	\$ 3,173,575
Total Equity and Liabilities			\$ 4,922,677	\$ 4,912,445
All inter-fund transfer balances have been elimnated properly.				

BENEVOLENCE GIVING 2020		
From		Amount
Endowment	\$	105,955.15
Second Sunday Offering	\$	5,763.86
Compassion Int'l	\$	744.00
Family Pathways	\$	4,180.00
Chisago Lakes Clergy Association	\$	1,000.00
Luther Point Bible Camp	\$	3,000.00
Saint Paul Area Synod-Monthly Be- nevolence	\$	27,000.00
Santa Anonymous	\$	500.00
Group Mission Trips	\$	500.00
SPAC-Guatemala	\$	500.00
ILAG-Guatemala	\$	1,680.00
MN Interfaith Power & Light	\$	500.00
Samaritan's Purse	\$	2,421.00
Total	\$	153,744.01

Dedicated Accounts and Special Gifts					
	12/31/2019 Balance		Receipts	Expenses	12/31/2020 Balance
Camping & Youth	\$ 6,224.63	\$	6,453.00	\$ 629.65	\$ 12,047.98
Music/Worship	\$ 18,551.43	\$	2,609.25	\$ 7,941.85	\$ 13,218.83
Education	\$ 18,992.27	\$	3,575.50	\$ 4,123.03	\$ 18,444.74
Property	\$ 16,885.82	\$	6,019.46	\$ 4,582.72	\$ 18,322.56
Misc.	\$ 99,753.23	\$	112,945.95	\$ 105,640.61	\$ 107,058.57
Outreach Funds	\$ 9,459.15	\$	26,557.92	\$ 20,803.23	\$ 15,213.84
Building Fund	\$ 11,715.71	\$	8,470.00	\$ 11,621.00	\$ 8,564.71
Continuing Education Acc'ts.	\$ 5,986.76	\$	3,300.00	\$ 1,767.67	\$ 7,519.09
Helping Hands Funds	\$ 2,577.45	\$	9,035.00	\$ 1,940.48	\$ 9,671.97
Mission Investment Fund	\$ 783,132.04	\$	102,773.42	\$ 37,198.86	\$ 848,706.60
Total Dedicated Ac- counts	\$ 973,278.49	\$	281,739.50	\$ 196,249.10	\$ 1,058,768.89
NOTE: MISSION INVESTMENT FUND TOTAL INCLUDES \$77254.00 OF ENDOWMENT MONIES					

OPERATIONAL RESERVE

Balance 01/01/2020	\$	14,424.16
Interest Earned	\$	13.92
Balance 12/31/2020	\$	14,438.08

MISSION INVESTMENT FUND			
Balance 12/31/2019		\$ 783,132.04	
Deposits-2020 Endowment Funds on Hold		\$ 82,560.00	
Interest earned		\$ 20,213.42	
Sub-total Additions		\$ 885,905.46	
Second Sunday Withdrawals			
	Guatemala Partnership	\$ (980.96)	
	Beyond the Fire	\$ (733.00)	
	Tapestries of Life	\$ (994.90)	
	Trinity Scholarship Fund	\$ (280.00)	
	NAMI	\$ (825.00)	
	ELCA Disaster Fund	\$ (1,950.00)	
Sub Total Second Sunday Withdrawals		\$ (5,763.86)	
Other Withdrawals		\$ -	
	Elevator Repair	\$ (26,129.00)	
	TLC Endowment Fund	\$ (5,306.00)	
Sub Total Other Withdrawals		\$ (31,435.00)	
Sub-total Withdrawals		\$ (37,198.86)	
Balance 12/31/2020		\$ 848,706.60	
Year ending 2020 Endowment Funds remaining in MIF - \$77,254.00			
Second Sunday Match from Mission Investment Fund			
Beginning Balance		\$ 70,000.00	
2016 Expenditures		\$ 2,785.00	
Balance 12-31-16		\$ 67,215.00	
2017 Expenditures		\$ 13,022.93	
2017 Additional Gift from P/E Nelson Bequest		\$ 8,590.65	
Balance 12-31-17		\$ 62,782.72	
2018 Expenditures		\$ 12,088.48	
Balance 12-31-18		\$ 50,694.24	
2019 Expenditures		\$ 11,357.13	
Balance 12-31-19		\$ 39,337.11	
2020 Expenditures		\$ 5,763.86	
Balance 12-31-20		\$ 33,573.25	

2021 PROPOSED BUDGET

Income	2021	2020
Envelope-Pledged	\$ 340,000	\$ 380,000
Envelope-Unpledged	\$ 113,440	\$ 82,567
Loose	\$ 10,000	\$ 14,000
Sunday School	\$ 500	\$ 500
Dedicated Transfer for Staff	\$ 24,933	\$ 46,232
2020 Cash Reserves	\$ 27,253	
Sub-Total	\$ 516,126	\$ 523,299
Lenten Offering	\$ 4,000	\$ 5,000
Easter Offering	\$ 3,000	\$ 4,000
Thanksgiving Offering	\$ 800	\$ 800
Christmas Offering	\$ 4,000	\$ 4,000
Sub-Total	\$ 11,800	\$ 13,800
Initial Offering	\$ 450	\$ 650
Checkbook Interest	\$ 15	\$ 15
Sub-Total	\$ 465	\$ 665
Totals	\$ 528,391	\$ 537,764
Expense		
Benevolence	\$ 30,000	\$ 30,000
Personnel	\$ 405,066	\$ 404,032
Educational Ministries	\$ 500	\$ 1,600
Youth	\$ 1,300	\$ 2,500
Witness & Outreach	\$ -	\$ -
Service Ministries	\$ -	\$ 150
Stewardship Education	\$ 500	\$ 500
Worship & Music	\$ 7,700	\$ 6,650
Finance	\$ -	\$ -
Administration	\$ 38,425	\$ 41,482
Building/Maintenance	\$ 43,900	\$ 49,850
Council	\$ 1,000	\$ 1,000
Totals	\$ 528,391	\$ 537,764

AUDIT COMMITTEE

Audit Committee: Susan Arndt, Barb Schwarze, Zach Williamson, and Paul Ives, Chair

On the morning of Saturday, February 6, 2021, the audit review committee met, along with Twyla Mitchell, bookkeeper, to conduct its review of the financial statements and recordkeeping of Trinity Lutheran Church for the twelve months ended December 31, 2020.

During the audit, our use of questionnaires regarding internal controls, policies, and procedures along with substantive testing of cash receipts, disbursements, payroll administration, and youth account were performed.

We also performed reconciliations of the supporting documentation and the financial statements for the year ended. Although our review is limited, we feel that Trinity's Financial Statements for the year ended December 31, 2020 have no material misstatements in them.

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

1. There were no recommended adjusting entries recommended by the committee. All reconciliations tied out for the balances reviewed.
2. The committee observed a property listing consisting of (2) CD's with photo's printed of the inventory of the church personal property listing. While the photo's and CD's are sufficient to evaluate existence of each item, no assigned values were present to support valuation of recorded balance sheet. Therefore, reconciliation of the personal property account on the balance sheet to specific items owned by TLC remains incomplete.
3. A written procedure documenting fixed asset additions, depreciation and accumulated depreciation balances was added to the procedures manual. This procedure strengthens internal control for high dollar purchases.
4. The committee members participating in this year's audit are split on whether they agree to participate in the 2021 year-end audit. A search for Audit Chair, and audit committee members will need to be conducted for next years committee membership. Barb Schwarze and Zach Williamson have agreed to participate next year; however, Paul and Susan have not.

Respectfully submitted,
Paul M. Ives

CONGREGATIONAL MEETING MINUTES

Minutes from the Annual Budget Meeting of the Congregation Trinity Lutheran Church, Lindstrom, Minnesota February 9, 2020

Meeting Called To Order at 11:45 by David Johnson, President

Opening Prayer by Pastor Terry Nordheim

Cathy Johnson, Secretary, confirmed a quorum with 60 members counted in attendance.

MM by Coleen Guilfoile to approve the agenda as presented. MS by Katie Roche. MP.

MM by Coleen Guilfoile to approve the February 10, March 17, and October 13, 2019 congregational meetings. MS by George Popa. MP.

Jeff Fuge, parliamentarian, reminded the congregation that Robert's Rules of Order are used to help the President move along through the meeting. An individual will be recognized if he or she wants to speak.

BUSINESS:

- A. Senior Pastor Report-- Pastor Nordheim described 2020 as a year of challenges we are growing from, including the upcoming renovation of the church building. There have been council reports discussing building renovations dating back to 2010, then 2012, 2015, and 2016. Now, in 2020, we will plan for informational meetings for the congregation and work out a schedule with the council for the building renovations that need to be done. At this time, the projected start date for renovations is the spring of 2021.

He reminded the congregation that 2021 is the 120th anniversary of Trinity Lutheran Church, and he suggested an anniversary theme of: REMEMBER, REJOICE, and RENEW. Pastor Terry continued to talk about Capital Improvement, the Stewardship Committee and the Bequest Task Force. He discussed the life and mission of the congregation, and that mission is the first priority--it is why we focus on the building blocks of faith.

Pastor Terry said that Pastor Karri Anderson is forming a Mission Exploration Team to establish the wishes and desires of the congregation to help with the calling of a new part time Associate Pastor. David

Johnson also reiterated that there will be several informational meetings this year about the building renovations.

- B. 2019 Year-End Budget Review--Diane John, Treasurer, presented a slide presentation review of the 2019 financial statement. Diane began by thanking those whose help is so important: Twyla-bookkeeper, the audit committee and the finance committee. The 2019 current assets are \$2,033,993 and the 2019 fixed assets are \$2,878,452 for total assets of \$4,912,445. As a reminder, Diane said \$1,810,866 of the current assets are a direct result of the generosity of Elmer and Pearl Nelson.

The amended 12/31/2019 receipts were \$541,029 compared to the 12/31/2018 receipts for \$532,545. The amended 12/31/2019 disbursements were \$514,448 compared to the 12/31/2018 disbursements for \$559,037. The main reason for less disbursement in 2019 was a temporary decrease in staffing. In 2019 \$27,733.54 was transferred from the Annuity Fund as voted on by the congregation for a 1% bonus for staff and to fund an Interim Pastor, leaving \$41,244.30 as of 12/31/2019.

- C. Audit Committee Report--Paul Ives, 2019 Chairperson, was not present, so David Johnson summarized the committee's report. There is a need for a detailed audit of church inventory in 2020 for the insurance policy. The last inventory was done in 2009. The house rental is now off of the books, and the green space there is now part of the church property for tax purposes.

The audit committee has agreed to serve another year through 2020.

A member said there should be documentation for the Youth Director's mileage. Pastor Terry explained that there is documentation provided by the Youth Director for tax purposes and can be given to the church.

Pastor Terry also gave a thank you to Ron Holt for all of the work he did on this committee. He will be missed. David Johnson gave a thank you to Twyla Mitchell for her hard work.

MM by Terry Hogenson to accept the 2019 report as submitted. MS by LeRoy Mitchell. MP.

- D. 2020 Budget--Treasurer, Diane John

1. Presentation of the 2020 Budget--Diane presented the budget in a slide format, and it can also be found in the 2019 Annual Report. The 2020 balanced budget proposed income is \$537,764, and the 2020 balanced budget proposed expenses are \$537,764, both of which are down slightly from 2019.

Pledged income for 2020 is \$380,000 and is slightly higher than it was for 2019. Proposed non-pledged income for 2020 is \$82,567, only slightly lower than 2019. The numbers for 2019 and 2020 are very close.

Diane said we have budgeted using Pearl and Elmer Nelson annuity funds as income to help fund full staffing including funding for a part-time Associate Pastor and a 2% raise for staff which is budgeted from health insurance savings. A member asked if the 2% salary increase is a full 2%. David said the 2% is part of a base salary increase. The balance of the annuity by 12/31/2019 was \$41,244. This annuity money will be gone by the end of 2020.

The proposed benevolence going to the synod in 2020 will be reduced from \$35,000 to \$30,000 to help balance the budget. A member asked what happened to the \$5,000. She doesn't want the funds reduced going to the synod, and asked if there could be a special appeals to help fund that?

David Johnson explained that the \$5,000 drop is made up by Trinity's additional benevolence that helps fill other needs. But he also said that the synod is very important. Coleen Guilfoile said we are supporting the synod through Second Sunday offerings. A member asked how the dollar amount to the synod is determined. Pastor Terry explained that, before, it was based on how many baptized members there were in the church, and now the congregation is making decisions on its own. The member also asked if we are giving comparable amounts, and Pastor Terry said that as far as giving goes, we fall in the middle for a church our size. Another member asked where the money comes from for mission work out of the gifts given to the synod? Pastor Terry said 50% of the money we send stays within the synod.

2. Bequest Task Force Update--David called Gail Seaver, Chairperson for the Bequest Task Force. Gail acknowledged the members of this committee. Gail said they will be discussing how to dispense the remainder of these funds. They will present suggestions to the council. The committee has met four times since December of 2019 and with more meetings coming up. They have talked about how much, and how to allocate the funds. He said the capital building fund needs will require major consideration, and they will present those needs to the council for approval in the spring when more congregants will be around.
3. Capital Improvement Final Report--Jolene Wille--Jolene said they will secure funding to complete the work in phases. An architect was hired to draw up plans to update the bathrooms to be ADA compliant, and the plans are done. The Building Task Force will manage the building needs, and the committee will be educational and transparent. Pastor Terry said that in mid-May, there will be a special congregational meeting to approve a building committee created for the capital improvement renovation.
4. 2020 Budget Vote--MM by Larry Guilfoile to approve the 2020 budget as prepared by the Finance Committee and recommended by Council. MS by LeRoy Mitchell. MP.

ELECTIONS: Written ballots were handed out for elections.

- A. 2020 Nominating Committee--the 2020 Council Nominating Committee: Rachel Carlson, Jim Jordal, Terry Hogenson, and Kim Anderson.
- B. 2020 Endowment Election--Paul Bodmer
- C. 2020 Council Election--three year terms--Leroy Mitchell, Nicole Smith. MM by Diane John to accept the slate of candidates for the Nominating Committee, Endowment Committee and Church Council vacancies. MS by Jeff Fuge. MP. Election held by written ballot, and candidates were elected.

Annual Report Resolutions--MM by Sherry Holt to approve the 2020 Annual Report Resolutions. MS by Larry Guilfoile. MP.

Pastor Karri--Pastor Karri said that Trinity Lutheran Church has outstanding outreach programs and acts of benevolence that have truly inspired her.

THE LORD'S PRAYER

ADJOURNMENT:

MM by Terry Hogenson to adjourn. MS by Kathy Hogenson. MP.

Submitted by Cathy Johnson, Secretary

CONGREGATIONAL MEETING MINUTES

Trinity Lutheran Church, Lindstrom, MN
SPECIAL MEETING OF THE CONGREGATION
Meeting Minutes--October 4, 2020

1. CALL to ORDER--Purpose of Meeting:
 - Meeting called to order at 10:45 A.M. by David Johnson, Council President.
 - The purpose of this meeting is to vote on the Bequest Task Force recommendations on how to use the Pearl and Elmer Nelson designated bequest funds.
 - The Bequest Task Force submitted a report with recommendations to the council in August, 2020. The recommendations divided the funds into five categories, and the council voted to accept the report with the recommendations as written.
2. OPENING PRAYER--Pastor Karri Anderson.
3. CONFIRMATION of QUORUM--Cathy Johnson, Secretary, confirmed a quorum of fifty-seven voting members.
4. APPROVAL of AGENDA--MM by Diane John to approve the agenda. MS by Colleen Guilfoile. MP.
5. BRIEF REVIEW of ROBERT'S RULES--Parliamentarian Jeff Fuge--Parliamentarian is there to answer procedural questions and to help facilitate the meeting process to proceed in an orderly manner.
6. BEQUEST TASK FORCE RECOMMENDATION--Questions? Presentation by BTF Chairman, Gail Seaver:
 - The BTF Committee was made up of eleven members from a good mix of backgrounds, ages, length of church membership, and experience. Gail gave a brief summary and history of the committee and its purpose. The same information, and with more detail, has been given out in previous newsletter articles, small group congregational informational meetings, and in letters mailed to congregation members. The BTF committee's goal was to reach committee consensus on the recommendations, and they consistently reached 100% consensus on discussion and votes.
 - The BTF has been posting the questions and answers to the congregation's inquiries. The

committee received one more question since the last posting that they felt was important and should be mentioned.

Q: "What happens to the funds in these dedicated accounts if they are not used in a reasonable amount of time?"

A: "Funds in the Bequest Task Force's Recommendations that are not used in a five year time frame can be reassigned by the church council after consulting with the key stakeholders of the fund."

7. BTF RECOMMENDATION MOTION FROM CHURCH COUNCIL--Questions?

- MM by Diane John that Trinity Lutheran Church Council recommends to the congregation the adoption of the BEQUEST TASK FORCE REPORT and ACTION PLAN: The Trinity Bequest Task Force recommends that Pearl and Elmer Nelson Undesignated Bequest Dollars currently invested with The ELCA Mission Investment Fund, (as of 12-31-2019, there was \$718,795. available), be divided into five categories:
 1. Building and Facility Needs--70% or \$503,156
 2. Congregational Support (Staffing)-- 12% or \$86,255
 3. Program Growth--11% or \$79,067
 4. Contingency--5% or \$35,940
 5. Pearl and Elmer Memorial Recognition--2% or \$14,376 (Exact dollar amounts may differ due to interest earned on the account.)
- MS by Larry Guilfoile. MP.

8. VOTE on MOTION REGARDING BTF RECOMMENDATION--Written ballots collected.

9. REPORT on OUTCOME of VOTE--UPDATE ON ReSTART COMMITTEE:

- Ballots were counted, and there was a 100% positive vote--fifty-seven members present, fifty-seven ballots collected, fifty-seven "yes" votes counted.
- Gary Peterson and Russ Morris are going to give a ReStart Committee update next week. There are congregant concerns as well as a desire to worship indoors. The virus is still spreading. Trinity is an old building, and the hope is to update the air exchange system. There is discussion on opening the sanctuary space on a regular basis for up to twenty people to have time for reflection and to meditate--a quiet time in a sacred place to connect with God and in prayer until inside worship opens up again.
- Pastor Terry gave thanks to the congregation for their continued support. He said that the outside service is averaging one-hundred people in attendance.

10. CLOSING PRAYER--Pastor Terry Nordheim.

11. ADJOURN--MM by Terry Hogenson to adjourn. MS by Nancy Johnson. MP.

Minutes Submitted by Cathy Johnson, Secretary

ANNUAL MEETING RESOLUTIONS

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

1. Accepts all reports as printed and explained. Recognizes with gratitude and appreciation the work and service of all Council members who have left, and those who will be leaving the Council. We thank them for their leadership and commitment to the congregation over the past years. They are: Rachel Carlson, Terry Hogenson, Jim Jordal, Kim Anderson, Jolene Willie, Nicole Smith and David Johnson.
2. Recognizes with gratitude and appreciation the work and service of returning Council members: Colleen Guilfoile, Diane John, Nancy Johnson, Leroy Mitchell, Katie Roche, Craig Martin, and Cathy Johnson.
3. Recognizes with heartfelt appreciation all volunteers, participants, committees and volunteer task force members and other groups and individuals who gave of their time, talents and resources to Trinity during this past year, and also acknowledges the generosity of many other members who have been a part of our ministries. Our church is stronger because of your commitment, involvement and contributions. Thank you for your gifts and ministry.
4. Recognizes with gratitude and appreciation the diligent work and leadership that our current staff have done in conducting and administering the variety of ministries of Trinity; Senior Pastor Terry Nordheim, Interim Associate Pastor Karri Anderson, Mindy Mader (Office Business Manager), Linda Rambow (Youth Director), Bonnie Houger (Outreach Coordinator), Avery Bird (Children's Christian Education Director), Twyla Mitchell (Bookkeeper), Dean Rambow and John Pemble (Custodians), David Groettum (Choir Director), Mike Savold (Contemporary Music Director), Joanne Endres (PT Organist), and Matt Mitchell (Multimedia/Technician), along with several regular lead singers and musicians.
5. Expresses a special thank you to Amber VanHorn, our previous Office Business Manager who left us in July to return to teaching, and to Dave Groettum, who decided to leave in September and enter retirement. We wish both many blessings and good health in the years ahead.

