

Holy Trinity Lutheran Church



June 2022 Annual Report

We are a welcoming community of believers
in Jesus Christ who witness our faith by
serving together, praying together
and living generously together.



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Annual Congregation Meeting – June 26, 2022 – Meeting Agenda

Welcome and Opening Prayer
Sign In/Meeting Instructions
Presentation of Annual Report
Pastor's Report
Secretary's Report
 Minutes from June 27, 2021 – Congregation Meeting
 Minutes from October 17, 2021 – Special Congregation Meeting (AV Equipment)
Fiscal Year Recap: Journey of Renewal
Stewardship Appeal Update
Endowment Fund Update
Financial Report and Proposed Budget
Proposal for Governance Change
Affirmation of Board Members
Delegates for Synod Assembly 2023
Closing Prayer

SENIOR PASTOR'S REPORT TO THE CONGREGATION

*+ Grace to you and peace from God our Father and the Lord Jesus Christ, in the unity of the Holy Spirit.
Amen. +*

Dear friends in Christ, what an amazing year it has been! I am profoundly grateful for the process that brought us together in mutual ministry here at Holy Trinity, for the trust that you have placed in me in calling me to serve as your senior pastor, and for the great joy that you have brought to my life and ministry. It is truly a blessing to serve among you in this place!

By the time you read this report, I will have passed the one year mark as your pastor, a year which has been full of change and challenge, but also incredible excitement and opportunity. Thanks to the steady, faithful leadership of your Congregation Council, we have spent this year in vital mission and ministry, even as we have made preparations for the new thing that we believe God is doing at Holy Trinity.

Part of that leadership has been the work of interviewing and hiring ministry staff to assist in the work we share. Alysa Offman, our Communications Minister, has richly blessed us with her experience, creativity, energy, and commitment to the work of the Gospel. Patti Harhold has brought her decades of administrative expertise to HT, immediately improving our record-keeping and workflow and doing amazing work as the first point of contact for our congregation. Dan Mikat's heart for uplifting and engaging worship that feeds heart and spirit has built on Holy Trinity's foundation of musical and liturgical excellence.

Though he is by no means new to our staff, I would be remiss if I didn't thank Don McRae for his diligent work in maintaining our facility and grounds. I also can't neglect to mention and celebrate our incredible Tiny Tots staff, who continue their ministry of nurturing and educating young people with care, creativity, and commitment. Our congregation's ministry would not be complete without all of their contributions.

Returning to our congregational leadership, I can't say enough about the work of the people you have entrusted with the responsibility of stewarding this ministry. Debbie LaFontaine's presidential leadership combines calm and collected thinking with a heart for serving the people of Holy Trinity and our community. In her capacity as Vice-President, Michelle Spunar brings an appreciation for tradition with a willingness to innovate and a generous spirit that makes room for all kinds of voices and perspectives. Karen Hisson's quiet but steady leadership as our Congregation Secretary has kept us organized and focused. Bill Deacon has combined his ability to give an honest and straightforward picture of our financial position with his undaunted faith in God's providence. Jim Ash carries out the responsibilities of the Head Trustee position with determination and care for the comfort and safety of our congregation. Margaret Ash helps us to stay focused on our mission to serve outside our walls, and is willing to help with anything and everything she can. Lisa Hisson brings her gift for hospitality and her commitment to women's ministry to bear on our work together. Sue Mount-Campbell has led the Education Team with a heart for serving our members of all ages, and helped bring clarity and direction to our work. Paul Stratton's diligence in inviting us to generosity and to imagining new possibilities has been indispensable in bringing us to where we are today as a congregation. Each of these servant

leaders has played an important role in Holy Trinity's journey, and they have my appreciation and gratitude for their wisdom, support, and faithfulness throughout their service.

That's not to say that these are the only people who deserve recognition. We are in this work together – each and every one of you is a minister in your own life and context. Each of you gives generously of your time, talent, and treasure to make the ministry of Holy Trinity happen. You embody Luther's concept of the "priesthood of all the baptized", and in so doing, you, too, are a vital and unique agent of God's mission in this place.

In closing, I want you to know that I continue to be in awe of the responsibility and privilege of serving in this office. It has been an honor to be invited into moments of celebration, to accompany you in times of struggle and hardship, to walk the way of discipleship alongside you, and to preside at font, table, and pulpit. As we move into this exciting new chapter of Holy Trinity's history with our proposed leadership reorganization, it is comforting to know that these vital parts of our life together will abide. We will continue to gather for prayer and praise, for study and service, for love and learning, and for the purpose of being sent out to a world which needs to hear and experience the good news of Jesus in word and deed. It is my fervent prayer that God, our Creator, Redeemer, and Sustainer, will strengthen and guide us – all of us - in this work.

Wishing you peace and everything good,

The Rev. Andrew V. Chavanak, n/OLF
Senior Pastor

Membership Changes

Transfers in: Pastor Andrew, Kathryn, Evelyn, Isabelle, & Abigail Chavanak from St. Paul's Evangelical Lutheran Church, Falls City, NE (6/14/2021)
Roland & Donna Troike from St. Paul's Lutheran Church, Casco Township, MI (8/3/2021)
Grace Loedeman from Good Shepherd Lutheran Church, Gaithersburg, MD (9/27/2021)
Thomas Tucker from St. Paul's Lutheran Church, Dearborn, MI (10/13/2021)
Linda Haught from Holy Cross Lutheran Church, Livonia, MI (2/16/2022)

Affirmation of Faith: Nick Loedeman (11/14/2021)

Affirmation of Baptism: Mason Taro Newman (10/31/2021)

Baptisms: Emma Charlotte Maurer (5/15/2022)
Parents: Katie and John Maurer
Sponsor: Alyssa Leoniwicz

Jack James LeFresne (5/22/2022)
Parents: Laura and Drew LeFresne
Sponsors: Jennifer and Brent Ewald

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Silas Aaron Loedeman (6/12/2022)
Parents: Grace and Nick Loedeman
Sponsor: Lauren Jenkins

Deaths: Geraldine Beauchamp (10/19/2021)
Edith Foytek (11/24/2021)
Shirley Abar (12/18/2021)
Joanne Wassermann (3/6/2022)

Council President Report to the Congregation

This has been a year of Exciting New Beginnings. It is also the end of my fourth year as Church Council President. I have truly been blessed to serve in this role for the past four years and I thank God for being by my side all along the way.

Pastor Andrew Chavanak was called to be the Senior Pastor at Holy Trinity on April 18. This was the culmination of four-plus years of discernment to determine the best path forward for Holy Trinity after the retirement of Pastor Golden. Pastor Andrew officially started his ministry at Holy Trinity on June 14, with his first day of worship being June 20. We are excited to have Pastor Andrew at Holy Trinity and look forward to the ministry God has in store for us together.

In addition to a new pastor, we have an entire new staff. Patti (Parish Administrator) and Alysa (Communications Minister) came to us in August. Dan (Music Minister) joined our staff in January. There has been quite a learning curve to bring everyone on board – learning how things have been done in the past and the best way to do things moving forward. We are thankful for the many gifts these three bring to Holy Trinity and how they are working together to get things done.

As we have moved through the pandemic, we were able to resume many in-person activities. VBS took place in August with about 40 children in attendance. We hosted Trunk or Treat in October and had a good turnout despite the weather. For the first time in two years we were able to gather for Easter worship, complete with great music and much celebration. We even had an Easter breakfast and egg hunt!

We continue to seek ways to connect with people in our community. Monthly worship services were started at Independence Village in January. Attendance has been increasing each month and relationships are growing. Our Kids Hope program was able to return to in-person meetings.

In November, we welcomed five new families to Holy Trinity – such a joyous celebration and a blessing to have our church family growing. In May and June, there were three baptisms of young children.

We continue to make improvements and repairs to our building. The new HVAC units for the Education wing and Fellowship Hall were installed on the roof in September. In October, the congregation approved spending for new AV equipment to improve our on-line presence. This new equipment was

finally installed in May and we went live with it the very next week! New carpet was installed in the Fellowship Hall in March. Tiny Tots has refreshed their space with new resources thanks to a Child Care grant they received from the state.

Our Church Council is continuing to discern the path forward that God has in store for Holy Trinity. Council and staff met for a two-day retreat in February to discern strategic goals for the upcoming year. These goals are listed below. Council has worked very hard to craft a new governance model that we hope will provide a framework for more visioning while allowing us to continue to do God's work. There is more information on the proposed restructure elsewhere in this report.

As we move forward, we must remember that God has called us to go boldly into the world to witness our Christian faith – by serving together, praying together and living generously together. After reciting this purpose each week in worship for the past year, I pray that we live our lives according to these principles and that we will rely on the Holy Spirit to guide us in sharing the Good News of Jesus with others. Together, we can be God's hands and feet in the world.

Thank you for giving me the opportunity to serve as Council President. Your support, prayers and encouragement have been a blessing and have helped make my job much easier and a real blessing.

Blessings,
Debbie LaFontaine
Church Council President

Church Goals (adopted February 2022)

Encourage and equip one another in our journey of spiritual growth

Create and provide energizing worship experiences

Cultivate intentional relationships with our community and one another

Enhance and expand our digital ministry

Opportunities to Serve the Ministries of Holy Trinity

We are a welcoming community of believers in Jesus Christ who witness our faith by serving together, praying together and living generously together.

Holy Trinity is one body with many members. God has gifted each of us with different talents and interests and each of us is an important part of God's ministry at Holy Trinity.

How is God calling you to serve both inside and outside the congregation? How is God calling you to use your gifts to serve others?

There are many opportunities to serve at Holy Trinity. Please prayerfully consider how you can be an active participant in our ministries. There are many opportunities to share your gifts by serving on our various committees. You don't need to make a long-term commitment because there are plenty of opportunities to help on a single event or project.

- **Faith Development and Community** – Supporting one another in our faith development and practices is an essential part of creating a strong community of believers. No special training is needed, just a willingness to share how God is active and at work in your own life. Contact the Pastor or church office for more information. Do you have another idea to promote Faith Development and Community? Feel free to offer it up.

Bible Study and Fellowship of Faith – Join one of our existing groups to learn from others and share your own faith experiences.

JAM (Jesus and Me) and Bible Buddies – Share bible stories and your own faith experiences with our little ones.

Faith Stepping Stones – Support our young people in their faith journey. Each step of the journey is marked by a special event – bibles for 3 year olds, bibles for 3rd graders, First Communion, Confirmation and High School graduation.

Shepherd Ministry – Help us keep in touch with those who are not able to join us in person, those who are dealing with illness, and those who have lost a loved one.

Prayer Chain – Our faith tells us that God answers prayers. Join others in praying for the needs of our congregation, the community and the world.

Fellowship and Service Events – Plan fun events for our faith community to help create stronger bonds. Some sample events include book clubs, patio parties, women's tea, prayer shawl ministry, advent tea.

Music Programs – Share your musical talents with others while serving the Lord. Join one of our music groups – choir, praise team, bells, special music performances.

- **Outreach and Missions** – In baptism, one of the promises we make is to *proclaim the good news of God in Christ through word and deed*. Holy Trinity has many opportunities to reach out to our community in service and to make connections. Contact our current Outreach Chairperson,

Margaret Ash (mash@holytrinitylivonia.org) for more information. Do you have another idea not included below for Outreach and Missions? Feel free to offer it up.

Kids Hope – Be a mentor to one student from the local elementary school, meeting with them on a weekly basis to develop a strong, caring relationship; training is provided.

God's Work, Our Hands – Organize activities for this ELCA day of service in the community.

Share the Bounty and Families in Need – Organize this fun event and service project to help families at Christmas.

Community Connections – Make connections with people in the community around us, such as **Independence Village, Tiny Tots, Scouts, Livonia Youth Choir**, and other groups using our building. This could involve organizing workshops/seminars on topics of interest, organizing service projects for joint participation, providing promotional information about happenings at Holy Trinity and invitations to participate.

Community Fun - Organize fun activities for the general public and our own church family, such as **Vacation Bible School, Easter Egg Hunt and Halloween Party**.

Community Service - Oversee service opportunities to help those in our neighboring communities, such as **Empty Pockets, Food Pantry, Flint Water, Pumpkin Patch, Crop Walk, NOAH Lunches, Workcamp**.

- **Trustees and Building Support** - Our church building and grounds require on-going maintenance and upkeep, which cannot be done by our custodian. There are hands-on opportunities to get "down and dirty" as well as opportunities to serve in consultation. Contact our current Head Trustee, Jim Ash (jash@holytrinitylivonia.org), for more information.

- **Stewardship and Generosity** - This is more than just a campaign for funds each year; it is a way of living. You can be a part of the ministry team that helps our congregation live generously. It takes a team of people to develop, plan and implement a successful stewardship program. Contact our current Stewardship Chairperson, Paul Stratton (pstratton@holytrinitylivonia.org), for more information.

Annual Appeal – Running a successful stewardship appeal is hard work. There are opportunities to help with the planning and visioning for the appeal as well as to prepare promotional materials for print and distribution.

Financial Education – Help plan seminars and workshops to educate our congregation and the community on things like Estate Planning, Planned Giving, Budgeting and other financial matters.

- **Worship Support** – There are many ways you can help during scheduled worship services – lectors, altar guild, ushers, sacristans, greeter, assisting minister, cantor, sound system, communion server. Contact Patti Harhold (htlc@holytrinitylivonia.org), Parish administrator, for more information or to sign up.

Worship Support – Opportunities are available to help with worship each week: light the altar candles, carry the cross into/out of the sanctuary, help serve communion, serve as a lector

(read the bible passages), serve as an assisting minister (read the prayers). These opportunities are open to all – young and old.

Special Worship Support – Support is sometimes needed to make worship extra special and meaningful, especially for holidays. Examples include: Blessing of the Pets, Healing Services, Easter Vigil and Holy Week, Christmas, Advent and Lent Midweek.

Altar Guild – Setup/cleanup for communion, which is an important part of our worship services.

Offering Counters— Count offerings after Sunday worship services; training is provided.

Sacristans – Assist the Pastor in getting ready for worship, making sure doors are unlocked, lights are turned on, sound system and AV equipment is ready.

Ushers – Assist people who attend worship by distributing worship bulletins, directing them to seats and providing direction for communion.

Greeters – Be a welcoming presence for worship, greeting people as they enter the building especially visitors and occasional attenders.

Tech Support – Assist with the audio/visual technology used to support our live stream and in-house display screens. Training and mentoring are provided.

Ways to Financially Support the Ministries of Holy Trinity

"For where your treasure is, there your heart will be also." *Matthew 6:21*

We are thankful you recognize the blessings God has given to you and your desire to share those blessings to support God's mission through Holy Trinity. Please contact the church office at 734.464.0211 or htlc@holylivonia.org if you have questions.



Checks

Checks payable to **Holy Trinity Lutheran Church** can be placed in the offering plate during worship or mailed to the church office at:

Holy Trinity Lutheran Church
39020 Five Mile Road, Livonia, MI 48154

All gifts will go toward the General Fund unless otherwise noted in the memo line.



Online Giving

Visit our website www.holytrinitylivonia.org and click the GIVE ONLINE button to make a donation using the Tithe.ly Giving App. You will be able to choose the amount, the frequency of your gift (one time or recurring), and the fund. Choose to pay with a credit card, a debit card, or a checking/savings account (lowest fees)

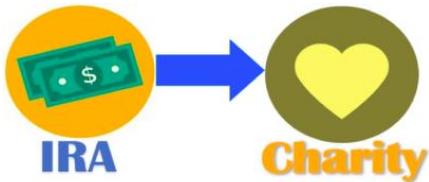
option). And, if you choose to cover the fees, your gift goes even further to support God's mission. The Tithe.ly Giving APP is also available for download to your Apple or Android device.



Stock Donation

Holy Trinity can accept direct donations of stock into our Brokerage Investment Account. When you donate stock directly to Holy Trinity, you will not have to pay capital gains tax and you are eligible to deduct the full fair-market value of the asset you donated from your income tax (up to the overall amount allowed by the IRS). A win-win for both you and for Holy Trinity!

Please let us know that you are planning to make a donation of stock by completing the Stock Donation Form found on our website and returning it to the church office. Information that your broker needs to complete the stock transfer is included on the form.



Qualified Charitable Distribution (QCD)

Funds transferred directly from your IRA to Holy Trinity Lutheran Church can be counted toward your Required Minimum Distribution (RMD) for the year. Such giving is referred to as a Qualified Charitable Distribution (QCD) and can potentially lower your tax liability for the year and provide a greater contribution to Holy Trinity.

Please consult your tax advisor for details.



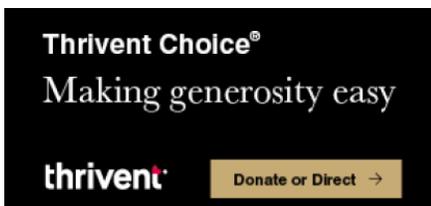
Estate Planning - Create a Lasting Legacy

Estate planning is for everyone. Creating an Estate Plan enables you to provide a lasting legacy and protect your loved one. You can make a lasting contribution to the ministries of Holy Trinity Lutheran Church by including Holy Trinity in your Estate Plan. Your legacy can be assured by beneficiary designation in your will, trust or charitable gift annuity. Please contact your financial advisor or the church office for more information. Holy Trinity will be providing additional information on Planned Giving in the coming months. Watch our announcements for more information.

Other ways to support the ministries of Holy Trinity



Shop at Smile.Amazon.com and Amazon will donate a portion of your purchase price to Holy Trinity without impacting your cost. Signup at www.smile.amazon.com.



Since its inception in 2010, Thrivent has provided more than \$458 million in charitable outreach funds through the Thrivent Choice program. Thrivent members with eligible plans can direct Choice Dollars to Holy Trinity Lutheran Church. Contact your Thrivent representative for more information.

Education Team Annual Report July 2021- June 2022

Team Members: Debbie LaFontaine, Amy Morse, Sherri Wisniewski, Sue Mount-Campbell and Pr. Andrew, permanent auxiliary member.

Our Team meetings are typically spent planning the details of upcoming events, and also discussing/ brainstorming new ways to encourage members of all ages to participate together in Faith Formation. We also use this time to find ways to connect with each of the age groups we have at Holy Trinity, from the very young, and all along the spectrum to our oldest members.

This year, one of our big projects is working with the Outreach Team, which included a joint meeting in January, to find ways to connect to our youth. Likely due to the multiple activities they are involved in, we don't often see our youth in church, making it difficult to get to know them. We want to connect, learn about their interests, and even attend some of their school and community activities. To get started, a Google questionnaire was created and sent out to the families, so we could get information about each of our youth. At this point we are still in the "waiting for the information" stage, but are hopeful this new endeavor will be successful.

FAITH FORMATION: We have gotten a lot closer in the past year to what used to be our "normal", in terms of how we interact with each other, and join in weekly Faith Formation meetings. Zoom remains an option for anyone who is not able to attend in person, but many are participating in person. Whichever way we participate, it is great when all are learning and discussing together. Weekly faith formation got started the week after Home-Coming, in the Fall. Early on, Pr. Andrew led a couple sessions of informal conversation with the group, with discussion topics such as our hopes/dreams for HTLC, effectiveness of current ministries and activities; ways to encourage more people to get involved. Also, leaders of our various HTLC groups and ministries were invited to share their information, i.e. what they do-their goals, purpose, etc., and also how our HTLC members can get involved.

Bible and book studies are another way to bring us together in discussion on Sundays. Pr. Andrew led us in some very interesting and engaging, and very well attended, studies this year, such as: "I've Been Meaning to Ask", a Sanctified Art resource series for Curiosity, Courage, & Connection. This was a cross-generational learning experience. Study of Luther's Small Catechism, By Heart. Study of Baptismal Promises.

The format for Faith Formation during Advent and Lent was such a success last year, we did it again this year. Our Advent mid-week worship on Wednesdays was conducted via Zoom, and included a 30 minute worship service, followed by 20-30 minute breakout discussion sessions. For Lent, our Wednesday evening worship and discussion were in-person with an option to participate via Zoom. Participation was great for both! During Advent, we used *Draw Near to God* from A Sanctified Art. During Lent, the curriculum was *Full to the Brim* also from A Sanctified Art. To further connect with people, a daily devotional booklet was sent out for people to use.

For Lent, we encouraged people to pray for one another by creating a 40 days of prayer chart. Each scratch-off square contained the name of someone in our Holy Trinity family.

SERVICE PROJECTS:

Most of our members who help with service projects appreciated being able to resume our in-person service projects for Advent and Lent.

Advent service projects: Blessings Jars; Gift wrapping; Card making; NOAH lunches.

Lenten service projects: Filled treat bags to deliver to people not attending worship; Filled 800 Easter eggs for Tiny Tots and HTLC egg hunt; Easter bags for the youth residents of the Wayne County Shelter; Contemplative prayer stations focused on Holy Week.

Our annual Easter Sunday Egg Hunt was enjoyed by many.

TINY TOTS July 2020 – June 2021: Tiny Tots Preschool is a ministry of our congregation, and we continually look for new ways to stay connected with “our” school. The staff/teachers take advantage of no students during the summer months to get things cleaned up and updated, including replacing equipment. School got off to a good start in September, with a near capacity 90+ students registered. Pickup and drop off are done at the door – parents do not come into the building. This year’s students were able to enjoy closer to normal end of year festivities, with a “Moving On” ceremony, and an end of year picnic. Staff Appreciation Luncheon was held on May 26th, and included Tiny Tots and HTLC.

VACATION BIBLE SCHOOL 2021: VBS 2021 was held the week of Aug 2-5. Compassion Camp was a success! 40 kids participated. Plenty of volunteers came to help out [approx. 20]. Some led crews, some ran the stations outdoors. Brooke and Erik read bible stories. The weather was great! The openings and closings were held indoors each day to avoid having to move sound equipment, etc. in and out every day. A Godly good time was had by All!!

WORK CAMP 2021: Work camp has become a cross-generational activity, as we volunteer our services locally, rather than travel to other parts of the country. All members of our congregation are encouraged to join the work camper activities. With some COVID restrictions still in place, the 2021 plan for work camp was modified. We scheduled one day from each Summer month – June, July and August, to help those in need in our own community. The scheduled dates were on Saturdays: June 19 – spreading mulch at HTLC; July 24 – yard work at one of the group homes managed by Community Opportunity Center; Aug 21 – weeding and spreading mulch at HTLC.

JAM: In November 2021, we started seeing an increase in the number of children during worship, and the JAM [Jesus and Me] program was reincarnated. Debbie LaFontaine acted as the primary leader of this resumed endeavor. The children really enjoy the program, and I’m sure the parents enjoy the break during worship. She usually tries to tie the lessons into the lectionary readings, and has used a variety of methods – science experiment or activity; story book. Often the bible story is read to the children out of the children’s bible. Those who were in church on one particular Sunday were blessed to see their chalk drawing artwork on the sidewalk. It was beautiful!! Other members fill in when Debbie is not available, including Peggy Nelson, Layne Fagnani, Jennifer Casper and Paul Stratton. After several successful months, it was determined that JAM, and Debbie, could benefit from an organized curriculum. We are in the process of obtaining one to be used for JAM, and which can also be utilized for Sunday School.

INDEPENDENCE VILLAGE: Pre-COVID, we were trying to schedule service project events with the residents at Independence Village, called Random Acts of Kindness, which then came to a halt for obvious reasons. We were finally able to resume the planning of the Random Acts of Kindness events, and in February 2022, we worked with the I.V. residents to make plans. Subsequently, they brought us 2 plans that the residents completed. In April 2022, several of the I.V. residents came to Holy Trinity to help pack the lunch bags for NOAH lunches. It is rewarding to finally get this co-operative under way, and we will work with them to schedule/coordinate more service project opportunities with them.

CONFIRMATION: Pr. Andrew stepped into the role of confirmation instructor, when classes resumed in November, 2021. Mason Newman affirmed his Baptism on Reformation Sunday, October 31, 2021. As classes resumed, Brady Newman, Jonathan Morse, and Liam Villalobos became our 2nd year students. Erik Brown and Cole Wilson were the new kids in the program. As part of the Confirmation program, the students are asked to participate in various church events and activities throughout the year, including Advent and Lenten services and discussions, as well as work camp, and helping with VBS. Pr. Andrew starts each meeting with each student sharing a joy, a challenge, and a God sighting. Classes will end for Summer on May 23.

FIRST COMMUNION: On Transfiguration Sunday, February 27, 2022, our Worship service included honoring/acknowledging our First Communion recipients – Addison Baldwin (8/15/2021), Evie Chavanak and Lily Schoder.

GRADUATION QUILTS: Graduation quilts has been a long-standing tradition with our HTLC family. During the Fall of each year, we send out letters to the families of the upcoming graduates, giving them an opportunity to participate and be involved in the tradition. Quilts were presented on Sunday, May 15, to our 2022 high school graduates – Blake Wilson; Haylee Shingler, and Robert Klann. Aaron Spunar, an early graduate, will be presented with a quilt in June, 2022. Congrats to our grads! As they head off to college, or other endeavors, these handmade quilts are a great way to remind them that the love and comfort of God, and the church family, is with them. The production team for these quilts consisted of Linda Schwelnus, Marty Schmidt, Deb Lone, Carol Koponen, Carol McCreadie, Jennifer Casper, Carol Sokol, and Debbie LaFontaine. Karen Hissong made cards for each graduate. THANK YOU, LADIES!!

CONNECTING TO OUR YOUTH: A big thank you to Amy Morse and Michelle Spunar for having the conversation and bringing this to our attention. Another thank you to the Outreach Team for sharing in the efforts to get this latest endeavor up and running. Most of the story on this is at the beginning of this report. We are under way and now just waiting for responses from our youth, so we can get to know them. We would like to feature highlights about them in our newsletters, and if possible, encourage our members to join in our efforts, and maybe be a spectator at some of their activities.

Our God truly is an AWESOME God who is with us ALL of the time – something for which we can be truly THANKFUL.

Kids Hope USA Annual Report for 2022

Kids Hope mentors and students were able to return to in-person meetings for the 2021/2022 school year. We had six active mentor/student relationships. Due to uncertainty at the start of the school year, a decision was made to not start any new mentor/student relationships this year even though there are many students who could benefit from having a mentor. COVID has impacted the day to day operations and procedures within the school, and many students (and some teachers) have had a difficult time adjusting to the changes.



Kids Hope mentors are a blessing to their students. These one-on-one relationships provide the extra support the students need, as evidenced by the smiles on student faces when they see their mentor and the comments they make to their mentors. Teachers and staff have also noted the impact our mentors have on their students.

A comment from one student at the completion of a mentoring session: *"I don't like it when we are done because then I don't get to see you for a whole week."*

Paul has been meeting with Luke for several years now and their relationship is growing. Luke's teacher shared with Paul that Luke really looks forward to their meetings. Luke is making great progress, especially reading which the two have been working on together. Paul made the following comment about mentoring: *"What a joy it is to be even a small part of Luke's life."*

Layne started meeting with Joshua when he was in Kindergarten. Now in 2nd grade, Joshua missed many learning opportunities during the pandemic because participation in remote learning was difficult. Meeting this year was their first time together in 18 months. Even though Joshua didn't remember Layne, he easily warmed up to her and was happy catching up and playing with dinosaurs.

A comment from a teacher to a Kids Hope mentor: *"DJ has made so much growth with you this year."*

One former student reached out to his mentor via email - more than four years after their last in-person meeting. During their time together, Joe struggled to get Max interested in chess. Now Max is in the chess club! Here is an excerpt from Max's note to Joe: *"Long time no talk! How's everything going? Did you have a nice holiday with your family? I sure did! I joined chess club this semester and have been learning a lot and have been winning some games."*

Each week our Kids Hope mentors spend one hour with their student. Students usually start Kids Hope when they are in first grade, sometimes Kindergarten. The relationship continues each year the student remains at Randolph, usually through fourth grade. Over the four years, strong relationships develop. Prayer Partners lift the student and mentor in prayer each week. The stories and comments above give us a glimpse of how God can use just one hour each week to positively impact the life of a child. Thank you for your continued support and prayers of this ministry.

Submitted by, Debbie LaFontaine, Kids Hope Coordinator

Missions Annual Report for 2022

The people of Holy Trinity know how to live generously as is evidenced by their support of missions, both financially and in action.

The annual CROP Walk, to raise funds and provide aid for hungry families, took place in October. Holy Trinity raised \$1748 and had several walkers participate in the event.

Holy Trinity continued our support of the NOAH lunch program by packing 300 lunches five times throughout the year. Expenses for the supplies to make the lunches totaled just over \$3800. Cash donations in of just over \$1400 were received to offset the expenses. In addition to the lunches, socks and gloves were purchased and sent to NOAH.

Collections for Empty Pockets resumed in February 2022. On the first Sunday of the month, the Empty Pockets jar is set up in the back of the sanctuary. Everyone is encouraged to deposit their loose change into the jar. Donations for February through May were designated for ELCA World Hunger, with a total of \$299.31 donated. June through September donations will go to Samaritas. October donations will go to CROP. November and December donations will go to our Families In Need/Angel Tree programs.

We were able to provide \$290 funding from Randolph Rainy Day fund to help keep the children of a Randolph family in school.

During Advent, people were encouraged to make a new kind of Advent "calendar" — a blessing jar to count their blessings while counting down the days until Christmas. This project resulted in a donation of \$350 to the NOAH Project in Detroit.

We donated \$15,000 to Southeast Michigan Synod ELCA Benevolence.

Thanks to a large distribution from the Holy Trinity Endowment Fund, we were able to make the following donations to local missions:

- \$1000 to the ELCA Fund for Leaders
- \$2500 to the back to school outreach fund at Salem Lutheran Church in Flint
- \$1900 to Blessings in a Backpack – Livonia
- \$2000 to Samaritas Wayne County Family Center
- \$2000 to the NOAH shoe voucher program
- \$2000 to Fed Up Ministries
- \$1000 to Living Waters Ministries

Although it is not a budgeted line item, we continue to provide rent-free classrooms for our Tiny Tots preschool. This includes utilities, use of the fellowship hall and kitchen, daily cleaning, snow removal – everything they need to have for their preschool operations. Similar services are provided for Scouts BSA Troop 782 and Cub Scout Pack 790, which we serve as Chartered Organization. In all, these services are valued at about \$30,000 annually.

Donations to our food pantry are taken to Gleaners on a regular basis. We are also able to service the needs of people who come into our building for help.

It is with sincere thanks to all of you for living generously that we touch and support the lives of those in need.

Respectfully submitted, Debbie LaFontaine

Outreach Annual Report for 2022

Outreach Mission Statement

We believe that, as followers of Jesus Christ, we are God’s representatives in the local community. We reach out to our neighbors to share God’s love and spread the Good News of Jesus Christ, with the intent of bringing our neighbors to join the family of Christ at Holy Trinity.

In Outreach, the scripture verses below are at the center of why we do what we do:

Then the king will say to those at his right hand, ‘Come, you that are blessed by my Father, inherit the kingdom prepared for you from the foundation of the world; for I was hungry and you gave me food, I was thirsty and you gave me something to drink, I was a stranger and you welcomed me, I was naked and you gave me clothing, I was sick and you took care of me, I was in prison and you visited me.’ Then the righteous will answer him, ‘Lord, when was it that we saw you hungry and gave you food, or thirsty and gave you something to drink? And when was it that we saw you a stranger and welcomed you, or naked and gave you clothing? And when was it that we saw you sick or in prison and visited you?’ And the king will answer them, ‘Truly I tell you, just as you did it to one of the least of these who are members of my family, you did it to me.’ Matthew 25:34-40

As we grow in our understanding of outreach, we are striving to be more intentional and engaged in our efforts to be God’s ambassadors in our own community and surrounding areas. Our Outreach Team is continually exploring ways to develop relationships and share our God stories through our service activities. We would like to be known as the church that cares – not just another group that provides for needs. The Outreach Team is committed to reaching out, sharing God’s love with others, and maintaining relationships.

Although the Coronavirus is still present in society, we are grateful that we were able to reach out, serve and love our neighbors, and share God’s love with one another. So, why do we do what we do? We believe that God loves us unconditionally and blesses us every day. As His ambassadors, we are to share these blessings with others. Doing for others is doing for Christ. Ultimately, we do what we do because we are witnesses for Christ. God’s Work, Our Hands!!

God Stories

We have become more intentional in sharing our God stories and talking about how God has been at work in our lives. Each week, a God story is included in the Weekly Announcements. Sharing our God stories helps others in multiple ways – it helps to build their faith and it helps them learn how to share their own God story. Whether it’s a little gem or a big event, the more we share our God stories, the more confidence we gain to be witnesses for Christ in the world. We love reading your God stories, so keep them coming.

Listed below are summaries of the outreach opportunities we accomplished in the last 12 months.

Rally Day

The ELCA God’s Work, Our Hands annual day of service was held on September 12, 2021. Our service project was making “plarn” (plastic grocery bags that are cut into strips and knotted together to make yarn). The plarn is then crocheted into mats and distributed by NOAH to the homeless population in

Detroit. It takes 500 plastic bags to make one plarn mat. Many thanks to Karin Stratton who crocheted two mats from the plarn. This was a big undertaking, and we are grateful to her for her dedication in completing this task. Paul Stratton delivered the plarn mats to NOAH where they were gratefully accepted. When we choose a service project, we look for something that is inter-generational so that everyone can participate. In lieu of our traditional Rally Day picnic, due to COVID safety precautions we provided a take-home box lunch of Lee's chicken, potato salad, coleslaw, and a biscuit to the 43 members who helped with this project. Thank you everyone!!

Trunk or Treat.....BOO!!

On October 24, 2021, we were happy to bring Trunk or Treat back to the front circular driveway at Holy Trinity. Our best "guestimate" is that we had 250-300 children attend. We had 15 very creative trunks (great job everyone) and volunteers who helped with registration, traffic control, arts and crafts, and games. Although we had a little rain, that didn't dampen the enthusiasm of the families who participated in this fun family event. In addition to getting lots of yummy candy and treats from the decorated trunks, the children had the opportunity to do an arts and craft project, have Halloween-themed stencils airbrushed on their arms (being COVID-safe, we decided not to do face painting), and play some yard games. Randy Stegen was our DJ and provided some great background music. The FedUp Ministries Food Truck was on-site providing delicious food for us. Two lucky families won our Made in Michigan raffle bags and were thrilled to receive them.

In Service to Others

In years past we provided non-perishable food and fresh fruits and vegetables as our "bountiful harvest" Outreach project. This food was delivered to Salem Lutheran Church in Flint for inclusion in their holiday food boxes. In 2021 and once again this year, instead of food we purchased personal hygiene items for Salem and Randolph Elementary School using funds from two Thrivent Action Team grants. Items purchased included toothbrushes, toothpaste, shaving cream, razors, deodorant, shampoo, etc. Families who use the State of Michigan Bridge Card for food assistance benefits cannot purchase these basic personal hygiene items using the card. Thank you to Joan Gaul and Margaret Ash for applying for these funds and to Thrivent for approving the request.

Holy Trinity Welcomes New Members

On November 21, 2021, we were blessed to welcome the following new members into our church family:

- Donna and Roland Troike
- Grace and Nick Loedemann (and baby Silas who was born in March 2022)
- Tom Tucker
- The Crawford/Perri Family
- Pastor Andrew, Katie, Evie, Izzy and Abby Chavanak

A welcoming reception was held following the worship service. The cake was delicious!!

Independence Village

We continue to strengthen our relationship with the staff and residents of Independence Village. Listed below are examples of this Outreach initiative:

- Brief on-site worship services are being held at 6:30 p.m. on the first Sunday of each month. The first service was held on January 9, 2022.

- Remember our plarn Rally Day service project? The residents at Independence Village expressed an interest in helping with this project, so we held several plarn-making sessions with them. One of the residents crocheted two plarn mats from the plarn that was made. That's amazing! These mats were delivered to NOAH.
- The residents were also interested in helping with our NOAH lunch project. On April 20, 2022, six ladies came to Holy Trinity and filled the lunch bags with non-perishable food. They wanted to see our stained-glass windows. Pastor Andrew gave them a tour of the sanctuary and provided them with an explanation of the meaning for each window.

Easter 2022

Easter 2022 was very busy for the Outreach Team. Listed below is a summary of our projects and events:

After a two-year hiatus, we were excited to be able to hold Easter Egg Hunts for our Tiny Tots students as well as for the children who attended worship at Holy Trinity on Easter Sunday. Thank you to everyone who helped fill over 1,400 plastic Easter eggs. The Easter Egg Hunts for our Tiny Tots children were held on April 6th and 7th in the Fellowship Hall during their gym time. It was so much fun watching these little children as they searched for the eggs that we very cleverly hid. It's hard to say who enjoyed it more – the children or the Outreach Team!! Many thanks to Amy Morse and Sherri Wisniewski for coordinating the Easter Egg Hunt for the children on Easter Sunday. We had nice weather on Easter Sunday, so it was decided to hide the eggs outside.

For our service project this year we made 32 Easter bags for the children currently residing at the Samaritas Wayne County Family Center. In addition to candy, the children also received coloring books and crayons, balls, bubbles, jump ropes and other toys. Thank you to everyone who contributed to making Easter happier for the children and their families.

We also made 96 Easter story snack mix bags. The contents of these bags symbolized God's love for us: Pretzel sticks – the cross; Ritz crackers – the tombstone; Goldfish crackers – fishers of men; Craisins – the blood of Jesus; Marshmallows – your sins will be as white as snow; and M&Ms – sweet treats, taste and see that the Lord is good. Forty-three of the bags were delivered to our shut-in members by Pastor Andrew, Layne Fagnani, Debbie LaFontaine, Paul Stratton and me. Many of these people don't use social media to stay connected, so it's important to reach out to them and let them know that they are valued members of our church family. The remainder of the bags were given to the Samaritas Wayne County Family Center and residents of Independence Village.

Layne Fagnani and her Caring Ministry Team mailed 187 Easter cards to our shut-in members and others. In addition to that, Joan Gaul and a group of six volunteers are sending cards every other month to 32 of our shut-in members and those we haven't seen in a while.

Tiny Tots Preschool Year-End Programs

On May 18, 2022, the sanctuary was filled with proud family members who attended the "Moving On" program for 53 of our Tiny Tots students who graduated from our preschool and will be going to Kindergarten or Young Fives in the fall. Pastor Andrew thanked the families for enrolling their children in our preschool and wished the students well in their future endeavors. The Outreach Team gave each graduate a special gift to let them know how much we appreciate them. Additionally, all 90 Tiny

Tots students were given special end of the school year gifts. Thanks to Karen and Lisa Hissong for championing this project again this year.

May 25, 2022, was the last day of school for our preschool students and was celebrated with a family picnic at the open space next to the Boy Scout Pavilion. It was a beautiful evening with lots of fun things and yummy treats provided for the children. They could go on a train ride (very cool), have their faces painted, get balloons shaped into swords or unicorns, and enjoy Kona Ice and cotton candy. It was great to see some of our Tiny Tots “alums” come back to see their teachers. It’s hard to say who was happier to reconnect with each other – the children or the teachers. This is just another example of the special relationships that are formed between children and their teachers.

Teacher Appreciation Luncheons

With COVID still present, the 2021/2022 school year continued to be challenging for all teachers. Tiny Tots Preschool is not just another preschool in Livonia – it’s a very important mission of Holy Trinity. The Outreach Team is grateful for the wonderful relationship we have with our Tiny Tots teachers and staff. Through our Kid’s Hope affiliation with Randolph Elementary School, we have also formed a strong relationship with the teachers and staff. As a token of our appreciation for the work that they both do, the Outreach Team hosted “teacher appreciation luncheons” for these wonderful teachers to thank them for the amazing job that they do to make learning fun while keeping the children safe.

FedUp Ministries

Holy Trinity was thrilled to be selected as the host church for the FedUp Ministries “Mission Awareness Festival and Fundraiser” event on Sunday, June 5, 2022, from 4:00-6:00 p.m. In addition to the delicious food being served from the food truck, there was music and games for everyone to enjoy. FedUp is a ministry of the Evangelical Lutheran Church in America and the Southeast Michigan Synod, ELCA. They serve good, healthy, food truck style food with dignity to communities that are food insecure and economically exploited by unjust and racial and economic systems in the United States.

Boy Scout Troop 782

Our Boy Scout Troop 782 celebrated the achievements of three Eagle Scouts in a Court of Honor ceremony at the Boy Scout Pavilion at 7:00 p.m. on June 6, 2022. Each scout received a congratulatory letter from Debbie LaFontaine and Pastor Andrew recognizing this great accomplishment and thanking them for their service to God and the community. Since 1954, Troop 782 has awarded the rank of Eagle to 330 scouts and is ranked in the Top 7 Boy Scouts Troops in the nation!! Now that’s something to celebrate!

Keep On Keepin’ On

As you can see, we are reengaging in more outreach opportunities as some semblance of normal life returns in 2022. Working together, we are embracing our PEWS Outreach philosophy of **Participate, Engage, Witness, Start today**. Join us by implementing the PEWS philosophy in your everyday life. You can “Start today”. Call or text a friend to see how they are doing. Send a card. It’s really that simple!!

Blessings from the Outreach Team: Margaret Ash, Chairperson; Audrey Andison, Wendy Andison, Layne Fagnani, Lisa Hissong, Debbie LaFontaine and Paul Stratton

Stewardship Annual Report for 2022

Growing a Culture of Generosity is the major goal of the Stewardship Board at Holy Trinity. “Living generously together” is now part of our purpose statement as one way we witness our faith. We recognize that financially supporting the ministries of Holy Trinity is an act of worship. That is one way we glorify God and give thanks for God’s abundance. Over the past year generosity has been the focus of bulletin announcements and newsletter articles. As one member shared, “Supporting Holy Trinity with our time/talents/treasure is our way of saying ‘thank you’ to God for his grace and blessings.”

Stewardship for All Seasons (SAS) has provided training, consultation and support over the past year. The pandemic has taught us that we can continue to do God’s work, while not meeting in person. Zoom has been a blessing by allowing pastors and their stewardship leadership from the Southeast Michigan synod to join together for interactive learning experiences or to tune in to recorded sessions, as needed.

As important as training, SAS has provided consultation and support. For example, when Holy Trinity could not do an in-person stewardship appeal in spring, 2020, our SAS consultant suggested we do a capital appeal, focusing on the roof, which needed to be replaced. I thought that was impossible during a pandemic, when everything seemed to be falling apart. However, following SAS instructions and encouragement, a special roof appeal was conducted, and our Holy Trinity family was so generous that they donated more than we asked and enough to completely pay for replacing the roof and gutters. The congregation also approved installing energy-efficient LED lighting, which is already paying for itself with reduced electricity consumption and maintenance costs.

One of the big takeaways from the SAS training is the importance of “story”. People tend to be most generous when they know how their giving impacts or changes the lives of others. We have been working to improve our skills in this area and are slowly getting better at sharing stories of the positive influence our ministries are having in people’s lives.

Our spring 2022 Stewardship Appeal is wrapping up as I write this. Under the theme, “Exciting New Beginnings,” additional funds were requested for three initiatives: growing our digital presence, crafting engaging worship spaces, and continuing ministry excellence. Two generous families together offered a \$10,000 challenge to stimulate generosity in others.

As of this writing, 64 Statement of Intent cards have been returned out of 170 mailed. This is five fewer than last year. The total amount pledged will cover about 63% of the projected ministry expenses for the upcoming fiscal year. Based on history, we anticipate that actual overall giving will be higher than pledged. At this time the returned pledges have not met the goal for securing the entire challenge gift. We plan to follow up with people who have not yet returned their Statement of Intent Cards in hope that we can secure the entire \$10,000 challenge gift. We trust in God’s abundant provision to inspire people to continue supporting the ministries of Holy Trinity.

Planned giving is a new 5-session track provided by SAS. This focuses on establishing a planned giving program that gives information and tools for estate planning. Tools will also be available for people who want to include Holy Trinity in their estate plans, including the option of contributing to our perpetual endowment for mission.

Submitted by Paul Stratton, Stewardship Chairperson

Trustees Annual Report for 2022

The last twelve months have been very busy with numerous maintenance repairs and upgrade projects. Listed below are the completed projects:

Carpeting

- Cantrell Carpet Company reglued the carpeting in Room #11 in the Education Wing.
- On March 25, 2022, Floor Coverings International installed new carpet tiles in the Fellowship Hall and new black base molding around the perimeter of the Fellowship Hall.

Fire Inspections

- On October 11, 2021, the annual fire inspection was completed by ADT fire technicians. All the smoke detectors, manual pull stations, horn/strobe units and heat duct smoke detectors were tested.
- On October 21, 2021, Fire Equipment Company tested the Ansul Fire Suppression System over the kitchen ovens and stove.
- On April 6, 2022, Fire Equipment Company checked and serviced all the church fire extinguishers.

Door Repairs

- On August 10, 2021, Altech Doors adjusted the door closures on the north entrance doors to allow the doors to be propped open for deliveries. Repairs were completed on May 11, 2022, to Door #11 next to the west side furnace room.

HVAC Repairs, Maintenance and Installation

- On September 9-10, 2022, the last two HVAC rooftop units were installed by Slasor HVAC. Slasor HVAC completed the scheduled spring maintenance for all four of the church's HVAC units. This included changing air filters, washing new roof condenser coils, blowing out condensate lines and adding R-22 AC refrigerant as necessary.

Parking Lot

- On September 11, 2021, Industrial Commercial Striping Company repainted the yellow parking lot lines and all the blue handicapped parking spaces. Also, five arrows were painted on the east driveway and west front circle drive.

Water Issues / Tiny Tots

- In September/October 2021, ground water was seeping into the secretary's office. On October 13, 2021, I installed three extended gutter downspouts on the east side of the Tiny Tots Education Wing. The decision was made to wait until spring to see if this issue reoccurred. No further water issues have been reported, so Stacy Kraus' father Doug installed new carpet squares and new rubber base molding around the perimeter of the office.

Church Crosses

- Seaway Painting Company is scheduled to vapor blast and paint the three crosses on June 8-9-10, 2022. The color chosen is High Reflective White by Sherwin Williams. This project was funded by Kathryn and David Doyle in memory of Kathryn's mother Donna Sepke.

Security System

- On January 11, 2022, I updated the security and fire alarm instruction procedures which are posted next to the security system keypad.
- Brian Long, who rents Classrooms 10 and 11 to teach piano lessons, was issued keys to the doors for those rooms, a perimeter key, and an access code. I explained the security and fire system procedures to him.
- I also explained the security and fire system procedures to Alysa Offman, Patti Harhold and Dan Mikat. They were issued keys to their offices, church perimeter keys, and issued security system access codes.

Video Cameras and Sound Equipment

- Advanced Lighting and Sound Company is installing the new video cameras and sound system on May 31 and June 1-2, 2022. This installation will enhance the church's ability to communicate with a larger audience through social media platforms, YouTube, Facebook, and the church's website.

Roof

- On August 9, 2021, the new roof gutter guards and heat tape were installed by Pintican Roofing Company.

Fellowship Hall and Kitchen Cleaning

- On March 16, 2022, Commercial Maintenance Company cleaned the Fellowship Hall ceiling, interior walls, air ducts, filters, and the ceiling tiles in the kitchen.

Cameras

- On September 1, 2021, a new Eufy color indoor wireless camera was installed in the Welcome Center to monitor any activity in that area.

Kitchen Repairs

- On November 4, 2021, Bildon Parts and Service Company repaired the Delfield kitchen refrigerator that was leaking inside the top of the refrigerator.
- A new Bunn coffee maker was installed on November 11, 2021.

Plumbing

- On September 2, 2021, Horton replaced the backflow device on the kitchen dishwasher that was clogged preventing the dishwasher from working properly.
- On February 3, 2022, Horton Plumbing installed a new flush valve kit in the women's restroom in the Welcome Center.
- On March 11, 2022, Horton installed a rebuild and flush valve kit in the men's restroom urinal located in the Education Wing.
- On May 10, 2022, Horton completed our annual backflow prevention cross-connection test to ensure there is no contamination in the public water supply distribution to the church.

Respectfully Submitted,
Jim Ash, Head Trustee

Women of the ELCA

“This year was one for the books!” We quoted this saying last year for the year-end gift for the Tiny Tot students and it holds true for this year too.

This year we again were unable to meet in person for Share the Bounty. However, this did not stop us from having another successful Share the Bounty. With the generosity of our Holy Trinity family we raised \$5,710.00. Unlike last year we were able to have members select tags from the Giving Tree for the Families in Need. Seven families from Salem Lutheran in Flint and six families from Randolph Elementary received these blessings. Here are a few on the comments we received from the families we sponsored:

From Randolph Elementary –

Thank you for giving my family a Christmas we couldn't afford to give our children.”

“Thank you for blessing us with all these gifts for our children.”

“Oh my, I have no words. I am so thankful.”

From Salem Lutheran Church –

“I want to thank you for all the gifts you gave to Nolan and baby girl (who is due in April). My stepdaughter Lindsey is a single mom. Nolan is 4 years old with autism. He was born at five months – too early. His face just lit up when he opened the gifts. Lindsey said he is sleeping with the Batman toy. Lindsey is so grateful for your kindness. I would like to thank you for your kindness too. Merry Christmas and have a blessed New Year.”

In addition to Share the Bounty, WELCA made a year-end donation to St. Christine's. WELCA also paid for the repairs to the refrigerator.

As we begin a new year at Holy Trinity, we look forward to gathering together and planning ways to share our blessings with others. We are entertaining new ideas for the upcoming Share the Bounty so stay tuned! The Holy Trinity's Women of the ELCA Leadership Team thanks all our church family for their continued prayers and support.

Respectfully submitted,

Lisa Hissong on behalf of the WELCA Leadership Team

Women's Ministries

This year has been an adventure. It is hard to believe that our re-start of women's Bible study began just a little over a year ago, and during the pandemic no less. We began on Zoom in the book of James. If we call ourselves Christians, James shows us and challenges us to live out our faith. James provides the "play book" for how to live in our daily walk with Jesus. Next came the book of Acts where we studied the apostles and their journey in the early stages of this new thing called the "church". We learned that the apostles aren't much different from us. God entrusted them to do great things and we can do great things too. We all have callings from God. Are we brave enough to answer? Next, the book of Philippians, my personal favorite. Paul writes to us about joy, unity and the importance of relationship. Paul tells us there is no relationship more important than that of our relationship with Jesus. And now we move to the Gospel of Luke as we journey through Jesus' early ministry. Women's Bible study is a wonderful process of learning, sharing and hope. The observations and commentary from those who attend have enriched this study beyond measure. It is wonderful to see the faith of others in action.

Respectfully submitted, Michelle Spunar

Men's Ministries

MEN'S BIBLE STUDY provides men with the time and space for fellowship and spiritual enrichment.

"I value Men's Bible Study, because it strengthens my faith and connection to God In a format that is comfortable, fun and relaxing. I enjoy our shared experiences, which increase my connection to the church and God."

We alternate reading the Old Testament with the New Testament. We were guided to see God working in our lives from a lifetime perspective by reading and discussing Ecclesiastes and Looking for the Answer to the Meaning of Life from the Wiersbe Bible Study Series. Then the Apostle Paul wrestled with the challenges of the new church in 1 Corinthians. We related those issues to our church today with the help of N.T.Wright's study guide.

We meet every other week, spending about 30 minutes in fellowship with a snack and an hour reading and discussing biblical issues. Zoom has allowed us to offer our group to men who are reluctant to meet in person.

MEN'S RETREAT has become an annual tradition for us. In October, 2021 present and former Holy Trinity men were hosted by Gary and Marla Hafemeister at their home on Silver Lake. We convened at nearby Grace Adventures for a weekend focused on Christian life and family issues from a man's perspective. Great live worship and praise music, great food (think big steak), and manly activities (think riding horses) facilitated our spiritual growth. The next retreat is planned for October 2022. *"I love Men's Retreat."*

MOVIE NIGHT was an every-so-often event sponsored by the Men's Bible Study before the pandemic prevented us from meeting in person. We hope to resume sharing a meal and a movie at some time in the near future and will welcome all to join us.

Submitted by Paul Stratton

Tiny Tots Year-End Report - 2021-2022 School Year

This school year started out with a lot of uncertainty just like the past year, but we persevered with hope that we would end just as we normally do! We had many of the same rules and regulations in place, and they all seemed to keep the children coming!

Tiny Tots started the school year with 80 children enrolled! During the year, we had a few moves but we are happy to announce that we are ending the year with 90 children, 54 of them graduating and moving on to kindergarten!

Tiny Tots staff continues to be a blessing to the school! They work together and have done an outstanding job “going with the flow”. Ellen Clauson, our secretary, spent the first four months of the school year in the classroom as an assistant teacher due to a teacher's medical leave. She enjoyed the time with the children very much and was able to return to the office at the beginning of the calendar year. Heather Duran joined our staff as an assistant teacher. Heather is a Tiny Tots alumni parent, and we are so excited to have her here with us.

This year we were able to have our Teeny Tiny Tots program back! Mrs. Wayne is the teacher, and we had a total of 18 children in the three different classes. 15 of our Teeny Tiny Tot's registered for our 3-year-old program for the next school year and we are excited to have many new families ready to join the Teeny Tiny Tots crew in the fall!

Registration for the 2022-2023 school year began in February with our currently enrolled families. To date, we have 84 students enrolled for next school year and will continue to give tours as needed through the summer to fill the last few available spots. We are very close to capacity in many of our classes!

To assist the school financially this year, the state awarded childcare stabilization grants to help with costs. Tiny Tots was awarded a large grant in January and used the money for staff bonuses, new classroom furniture, supplies for everyday activities, cleaning of the fellowship hall, new molding in the fellowship hall, exterior landscaping, a new sign, and a fun end of the year event for our families. We are so blessed!

Tiny Tots looks forward to what we hope is a typical year next year!

Respectfully Submitted, May 23, 2022

Stacy Kraus

Tiny Tots Preschool Director

Endowment Fund Report – May 12, 2022

Past Year's Performance

The Endowment Fund will not be able to make a distribution in 2022. This past year has been very tumultuous from a socio-economic perspective. The Endowment Fund balance started the 2021/22 financial year at \$354,017.83 and with the new wave of Corona Virus variant and the drop in the financial markets, ended the year at \$311,230.16, a 12.1% decrease in value. Additionally, inflation for the past twelve months was at 8.26% which escalates the required perpetual principle from \$310,003.08 at the beginning of the year to \$335,609.33 at the end of the fiscal year. The Endowment Fund's financial year starts May 1st and ends April 30th.

The Endowment Fund is invested with Thrivent Financial Management in Equity and Fixed Income mutual funds, and a money market account. Selection of funds for investment is based upon several criteria which include top ratings for financial management and control, past performance, resistance or security of funds during downturns in the financial market, and leadership by the fund manager.

Since June 2008 the fund has distributed \$127,934 for uses guided by the Holy Trinity Giving Committee.

How was the Endowment Fund Created?

The monies in the Endowment Fund came from 3 sources;

- 1) Consolidation of Epiphany Lutheran Church and Holy Trinity Lutheran Church in 1984,
- 2) A generous bequest from the Gail Copple Estate in August 2001, and
- 3) A bequest grant from Thrivent Financial on behalf of Gail Copple when monies were invested from parts 1) and 2) with Thrivent Financial.

If anyone wishes to create further endowments or make additional principal donations in the form of cash or stock to the Holy Trinity Lutheran Church Endowment Fund, please contact Tom Musselman or Bill Deacon.

How is a Distribution of Funds Determined?

All three parts of the endowment fund have limitations on the amount of the annual distribution as originally defined in the church constitution. Paraphrasing the requirement, the interest received above and beyond what is required to maintain the principle after it is adjusted for the past year's inflation, can be distributed up to a maximum of 6%.

How Can Monies be Used?

The use of the funds also has some limitations, that is, distributions from Part 1) are designated for local missions only and this fund is called the Local Missions Outreach Fund. Distributions from Parts 2) & 3) which resulted from Gail Copple's bequest can be distributed for any cause the church decides and this fund is called the Gail Ann Copple Bequest Fund.

The Giving Committee assists with determination of where the monies will be directed. If the members of the congregation have suggestions for use of the monies, please forward your suggestions to the Giving Committee members.

How are the Funds Invested?

The endowment funds are invested with Thrivent Financial and Holy Trinity Lutheran Church as follows:

Investment	Amount <u>1/</u>	Percentage	<u>1/</u> = April 30, 2022 account balance statement.
Thrivent Money Market	\$13,441.71	4.32%	
Thrivent Mutual Funds – Equity	\$197,116.57	63.33%	
Thrivent Mutual Funds – Fixed Income	\$100,671.88	32.35%	
Total	\$311,230.16	100%	

Submitted by: Tom Musselman, Endowment Fund Manager, May 12, 2022

Finance Annual Report for 2022

2020-2021 Financial Results	Income	Expenses	Surplus/(Deficit)
General Fund	\$351,329.00	\$366,084.00	(\$14,755.00)
Tiny Tots	\$124,040.00	\$107,182.00	\$16,858.00
Total	\$475,369.00	\$473,266.00	\$2,103.00
2021-2022 Financial Results	Income	Expenses	Surplus/(Deficit)
Budget through April	\$305,833.00	\$364,473.00	(\$58,640.00)
Actual through April	\$348,318.00	\$306,388.00	\$41,930.00
Tiny Tots Actual through April	\$176,478.00	\$129,105.00	\$47,373.00
Working Cash on April 30, 2021	\$148,443.00		
Working Cash on April 30, 2022	\$226,047.00		
Working Cash Increase	\$77,604.00		

- ◇ Please consider enrolling in our ***Tithe.ly Program*** (formally called Simply Giving) for your weekly giving. It's easy to use and provides a great benefit to the Church for financial planning.
- ◇ Remember that our Congregation gives at least 10% our general fund income for Missions.
- ◇ With your **generous giving** we replaced the entire shingled roof, gutters, downspouts and installed leaf guards. In addition, we were able to upgrade all of the lighting at Holy Trinity and replace the old Air Conditioning units on the flat roof. These projects resulted in a much nicer facility, stopped the leaking in the Fellowship Hall and lowered annual maintenance costs. Thank you, Thank you!
- ◇ Other improvements that we are starting soon include upgrading our Technology equipment so we will be able to continue our On-line presence and broadcast our church services and other announcements.
- ◇ We are holding off on repairs and facility upgrades at this time to the parking lot, and fire and alarm systems until we are able to pay for these items.
- ◇ We have a **God of Abundance** watching over us. The 2018 Budget began paying back the money to the Endowment Fund that was invested in the carpet. This past year the entire amount was paid back with interest.
- ◇ Thank you to all who are faithful in their giving. God has blessed your lives and we are thankful that you recognize this with your gifts back to Holy Trinity.

Respectfully submitted,
Bill Deacon, Finance Chairperson

Proposal for Modification of Church Governance

The Church Council has been working throughout the past year on a proposal for reorganizing our church leadership structure in order to put more emphasis on visioning and strategic planning for the future. This proposal was developed after much research, learning and discussion by Council members and staff. We are excited and hopeful these proposed changes will help lead Holy Trinity into God's promised future.

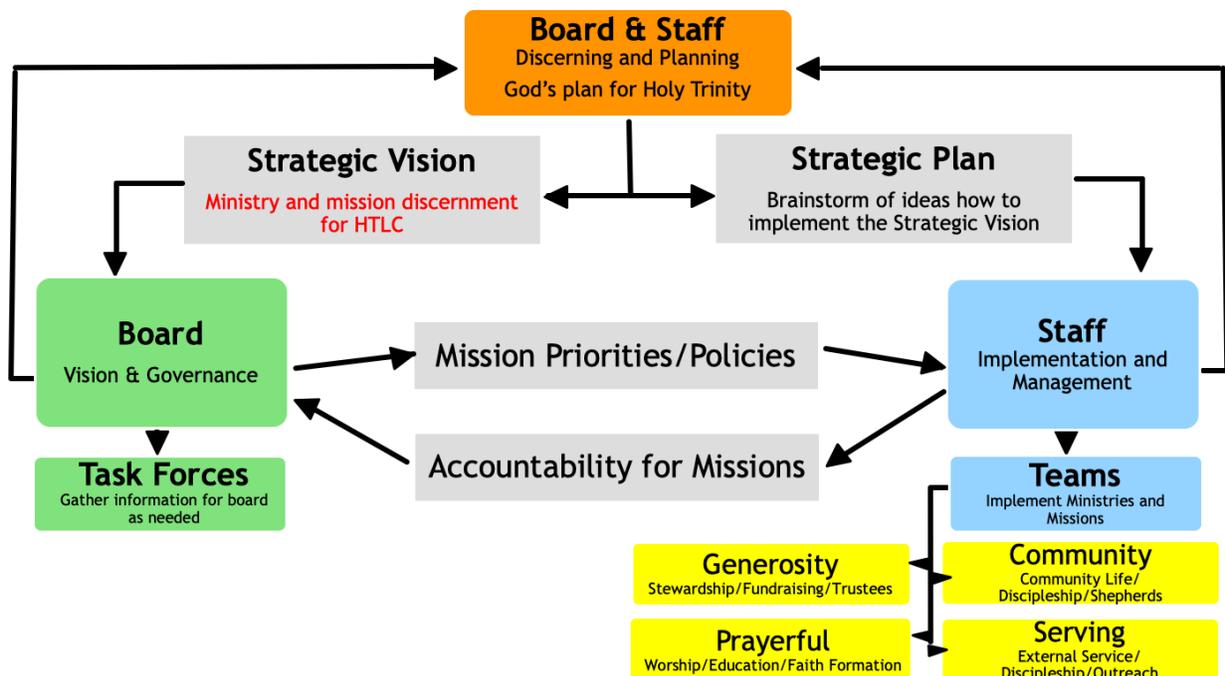
Why restructure Council?

- Our average weekly worship is around 100 people.
- Our current model specifies 12 people on Council –over 10% of our active congregation!
- We have not had a full Council for the past several years (3 positions are currently open)
- Members of Council are basically committed to at least two meetings a month

In the new model, the Board replaces our current Council. Committees and the work they do are VERY important and must continue for our church to function. In the new model, this work will be carried out by what is referred to as Teams.

Our current Constitution gives us the flexibility to try the new structure for one year before we make any changes to the Constitution. This will give us time to work out all the details. Our hope is the new model will help us:

- Develop collaborative leadership between Board and Pastor
- Deepen discipleship, grow trust, build new habits
- Engage God's vision with strategic planning and goal alignment
- Design and manage annual spending plan in alignment with vision
- Actively listen to both the congregation and the neighborhood



Board (replaces current Council) – primary responsibilities:

- ❖ Governance:
 - ❖ Adoption of clear policies and procedures
 - ❖ Ensure the health of the community from an organizational standpoint
- ❖ Visioning:
 - ❖ Prayerfully discern movement of the Holy Spirit among the people of Holy Trinity and in the wider community
 - ❖ Craft and adopt an annual Strategic Vision to guide Holy Trinity’s mission and ministry

Board Structure – consists of five members

- ❖ Four from the voting membership of Holy Trinity
 - ❖ Selected by the current church Council after prayerful discernment
 - ❖ Affirmed by the voting membership at the annual meeting in June
- ❖ Fifth member is the Senior Pastor
 - ❖ Serves as point of connection between the Board and Holy Trinity’s staff
- ❖ Board members are not selected to specific positions
- ❖ Board selects its own officers who serve in their capacities at both the board and congregation levels
- ❖ Board members serve two year terms, renewable by consent of the congregation at the annual meeting (initially, two members will serve a three year term)
- ❖ Board will meet at least quarterly, and more often as needed
- ❖ Board members may also serve on teams

Board (proposed) vs. Current Council

- ❖ Finance – permanent Task Force of Board
 - Monitor and report financials; provide policies regarding use of Holy Trinity’s building, grounds and other resources; work with staff to ensure they have adequate resources needed to carry out their responsibilities
- ❖ Stewardship – joint Board and Staff oversight
 - Board and staff set goals for annual appeal while staff oversees implementation
- ❖ Committees will transition to Teams supervised by Staff
 - Community Life, Education, Missions, Outreach, Trustees, Worship, WELCA
- ❖ Additional Teams will also be supervised by Staff
 - Kids Hope, Altar Guild, Ushers, Lectors, Assisting Ministers, Counters, Shepherds, Music Groups, AV/Tech, Others as needed...

June 27, 2021 Annual Congregational Meeting (to be approved)

President Debbie LaFontaine called the Congregational Meeting to order at 11:07AM with prayer. She welcomed everyone and presented the Annual Report. The meeting was also on ZOOM. There were 61 members present and 6 present on ZOOM.

Old Business

Secretary's Report: President Debbie LaFontaine presented the minutes of June 14, 2020 Annual Congregational Meeting; the minutes of the August 16, 2020 Special Congregational Meeting, and the minutes of the April 18, 2021 Special Congregational Meeting.

Motion: (Sue Rayburn) to approve the minutes as written **Second: (Dave Malcomson)**
Motion approved.

New Business

Pastor's Report: **Pastor Andrew Chavanak** gave a short presentation.

Stewardship: Appeal Update. **Paul Stratton** showed the results of the 2021 General Fund Appeal. The \$10,000 Challenge Gift was claimed. Discussion followed.

Endowment Fund Report: **Tom Musselman**, our Endowment Fund Manager, presented the report on ZOOM. There is a 29.4% increase in funds which allows \$22,597.00 to be distributed. There is \$12,428.00 for local mission outreach and \$10,169.00 in the Gail Ann Copple Bequest. Members can email at givingcommittee@holyltrinity.org to request funds for church and community needs.

Review and Approval of the 2021/2022 Budget: **Bill Deacon** presented the 2021/2022 Budget. Bill noted that the carpeting loan has been paid. Discussion followed and questions answered. Budget **Motion: (Bill Deacon)** to approve the Budget as presented. **Second: (Dick Schmidt)** **Motion approved.**

Proposal to Replace HVAC System: **Bill Deacon** proposed spending up to \$36,000.00 from our Equity Loan to replace the two old existing HVAC units. Discussion followed. **Motion: (Eric Nelson)** to spend up to \$36,000.00 to replace the two old HVAC units. **Second: (Michelle Nelson)**. **Motion approved.**

Proposal for Governance Change and Elections: **Debbie LaFontaine** and **Bill Deacon** presented a new governing plan with an emphasis on visioning and planning with a Board of 5 members replacing our current Council. The current Council will stay intact through June 2022 and have elections at the annual meeting. A Power Point presentation was given by **Bill Deacon** to explain the governing plan. Discussion followed. **Motion: (Debbie LaFontaine)** to suspend elections in 2021 and keep our current Council as it is. **Second: (Margaret Ash)**. **Motion approved.**

Voting Members for Synod Assembly: We need two members to attend the SEMI Synod Assembly in May 2022. **Motion: (Michelle Spunar)** to accept **Craig Koponen** and **Michelle Nelson** as our voting members. **Second: (Dick Schmidt)**. **Motion approved.**

Meeting was adjourned with closing remarks and prayer by **Pastor Andrew Chavanak** at 12:16PM.

Respectfully submitted,
Karen Hissong, Council Secretary

October 17, 2021 Special Congregational Meeting (to be approved)

President Debbie LaFontaine opened the Special Congregational Meeting at 11:05AM with prayer. There were 44 members present and 6 members on ZOOM.

Old Business

New Business

Livestream Installation proposal: Provide a high quality remote worship experience for people who cannot attend in person. \$11,977.42 has already been set aside. There is \$6,977.42 in the Sound/Projection System account and \$5,000.00 from the Endowment Fund. Additional funding of \$3,022.58 is needed. Council has voted to approve this.

Motion: (Dick Casper) to approve spending up to \$15,000 to cover costs for installation of equipment and software needed for live streaming worship from the sanctuary by Advanced Lighting and Sound. **Second: (Lisa Hissong) Motion approved.**

The meeting ended with prayer by Pastor Andrew Chavanak at 11:15AM.

Respectfully submitted,
Karen Hissong, Council Secretary