



Mission/Vision/Purpose Statement

We are a welcoming, all-inclusive community of faith, centered in Jesus Christ and guided by the Holy Spirit.

As baptized Christians, realizing our humanity,
we strive to be
loving, caring and forgiving.

In response to God's grace, we commit ourselves to:

WORSHIP

- Celebrating God's love by hearing God's word, singing, praying and sharing Holy Communion.

LEARN

- Growing spiritually by studying God's word.

TELL

- Sharing Jesus' message of love and forgiveness with others.

SERVE

- Offering our time, talents and resources with sensitivity to the needs of all people.

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COUNCIL PRESIDENT'S REPORT

As we complete the Christmas season at TELC, it is amazing to think about how quickly another year has moved from new year's anticipation to last year's story. That story for TELC has had its ups and downs, but tells of a Godly progression as we worked together as a Congregation doing the work of His hands.

Pastor Jennifer continues to help us drive change together for the better at Trinity Evangelical Lutheran Church. Through her persistence and encouragement, we are planning and creating our future through the Strategic Planning Process. With the help of some wonderful outside consulting expertise, we now have a plan stemming from congregational survey feedback, and two productive Saturdays of effort from a diverse representation of the Congregation. For those of you who were both willing and able to participate, we thank you! The process has started, and we are focused on the continued improvement of our Christian Education across all ages. This will be followed with the next elements of the plan including: Service and Outreach to Those in Need, Worship Improvement, and Caring for each Other Inside and Outside of the Church.

2017 brought two new additions to our Church Staff. The Director of Discipleship, Joseph Morgan-Smith, has brought new energy to the church and has spurred a new element of cross-generational teaching. These all-ages sessions have stimulated more unity between members in the church, giving families and individuals an opportunity to experience God's word with those they wouldn't have the chance to meet in normal Sunday routines. He continues to increase his involvement throughout the church; and the benefits are easily seen. We are also very lucky to have had Beth Gavaghan join us in 2017 as the Communications Administrator. Beth is already making an impact in her short tenure at TELC. The weekly church media has clearly taken a step forward. Additionally, the TELC webpage has improved greatly, and it is only a beginning for what is to come. Beth's smile and energy are infectious! Joe's and Beth's positive influence on the church has only begun; and I am confident that the entire staff in 2018 will continue to move us forward, both as a Congregation and as individuals, in a faith-filled direction.

The Council has had quite a year. I would like to thank the officers, Diane Meyers and Diane Setzenfand, for all their hard work and dedication throughout 2017. These two met the challenges of their respective roles with amazing grace and dedication to the church. I would also like to thank the Council members for their commitment to the Congregation. The Council was a group with very diverse backgrounds, who worked hard to navigate issues with the intent to create resolutions rooted in His direction for the betterment of TELC. It has been a privilege to serve as your president the last 12 months.

As we move forward in 2018, my hope is that each of us can prayerfully consider that our Congregation, continue to exploit our strengths, be Christ's hands as called even through uncertainty, and support the efforts of our Church staff and elected Council peers. "For I say, through the grace given to me, to everyone who is among you, not to think of himself more highly than he ought to think, but to think soberly, as God has dealt to each one a measure of faith." Romans 12:3

I encourage you to read the various ministry reports within the Annual Report. The work that TELC is doing in service to the Lord is inspiring. For all of you driving these efforts, thank you; and for those looking to get involved further....2018 looks like a great year!

Sincerely,

James Woods

PASTOR'S REPORT

What a year! 2017 was an interesting year at Trinity. It was full of processing heartaches and hurts as well as embracing new ideas, staff and ministry while trusting in the gracious love of God. It was a year in which I was reminded of the importance in telling and sharing our stories. What we've learned and how we've experienced brokenness and joy becomes part of the larger story of God's love in the world.

1 John 1:1 "That which was from the beginning, which we have heard, which we have seen with our eyes, which we have looked at and our hands have touched – this we proclaim concerning the Word of life."

In the middle of 2017 a friend of mine gave me a daily devotion book called "Savor: Living Abundantly Where You Are, As You Are" by Shauna Niequist. It's a book that plays off of cooking. Cooking – of all things. It made me laugh. Because as you may recall cooking is not one of the things I know how to do or even enjoy. But this book uses cooking in a different way – a way to remind its reader of the joy of "savoring" each moment, each meal, each table at which God's people are gathered as we proclaim the Word of life. The introduction reads:

"What I want to do is savor this life – my life, my children, my community, this gorgeous world God created. That's what we all want, right? To soak up the goodness all around us, to be aware of holy fingerprints everywhere, to walk through each day expecting and noticing those glints and shimmers of the divine right in the daily – in a hug, a tomato sandwich, a quiet moment, a text from someone we love.

That's what I want, and so often I miss it. I lay in bed at night frustrated with myself that I allowed the minor annoyances of life to obscure the rich melody underneath it. I rush and push and don't even see the beauty all around me. I let my fear about the unknowns in our future or my desire to control everything and everyone around me cover over the deep beauty and grace and peace that are playing like a drumbeat under everything.

This collection [of daily devotions] is my attempt at paying attention, at clearing away space and noise, and inviting you to hear the drumbeat, too. God's always speaking, always. He's always moving, always present, always creating, always healing. The trick, at least for me, is paying attention. The trick is savoring."

Savoring. Paying attention. Seeing the divine in the daily. Participating at the table. Hearing and sharing the stories of God's love and grace with those around us. This is the work of the church. This is the drumbeat that we are a part of through the ministry of TELC.

Now is the time to look back, remember and savor the memories and learnings from 2017. We will take this time to learn from our mistakes as well as celebrate the new joys and hopes that God has provided through TELC's ministry. And then we are invited into 2018's new hopes and adventures!

2018 will bring continued work on strategic planning in the ministry areas of Christian education, worship, and service within and outside our church. We will be invited to savor our God moments as we live our story as a church and community.

Thanks be to God for this place, this work, this table, and these moments to savor and pay attention to in the next year.

Pastor Jennifer

CHRISTIAN EDUCATION / YOUTH COMMITTEE

Chair: TBD

Council Liaison: Linda Baur

2017 Areas of Focus:

Little Church

- Research shows the greatest predictor that an adolescent's faith will last into adulthood is not participation in activities where they are grouped with other people their own age and separated from the rest of the congregation; rather, it is how often she is engaged in faith formation at home with her family and with a variety of other adults from across generations in her congregation.
- Therefore, we have lowered the age for participation in Little Church both to be able to give the program a sharper focus on a particular age group, and to give older children a chance to be a part of the congregation's worship.
- And we have designed a new, shorter structure for Little Church, in order also to give younger children who still participate in Little Church more time to participate in corporate worship.
- A new curriculum for Little Church coincides with changes made by the Worship and Music Committee to make worship more child-friendly.
- The Property Committee made much-needed renovations to the Little Church space.

Sunday School

- In August we conducted a programmatic review of our Sunday School program, surveying both teachers and attendees. The Director of Discipleship met with teachers individually to make plans for the coming year based on the results of the surveys, and the Christian Education Committee reviewed the results of the surveys and made recommendations for global adjustments to the program.
- This fall we selected new curriculum for our elementary and youth Sunday School classes. We also developed a six-year curriculum map for our elementary Sunday School classes and a three-year curriculum map for our youth Sunday School class.
- We created two new Sunday School classes this year: One class was added to further divide the elementary classes by grade. The other was a six-week adult discussion group at Eat n' Park targeted for those who are on the edge about trying Sunday school, especially parents who drop their kids off at Sunday School and then head to breakfast. The latter has developed into a more long-term coffee and conversation hour to begin in January.
- As a result of these new classes and the need to replace some teachers who stepped away at the end of last year, we recruited six new Sunday School teachers this year.

Youth

The youth committee is comprised of the youth of the congregation, under the leadership of the Director of Discipleship. This year we:

- Worked with the Center for Victims to begin a process of healing for both youth and their parents after a particularly difficult time of transition for our group.
- We had a five-week Bible study at Moe's called Bible and Burritos
- We participated in a Stay-at-Home Mission Week
- We participated in Vacation Bible School, which this year included both youth and adult meetings
- We worked with the youth group to re-launch their regular youth group meeting in the fall. Though the structure of the ministry is still in the process of evaluation, currently we attend the SWPA synod's Sunday Night Live event on the second Sunday of each month.

Cross-Generational Faith Formation

Since, again, faith formation at home with one's family and with a variety of people from across generations is what builds lasting faith, we have initiated a series of cross-generational activities into the Sunday School program to help people engage in faith formation with other members of the congregation across generational lines, and to model for families how to engage in faith formation practices at home, and give them some resources to do so. These activities have generally coincided with changes in the liturgical season. Thus far they have included:

- A Birthday Party for the Church on Pentecost
- A Reformation Day educational activity
- Advent wreath making on the first Sunday of Advent.

We will host more such events in the future.

Future Recommendations/Projects wrapping to 2018:

- In accordance with our strategic plan, the Christian Education Committee has identified and interviewed congregations who are doing innovative work in the areas of Christian education and spiritual formation and formulated a list of education/formation programs to research. In 2018 we will implement two new, innovative education/formation programs.
- This spring we will offer a study for parents of youth on how to help foster in their teens a faith that will last into adulthood.
- A group of 7 high school students will attend the ELCA's National Youth Gathering in Houston this summer.

DISCIPLESHIP COMMITTEE (AD HOC)

Chair: Joe Morgan-Smith

Council Liaison: N/A

Committee Members: Jim Block, Shannon Corcoran, Stefanie Crane, Karen Rasmussen

2017 Areas of Focus:

The mission Jesus gave to his Church was to “make disciples of all nations” (Matt 28:19). That’s what the Church exists to do. Too often we get so caught up in the grind of running church programs that we forget what those programs are for. If we don’t have a clear picture of the larger mission that all our programs and committees are intended to serve, then we cannot possibly know whether they’re functioning properly. That’s why the late Dallas Willard, one of the great theologians of our day, said “Every church needs to ask itself two questions: Do we have a plan for making disciples? And does our plan work?” Those are the questions our Discipleship Committee was formed to ask. Over the last six months we’ve been exploring the disciple-making strategies of Jesus and the Apostles, and how those strategies can be applied in our context at TELC. In the coming months, based on our study of the New Testament, we will develop a concrete, reproducible, adaptable model for how to *set goals* for the ministries we develop as part of our strategic plan, and how to *plan, execute, and evaluate* those goals.

ENDOWMENT COMMITTEE

Chair: Janet C. Emery

Council Liaison: Joanne Scherer

Committee Members: Jim Adelman, Karen Byers, Pastor Jennifer Fuhr, Mir Peterson

Statement of Activity January 1 – November 30, 2017*

Beginning Value as of January 1, 2017	\$191,445.65
Net Deposits and Withdrawals	\$- 7,760.75
Dividends and Interest	\$ 3,760.02
Change in Value:	<u>\$ 17,226.80</u>
Ending Value:	\$204,671.72

*Report due before end of year statement was available

2017 Areas of Focus:

- Re-affirmed committee commitment to preserving principal and achieving growth
- Developed and recommended Bylaws changes related to endowment management, determination of annual payout and use determination
- Met with financial management professionals twice to review endowment growth and trends
- Approved 4% distribution of Fair Market Value for church use in 2018

Future Recommendations/Projects wrapping to 2018:

- Collaborate with Stewardship to increase congregation understanding of Endowment's purpose, role in church fiscal health, future capabilities and methods of support
- Collaborate with Finance in reviewing endowment management options, then deciding by Endowment Committee vote on adjustments as may be appropriate
- Steward existing and future funds in ways consistent with bylaws and best practice

EVANGELISM / COMMUNITY MINISTRY COMMITTEE

Chair: Ruth Kirk

Council Liaison: Diana Wagner

Committee Members: Pam Block, Linda Cragg, Lynette Chughtai, Erma Delaney, Wendy Hall, Cheryl Henderson, Brenda Hauser, Phyllis Jenny, Lou and Janet McKibben, Janet Montelaro, Mary Schmitz, Mimi Stanton, Diana Wagner, Pastor Jennifer.

2017 Areas of Focus:

- Raised \$2,060 to pay for a chair lift for Gerri Oliveri
- Hug Mgs – 16 mugs were given to visitors
- Card Ministry – Brenda Hauser reported that 26 people each send cards two weeks out of the year.
- Trinity Cooks – Phyllis Jenny reported that 8 meals were prepared and delivered
- Northside Common Ministries (NCM) – Prepared and served 6 meals throughout the year
- Attended The Brunch Challenge to benefit NCM
- Assembled Easter Baskets complete with dyed hard-boiled eggs, candy, McDonald’s gift cards, and Bible verses for the men at the shelter at NCM
- Participated in Souper Bowl of Caring – Collected 90 cans of soup and \$335.00. The soup was donated to North Country Meals on Wheels.
- Spaghetti Dinner to benefit NCM was held at Northmont Presbyterian Church on April 29.
- Christmas morning breakfast at the men’s shelter – Gifts of sweatshirts, scarves, hats, gloves, and candy were given to the men. Breakfast, hymns and Scripture readings were enjoyed by all.
- Fill a Box for Lent. Thanks to Pam Block for coordinating this effort to fill boxes with nonperishable goods for NCM food pantry.
- Voted to continue the Noisy Offering on the second Sunday of each month. Money will go to Lutheran Disaster Relief.
- Biosand Water Filter project in Guatemala – Collected funds to supply schools with clean drinking water. We collected \$1,200.00 that will provide filters for nine classrooms.
- “God’s Work Our Hands” - September 10, 2017 – Had worship service in the parish Hall and assembled Health Kits, finished fleece blankets for Operation Safety Net, put together cookie trays for local police departments and First Responders, and assembled Blessing Bags for the homeless. We also attached labels to soaps that were distributed to hotels and collected old towels and blankets and gave them to animal shelters.
- Coat Drive for North Hills Community Outreach – 57 new or gently worn coats were donated. Over half of the coats were children’s coats!
- HEARTH – their mission is to provide supportive services and housing to empower homeless families who are survivors of domestic violence. We attended a spring shower and donated over \$350 in bed and bath items.
- Funeral lunches – We thank Lynette Chughtai as she stepped down from coordinating this ministry and welcomed Mimi Stanton who agreed to coordinate the lunches. We had 2 funeral lunches this year.

- Live Nativity – We thank Brenda Hauser for getting the refreshments ready for guests and performers for many years. Cheryl Henderson has stepped forward to coordinate this. Thanks to Cheryl for coordinating this years’ refreshments. We also thank Mary Schmitz for tailoring all the costumes for the performances.
- Collected diapers and wipes to be given to the Diaper Bank. Lynette Chughtai and Pam Block delivered 192 diapers and 3,980 wipes.
- Endowment Fund – we donated (within the Synod) \$500.00 to East Liberty Health Care, \$500.00 to Glade Run and \$300.00 to North Hills Community Outreach. Outside the Synod, we donated \$3,897.00 to Lutheran Disaster Relief.
- From our budget, we contributed \$1,500.00 to United Lutheran Seminary, \$1,000 to Northside Common Ministries and \$1,000 to Northside Common Ministries food pantry.

Future Recommendations/Projects wrapping to 2018:

- Help those in need in our church and community
- Continue to support Northside Common Ministries
- Continue to support Glade Run, East Liberty Family Health Care and HEARTH
- Support Lutheran Disaster Relief
- Participate in “Souper Bowl of Caring”

A very special thank you goes out to all members of Community Ministry for their help and support.

FINANCE COMMITTEE

Chair: Ray Ojerholm

Council Liaison: Anne Vondracek

Committee Members: Jane Hein, Bonnie Kriberney (Treasurer), Pete Luedke, Dave Stanton

2017 Areas of Focus:

The Finance Committee met four times in 2017. Key events and accomplishments included:

- Performed quarterly reviews of Trinity's balance sheet and actual vs. budgeted expenses to ensure timely action could be taken in the event of unexpected variances from budget.
- Assisted Council to determine the magnitude of mid-year budget adjustments needed to account for the impact on giving from former members who had moved, died or transferred.
- Developed comprehensive records retention policies that it recommended to Council (the Audit Committee cited the lack of such policies as a concern in 2016).
- Worked with the Audit Committee to facilitate the audit of the 2016 books and records.
- Assisted Council in recruiting a new Financial Secretary for 2018.
- Reviewed 2018 budget requests from various committees, assessed actual 2017 receipts and spending compared to expectations, and prepared a proposed 2018 budget that it recommended to Council in December.

Future Recommendations/Projects wrapping to 2018:

- In addition to continuing our regular activities, as noted above, we plan to work with the Treasurer and Financial Secretary to explore enhanced reporting capabilities using Church Windows software in 2018.

I want to thank all members of the Finance Committee for their work on behalf of Trinity. Bonnie Kriberney and Debbie Evans deserve special recognition for their tireless efforts to maintain accurate records. Debbie completed her service this year; Andrea Eshenbaugh will be the new Financial Secretary in 2018.

Also, thanks to Dave Stanton, who has completed his service with the Finance Committee, and welcome to Rick Hurt, who will join the committee in 2018. We welcome any and all members with an interest in Trinity's financial matters to join the Finance Committee.

Respectfully submitted,

Ray Ojerholm

LIVE NATIVITY (AD HOC)

Chair: Melissa Kelly

Council Liaison: Anne Vondracek

2017 Areas of Focus:

- The Live Nativity was held for one evening, the Sunday before Christmas on December 17, primarily to make it easier to have the live animals for one night, to only require the Hospitality Team to prepare refreshments for a single evening, and to fill all roles.
- Bob Tozier and Nathan Kelly worked to re-record and prepare the final cut of the hymns for the Live Nativity. We are very appreciative to them for the time spent on this and for Amy and all of the congregation and choir members who stayed after the late service for the recording.
- We hired a police officer to light flares, direct traffic, and provide road caution.
- Luminaries were placed around the church driveway and walkway to add light and safety.
- Performance times were moved earlier and were held at 5:30, 6:15, and 7:00 p.m.
- Approximately 110 congregation members and community members came out as we shared the story of Christ's birth. (Event took place during rain and a Steelers/Patriots game.)
- Thanks to many volunteers, choir members and helpers (too many to list by name), we were able to continue this Trinity tradition of witness to our community.
- The following dedicated congregation members volunteered their time and energy to lead the various committees that make the Live Nativity a reality: Scenery—Stephanie & Colin Gundling and Anne Vondracek / Costumes—Mary Schmitz / Animals—Linda and Larry Voll / Music—Amy Kapp / Publicity—Tim Abbott / Hospitality—Cheryl Henderson / Set Up—Scott Kelly / Sound --Kevin Garben / Music & Light Operation--Scott Kelly / Production—Melissa Kelly. Special thanks to Beth Gavaghan for designing our publicity and advertising the event in the Trinity bulletins and emails, and to Pastor Jennifer for supporting this ministry.
- Planning begins in early fall.
 - At the start of Advent, advertisement for the event and recruitment of help begins.
 - The main manger scene is set up the Saturday after Thanksgiving, and the other scenes are set up the morning of the first production. The manger is left up until the Epiphany.
 - Emails are sent to those who volunteer for roles prior to the Live Nativity weekend that includes specific times to arrive, directions for where to go, and an attachment of both the script and scene directions for review.

Future Recommendations/Projects wrapping to 2018:

- Continue the increase in advertisement of the event that we implemented in 2017.
- Add an additional light near the shepherds that can be used to shine on the angels when they appear to tell the shepherds about Jesus's birth.
- Meet to discuss what worked, what to keep, what to change, and when to hold next year's event.

MUTUAL MINISTRY COMMITTEE

Chair: Open

Council Liaison: Jim Woods

2017 Areas of Focus:

- Term limits were determined so that we have a rotating committee. Terms are as follows for the current committee:
 - Term ended 6/17, agreed and approved for 2nd term (ending 6/19): Scott Dunlop, Ed Ek and Wendy Mensch
 - Term ending 6/18, eligible for 2nd term: Jane Hein, Melissa Kelly and Scott Peterson.
- Discussed Trinity's vision, mission and ministry with Pastor and Council President.
- Deliberated congregational reactivity to different ministry conditions and staff changes.
- Evaluation of Pastor via Mutual Expectations document.

We thank Jim Woods, Council President, for his partnership in the work of this particular ministry in 2017. We look forward to working with the next Council President.

Future Recommendations/Projects wrapping to 2018:

- We will continue to listen, discern and process the work of God at Trinity as new ministries are developed through TELC's intentional strategic planning process.

NOMINATING COMMITTEE

Chair: Rick Hurt

Council Liaison: Jim Woods

2017 Areas of Focus:

- Our committee met 6 times over the course of the year in addition to email communication.
- We updated the announcement and a brief description of the positions to be filled on Council, Personnel, Endowment and Nominating and communicated them to the congregation via the weekly printed bulletin and emailed newsletter.
- The following 4 nominations were submitted to council in June 2017 for **4** two-year positions on **Personnel:**
 - Phyllis Jenny - 2nd term
 - Terry Mertz - 2nd term (1 year)
 - Dick Schinagl, Kathy Dunlop – 1st term
- The following 2 nominations are up for election in January 2018 for **2** two-year positions on **Endowment:**
 - Mir Peterson - 2nd term
 - Pete Leudke - 1st term
- The following 7 nominations are up for election in January 2018 for **6** two-year positions on **Council:**
 - Joanne Scherer, Anne Vondracek, Diana Wagner - 2nd term
 - Shannon Corcoran, Ron Montelaro, Mary Schmitz, Mimi Stanton - 1st term
- The following 6 nominations are up for election in January 2018 for **6** one-year positions on **Nominating:**
 - Cindy Bakow, Betty Frohnert, Scott Kelly, Lou McKibben and Clara Pearl Soergel.
 - The 6th nomination for this committee was not finalized at the printing of this report.*
- As chair of the committee, I would like to thank the other members of Nominating (Ed Ek, Cheryl Henderson, Brian Mensch, Janet Montelaro and Karen Ojerholm) for your continued support throughout the year. We have been blessed with your wisdom and dedication to Trinity and your faithful service to the Kingdom of God.

Future Recommendations/Projects wrapping to 2018:

- Fill the open committee positions for next year.

PERSONNEL COMMITTEE

Chair: Tim Abbott

Council Liaison: Scott Wolf

2017 Areas of Focus:

- Recruited, interviewed and hired Joe Morgan-Smith for newly created Director of Discipleship position.
- Recruited, interviewed and hired Beth Gavaghan for newly created Communications Administrator position.
- Created new Nursery and Childcare Coordinator position, approved by Council, to be filled in 2018.
- Updates made to job descriptions, evaluation forms and employee handbook.
- Established central Personnel document storage site on Google Drive so all committee members can have access to latest Personnel document versions.

Future Recommendations/Projects wrapping to 2018:

- Recruit and hire Childcare Coordinator in first quarter.
- Complete evaluations for all staff positions.
- Completion of the employee handbook updates

PROPERTY COMMITTEE

Chair: William Kirk

Council Liaison: Clara Pearle Soergel

2017 Areas of Focus:

- In order to keep spending to a minimum we focused on maintenance and repairs.
- Below is a list of completed improvement projects:
- Parish Hall – Repaired HVAC, replaced stair treads and painted staircase, repainted library and Joe’s office, various plumbing repairs, cleaned carpets in the main hall and library, replaced steel door at south end of the building, repaired lighting fixtures and replaced all light bulbs in the main hall. Repaired old church wooden cross for parish hall use. Purchased new steel kitchen cart.
- Church – Repaired HVAC, childproofed the nursery, cleaned all carpets, totally renovated the basement to better suit little church. This renovation included paint and light repair. Replaced steel door at the back of building. Constructed new wooden cross and Baptism stand for worship.
- Outdoors – Repaired various lights including patio lighting at the church building, repaired wrought iron rail at walkway to church. Installed and removed billboard sign along Brandt School Road. Repaved both entrance and exit driveways. This was done by the gas company for use of our property during Brandt School Road project. Wes Soyster was a great help in this negotiation. Repainted frames on all campus signs. Purchased and planted perennials for courtyard. Repainted lines in the parking lot.
- Improvements – Replaced floor on the stage in Parish Hall. Renovated Sacristy area, removed old bathroom fixtures to create a dressing area for pastor, converted closet for altar guild and added a new elevated mini refrigerator, repaired outdoor wooden crosses.

Future Recommendations/Projects wrapping to 2018:

- Get accurate cost estimates for the following:
 - Repair and repaint church pews
 - Replacement of entire church floor
 - Renovate Chancel area
 - Window replacement in Parish Hall
 - Repave roadway behind Parish Hall
 - Make spot repairs throughout the parking lot
 - Replacement of benches and picnic tables around campus
 - Larger repairs needed in Friendship House
 - Minor maintenance and repairs around campus as required

STEWARDSHIP COMMITTEE

Chair: Karen Rasmussen

Council Liaison: Justin Bakow

2017 Areas of Focus:

- Included thank-you letters in end-of-year financial statements
- Sermon series in Epiphany with Stewardship emphasis and asking congregation to make a personal plan
- Distributed/collected Time and Talent sheets in January and again in October; updated lists of individuals committing to participate in various ministries distributed to ministry coordinators
- Slide show of Trinity ministries compiled by Susan White and sent out in an email
- Completed and presented a Narrative Budget to the congregation, supplementing the line-item budget through pictures and member stories of the ministries of Trinity, organized in the 4 categories of our mission statement: Worship, Learn, Serve, and Tell
- Used materials from “First We Give of Ourselves” which were presented at the Synod Stewardship Workshop in a Fall Stewardship campaign. Materials highlight our giving as a response to God’s grace. Dave Harlan and Scott Wolf delivered moving temple talks during the campaign. 53 financial commitments were received totaling \$173,840. Personalized thank-you notes were sent from the Financial Secretary to all who submitted commitment cards.
- Along with the Finance Ministry, graphs showing budget information were posted in the narthex. This information will be updated monthly and will also be sent in an email quarterly.
- Periodic Stewardship articles sent in email and printed in the bulletin

Future Recommendations/Projects wrapping to 2018:

- Additional components of the “First We Give of Ourselves” materials will be used throughout the year, beginning with a “Growth in Giving Gathering” meal during Lent for Church Council members and spouses
- Pew cards will be made available so that individuals who contribute electronically or on a less than weekly basis can put something into the offering plate

TECHNOLOGY COMMITTEE

Chair: Open

Council Liaison: Tom Crane

2017 Areas of Focus:

- Brand new website launched in the fall. Thank you to entire team for the hard work to get this up and running.
 - Work continues to finish incomplete pages and optimizing photos so they load faster
- Moving all emails and files to the cloud so we no longer rely on in-house backups and the office PC as a “server”
- Ongoing IT support & maintenance
 - Replacing the front office computer with a spare desktop (or laptop – member donation)

Future Recommendations/Projects wrapping to 2018:

- Completing the PA system installation in the Parish Hall
 - Hanging the new speakers and removing the old ones from above the stage
- Recording (audio) sermons and posting them on the new website
- Reach out to Council & Congregation for ideas and begin working on the next two-year plan

WOMEN'S EVENT (AD HOC)

Chair: Melissa Kelly

Council Liaison: Linda Baur

2017 Areas of Focus:

- Held Sunday, June 4, 2017
- 103 women and 18 children attended
- Cost \$15 per adult, \$5 per child, children under two free
- Adult menu—macaroni and cheese, chicken salad on a hard roll, and salad.
Children's lunch—chicken fingers and macaroni and cheese.
Coffee, tea, water, and lemonade—available in the overflow room.
Ladies of the congregation volunteered to provide cookies along with two cakes purchased from Costco for dessert.
Favors—chocolate-covered Sarris pretzel
- Day's events included the following: raffle baskets, a silent auction, a catered luncheon by Zuppa's, and a fashion show by I Do Designs by Eva Dixon
- The total money from ticket sales and donations was \$1890.
- Total expenses were \$1440.10, making the net, remaining money \$349.90.
- Expenses this year included the following: Zuppa's caterer, \$900; favors, \$195; paper products, \$24.67; donation to Eva's scholarship dress fund, \$200; sandwich tray, \$47.28.
- **The money raised from the raffle, \$2,386.00, and silent auction, \$1,150.00, added to the net remaining totaled \$3,985.90 to be put toward the restoration of the floors in the sanctuary.**
- Planning Committee—Linda Baur, Elaine Ek, Diane Eshenbaugh, Pastor Jennifer Fuhr, Phyllis Jenny, and Melissa Kelly.
- Raffle basket donation gatherers—Elaine Ek, Diane Eshenbaugh, and Susan White.
- Set-up helpers the Friday before—Linda Baur, Elaine Ek, Diane Eshenbaugh, Pastor Jennifer Fuhr, Phyllis Jenny, Shirley Kantz, Bonnie Kriberney, Melissa Kelly, Karen Rasmussen, and Susan White.
- Business and individual donors—included on the attached program
- Floral centerpieces—donated by Ellen Kaelin.
- Male servers and helpers—Rich Baur, Ed Ek, Ryan Ek, Rick Hurt, Nathan Kelly, Scott Kelly, Bob Kriberney, Terry Mertz, Jeff Rasmussen, Ethan Voll, Larry Voll, and Garen White.
- Bridal show models—Lizzie Beatty, Mindy Beatty, Ashley Gorman, Emma Hudnall, Bonnie Kriberney, Liz Ludolff, Janet McKibben, Jessica Neuhart, Emily Ojerholm, Meredith Semon-Pomposelli, and Skylar Warren.

Future Recommendations/Projects wrapping to 2018:

- Planning for the Women's Event should begin in February.

WORSHIP AND MUSIC MINISTRY COMMITTEE

Chair: Mir Buresh

Council Liaison: Michael Nedzel

2017 Areas of Focus:

Congregational volunteers continued to be responsible for organizing the volunteers for each Sunday as well as communicating the role each volunteer should play. The Worship and Music Ministry is there to provide support and guidance if help is needed by a coordinator. We are all deeply appreciative of the work done by the 2017 worship team coordinators, which we recognize is often a very challenging task. We hope to encourage everyone to volunteer in some capacity for our worship service to enrich this experience for all of us at Trinity.

- Several individuals prepared communion bread for the 8:30 AM and 11:00 AM services on the first Sunday of every month. We thank them for their faithful service.
- We also thank members who have volunteered to serve as Assisting Ministers in worship.
- Trinity hosted the Community Thanksgiving service this year.
- The altar guild continues to prepare our sanctuary for worship each and every week and we appreciated this very quiet, but necessary service for all of us.
- Planned the God's Work Our Hands Service with Pastor.
- The Adult choir has been leading our service weekly and also singing an anthem several times a month. Of course, the highlight of the fall of 2017 was the Christmas Cantata, where the Festival choir was accompanied by 5 instrumentalists and a youth choir.
- Pastor Jennifer developed the worship boxes for the youth to use during the service.

Future Recommendations/Projects wrapping to 2018:

- Support Pastor Jennifer's plan for our Lenten 2018 services.
- Increase membership on the W&M ministry team.
- Plan for one service during the summer – actual service time yet to be finalized.

BUILDING AN INCLUSIVE CHURCH (AD HOC)

Task Force members: Jane Hein, Monica Hurt, Jan Irlbacher, Ray Ojerholm, Karen Rasmussen

Introduction

In 2017 the “Building an Inclusive Church” Task Force focused on completing our interviews of Trinity members to gather data about our congregation’s current attitudes towards LGBT persons and the church. Interviews were conducted in person when possible, and by phone or email when necessary.

We invited a cross section of active Trinity members over age 30 to participate in the survey. In addition, in last year’s annual report, we invited anyone who wanted to be surveyed to contact us. Below are our findings.

Members Surveyed

- 97 members approached – 71% of 2017 average weekly attendance
- 86 agreed to participate – including 16 out of 17 who were members of Council in 2016 or 2017
- 11 declined to participate– 4 of whom nevertheless indicated support for welcoming LGBT people to attend and join Trinity; 7 did not express any viewpoint

Responses to Questions

1) What interactions have you had with LGBT people?

88% of respondents reported having had moderate to extensive interaction with LGBT people as friends, family members, co-workers, neighbors, students, etc.

- Extensive interaction – 61% (includes 9% who reported having a gay child);
- Moderate interaction – 27%
- Minimal interaction / unsure – 12%

Some people in the “extensive” group reported positive experiences they have had with gay people in previous congregations, such as being married by a gay pastor, having a well-respected church leader who was gay, and having a lesbian couple help them with youth group.

2) How would you feel about openly LGBT people worshipping at Trinity?

96% of respondents felt that Trinity should be open and welcoming to LGBT worshippers. About a fifth of these expressed reservations about public displays of affection or other behaviors that would make them uncomfortable and which they wouldn’t want in any member, regardless of sexual orientation or gender identity.

- Favorable – 77%
- OK, but with reservations about PDAs or other “uncomfortable” behaviors – 19%
- Unsure – 2%
- Unfavorable – 2%

3) How would you feel about openly gay people helping lead worship, such as by being in the choir, a communion assistant or lector?

95% were fine with openly gay people helping to lead worship, although 2 of these respondents wanted certain restrictions to be applied (e.g., not as a communion assistant or serving as a couple – such as greeters).

- Favorable – 93%
- Favorable, but with restrictions – 2%
- Unsure – 1%
- Unfavorable – 4%

The survey was not intended to gauge the congregation’s feelings about the acceptability of having a gay pastor, nor did we ask that question. Nevertheless, a handful of participants made unsolicited comments both in favor and in opposition to that concept.

4) How would you feel about openly gay people teaching Sunday School?

89% expressed favorable views about having gay people teach Sunday School, although a portion of this group had certain reservations, such as avoiding politicizing or advocacy in the classroom. The first column below is for all respondents. The second column * is just the 27 participants who have children or grandchildren on Trinity’s Sunday School rolls.

- | | |
|----------------------|-----------------------------------|
| • Favorable – 77% | * Favorable – 85% |
| • Reservations – 12% | * Reservations – 4% |
| • Unsure – 3% | * Unsure – 7% |
| • Unfavorable – 8% | * As a helper, not a teacher – 4% |
| | * Unfavorable – none |

Several members who were in favor also stated that Trinity should be sure all Sunday School teachers have appropriate background checks and follow the approved curriculum.

5) How would you feel about a same-gender couple being married at Trinity?

Perhaps more than any other question we asked, the matter of same-gender marriage evoked strong sentiments both for and against. On this question, 70% were in favor, 15% against and 15% had reservations or were unsure.

- Favorable – 70%
- Reservations about marriage, but civil union would be OK – 8%
- Reservations / unsure – 7%
- Unfavorable – 15%

At least 4 respondents have a gay child who is married to a same-gender spouse. One of these weddings was performed last year by Pastor Schenker.

ELCA guidelines on same-gender marriage have evolved in recent years. The ELCA allows same-gender people in a committed relationship (including pastors) to be married in the church. However, this must be approved by the pastor (who may, but cannot be forced to, perform the service). And although Council has oversight of facilities use, Bishop Eaton has encouraged pastors to go one step further by ensuring congregational support before performing same-gender weddings on church property.

6) Do you think Trinity should actively seek to invite LGBT people to attend or join our church?

This question had the broadest variety of responses, with a slim majority in favor and a significant number who said only as part of an overall evangelism effort welcoming everyone.

- Yes – 51%
- Only as part of an overall evangelism effort welcoming everyone – 29%
- No – 19%
- Didn't ask / no response -1%

Some of those opposed expressed concerns that this might change the traditional, comfortable Trinity that many members have come to cherish.

Next Steps

The task force plans to use the data it collected to compile a more detailed report, which will be submitted to Council in the first quarter of 2018. We hope Council will consider the detailed findings as it works on Trinity's overall strategic planning process. Ultimately, however, it is up to the congregation to determine whether, and to what extent, it wants to include outreach to LGBT people as part of its evangelism efforts.

We appreciate the time and views of all who participated in this survey.

Respectfully submitted,

Ray Ojerholm

MINUTES OF THE ANNUAL CONGREGATIONAL MEETING

January 29, 2017

Call to Order: The annual congregational meeting of Trinity Evangelical Lutheran Church was called to order by President Rick Hurt in the parish hall at 11:30 a.m. on Sunday, January 29, 2017.

Quorum Call: Secretary Janet Emery confirmed quorum (37 active members) was met with 88 active members making a show of hands.

Opening Prayer: Pastor Jennifer Fuhr offered an opening prayer.

Review of Agenda: Mr. Hurt reviewed the agenda and asked if there were any proposed modifications to the agenda. Bill Kirk moved that the agenda be adopted as presented. The motion was seconded and approved by voice vote with no dissenting votes.

Approval of Minutes of Prior Meetings: Mr. Hurt referred the assembly to the minutes of the 1/24/16 annual congregational meeting shown in the Annual Report that has been available to the congregation since 1/15/17. He asked if there were any proposed modifications and none were offered. Jane Hein moved that the minutes be approved as presented. The motion was seconded and approved by voice vote with no dissenting votes.

Mr. Hurt referred the assembly to the minutes of the special meeting held January 31, 2016 to call Pastor Jenifer Fuhr. He asked if there were any proposed modifications and none were offered. Ray Ojerholm moved that the minutes be approved as presented. The motion was seconded and approved by voice vote with no dissenting votes.

Approval of Annual Report: Mr. Hurt thanked the committees, staff and Council for all the work done in the past year as reflected in the Annual Report, and asked if the assembly was ready to vote on approving the Annual Report. Jane Hein moved to approve the 2016 Annual Report. The motion was seconded and approved by voice vote with no dissenting votes.

Elections: Mr. Hurt expressed appreciation to the Nominating Committee (Linda Baur, chair) for their efforts in securing nominations for Council, Nominating Committee and Endowment Committee and called attention to the names and photos of nominees on the overhead.

He then presented the slate of 8 candidates for Council: Justin Bakow, Tom Crane, Diane Meyers, Mike Nedzel, Diane Setzenfand Jim Woods (all 2 year terms) and Linda Baur and Joanne Scherer (both one year terms filling vacant seats) and asked if the assembly was ready to vote on this slate. Kitty Berkstresser moved

that the slate of 8 candidates be elected to Council. The motion was seconded and approved by voice vote with no dissenting votes.

Mr. Hurt presented 6 candidates for one-year term election to the Nominating Committee: Ed Ek, Rick Hurt (outgoing members of Council), Cheryl Henderson, Brian Mensch, Janet Montelaro and Karen Ojerholm, asking if the assembly was ready to vote on this slate. Bill Kirk moved these 6 candidates be elected to the Nominating Committee. The motion was seconded and approved by voice vote with no dissenting votes.

Mr. Hurt presented 3 candidates for election to the Endowment Fund Committee: Jim Adelman, Janet Emery (both two-year terms and Mir Buresh (one-year term filling a vacated seat.) and asked if the assembly was ready to vote on this slate. Jane Hein moved these 3 candidates be elected to the Endowment Fund Committee. The motion was seconded and approved by voice vote with no dissenting votes.

Budget: Bonnie Kriberney referred the assembly to the Financial Secretary's Treasurer's and Budget reports at the end of the Annual Report. Bonnie expressed appreciation to Debbie Evans (Financial Secretary) for her efforts. She then briefly reviewed budgeted vs. actual income and receipts for 2016 and the proposed budget for 2017. There being no questions, Tim Abbott moved to adopt an operating budget as detailed in the Annual Report. The motion was seconded and approved by voice vote with no dissenting votes.

Future Efforts: Mr. Hurt announced that a variety of Constitution and Bylaws changes will need to be presented in the coming year. These will be addressed via a special meeting in mid-2017.

Ray Ojerholm provided details on a request from Verizon to erect a cell tower at the back of church grounds, calling attention to available sketches. Research, fact finding and negotiations continue. Mr. Ojerholm stressed that if a satisfactory offer can be reached, the issue will be brought to the Congregation for discussion and full vote before any contract might be signed.

Mr. Hurt briefly presented a request from Columbia Gas for an easement to run a short gas line on the lower edge of Trinity property. He noted that fact finding is still underway and there is no urgency to the decision making.

Jane Hein presented three phases of renovation being researched by the Property Committee, at least part of which would require a capital campaign. She urged everyone to attend soon to be scheduled meetings that will provide more information on the specific renovations proposed.

Scott Wolf presented an update on the status of the Director of Discipleship position search and indicated panel interviews are about to begin. A suggestion from the floor asked that consideration be given to adding an interview volunteer who represents senior adults in the congregation.

Pastor Jennifer provided initial details on the strategic planning process to be undertaken in 2017.

President's Closing Comments: Mr. Hurt presented closing comments on the joy that comes from serving Trinity and expressed his appreciation to the many members who make Trinity's ministries thrive.

Closing Prayer and Adjournment: At 12:50 pm, Pastor Jennifer led the assembly in a closing prayer. Ray Ojerholm then moved to adjourn the Annual Congregational Meeting. The motion was seconded and approved by voice vote with no dissenting votes.

Respectfully submitted,

Janet C. Emery

Congregational Secretary

MINUTES OF SPECIAL CONGREGATIONAL MEETING

October 29, 2017

A special meeting of the congregation of Trinity Evangelical Lutheran Church was held for the purpose of voting on motions to update the TELC Constitution and Bylaws and an easement proposal from Columbia Gas Company. The meeting was properly advertised in advance to the Congregation in conforming to the requirements of the Constitution and Bylaws including notice to the Congregation of motions to be voted upon.

Call to Order: The meeting was called to order by President James Woods in the church sanctuary at 12:10pm on Sunday, October 29, 2017.

Quorum Call: Secretary Diane Setzenfand confirmed quorum (31 active members) was met with 41 active members making a show of hands.

Opening Prayer: Pastor Jennifer Fuhr offered an opening prayer.

Review of Agenda: Mr. Woods reviewed the agenda and asked if there were any proposed modifications to the agenda. Wendy Hall moved that the agenda be adopted as presented. The motion was seconded and approved by voice vote with no dissenting votes.

Constitution and Bylaws Changes: Vice President, Diane Meyers addressed the assembly regarding proposed changes to the Trinity Evangelical Lutheran Church Constitution and Bylaws. The document had been distributed with the meeting notice.

Changes to conform Trinity's Constitution to the ELCA model were presented. Pete Luedke moved to approve the changes to the Constitution that would update TELC's Constitution to conform to the ELCA model. The motion was seconded and approved by voice vote with no dissenting votes.

Proposed discretionary changes to the Constitution were presented. Mike Nedzel moved to approve the discretionary changes to the Constitution. The motion was seconded and approved by voice vote with no dissenting votes.

Proposed changes to the Bylaws were presented. Joanne Scherer moved to approve the changes to the Bylaws. The motion was seconded and approved by voice vote with no dissenting votes.

Columbia Gas Company Easement: Jim Woods presented a proposal from Columbia Gas for an easement along the property line in the area of the Friendship House. The document had been distributed with the meeting notice.

Susan White moved to accept the proposal made by the Columbia Gas Company to obtain a 20' easement to be located along the driveway leading to the Friendship House contingent upon the Columbia Gas Company agreeing to provide a blanket indemnification for Trinity Lutheran Church for any costs incurred or created by their establishment and use of the easement and, that TELC will not represent or warranty the current environmental condition of the land. The motion was seconded and approved by voice vote with no dissenting votes.

Strategic Planning Update: Jim Woods presented the goals and assignments for the strategic planning process. He indicated the goals identified are (1) Conduct congregational research to identify gaps with current educational programming and to assess potential areas of interest for future programming, (2) Identify, evaluate and implement alternative education and formation experiences, (3) Determine what resources are needed and implement those changes so that all members have access to educational and formation opportunities.

Financial Update: Jim Woods provided the assembly with a financial update and noted that financial information will be posted in the narthex of the church.

Closing Prayer and Adjournment: At 1:15 pm, Pastor Jennifer led the assembly in a closing prayer. Ray Ojerholm then moved to adjourn the Special Congregational Meeting. The motion was seconded and approved by voice vote with no dissenting votes.

Respectfully submitted,

Diane L. Setzenfand

Congregational Secretary