

Holy Trinity Lutheran Church Council
Council Meeting Minutes
January 19, 2021

Attendance: Via Zoom, Council: Jonathan Brown, Jason Duba, Michele Faubel, Pastor Josh Martyn, Darrell Kalms, Sue Tigges, Pastor Derek Rosenstiel, Marlee Tart, Adam Eikamp, Lilly Hoefflin, Terry Hoefflin, Tami Ernster, Wendy Einsweiler, and Gretchen Kueter

President Sue Tigges called the meeting to order at 6:32 PM. Pastor Derek gave the devotions from a book called "Strayed from Love" including Romans 15:24.

President Sue reviewed the agenda and noted some changes. Jonathan Brown moved to approve the agenda with the changes presented. Gretchen Kueter seconded the motion. The motion carried.

Gretchen Kueter moved to approve the minutes that were presented from the December 15th Council Meeting, the January 5th Executive Council Meeting, and January 8th Special Council Meeting. Adam Eikamp seconded the motion. The motion carried.

Pastor's Report: Pastor Josh referenced his report, and wanted to say thank you to the council and staff for the faith filled conversations throughout the year. A huge thank you to Sue Tigges, Wendy Einsweiler and Darrell Kalms for your time and dedication being on council.

Associate Pastor's Report: Pastor Derek referenced his report.

Treasurer Report: YTD numbers going into 2021 is \$22,000 which is up compared to January 2020 numbers. The PPP loan did keep us solvent. The LOC was paid off in 2020 which was \$15,000.00

Financial Secretary: Sue Tigges discussed the budgeted numbers.

Old Business:

Review of COVID data along with church reopening discussion.

The church is set to open on Feb 7, 2021. There will be no singing, and no communion at this time. Some thoughts of this were the cost of the individualized communion cups, and supplying them to people online as well.

Finance Committee: Approved the budget to be sent to council. The church did not qualify for the 2nd PPP round.

Action Item: Darrell Kalms moved for the Council to enter into a Closed Session at 7:05pm for the purpose to discuss budget and personnel issues. Gretchen Kueter seconded that motion. Motion Carried.

Gretchen Kueter moved to reconvene into action session at 7:59pm. Darrell Kalms seconded the motion. Motion Carried

New Business:

Personnel Committee Recommendations

Action Item:

Darrell Kalms moved to accept the Personnel Committee Recommendations to suspend the hand bell choir director for the 2021 Calendar year, to reduce the Office Staff AP and AR positions to 10 hours a week from 20 effective April 1, 2021, to freeze the Pastor and Associate Pastor's salaries for the 2021 Year, to eliminate the Youth and Family Minister position effective April 1, 2021 and create a new position of a PT Youth Minister. Gretchen Kueter seconded the motion. Ayes: 9, Nays: 2, Abstain: 2. Motion Carried.

Proposed Budget 2021 Approval:

Action Item: Darrell Kalmes moved to approve the proposed budget as amended. Adam Eikamp seconded. Motion carried.

Nominating Committee Report:

Adam Eikamp reported that the following committees still need to be filled: Stewardship, Vice President, and Fellowship.

Action Item: Darrell Kalmes moved to approve the candidates as presented. Terry Hoefflin seconded the motion. The motion carried.

Worship Committee:

Action Item: Terry moved we purchase the Casio CDPS150 as recommended for \$515, to immediately make possible the continuation of the music for the contemporary worship service. To preserve the look of the sanctuary, the Casio will have a case made from the old Clavinova or a new case made in matching current sanctuary materials. Case will still provide portable capabilities.

Also he moved to recommend that an Ash Wednesday and midweek Lenten services be held.

Ash Wednesday is 17 February. Midweek services would be 24 February through 24 March.

1. At least, initially, we recommend no in-person attendance only live streaming.
2. If Covid numbers stay down and Sunday service procedures go smoothly, eventually open midweek services to in-person.
3. Suggest 7:00 p.m. time (same as Advent midweek schedule).
4. Pastors to decide format and length.

Darrell Kalmes seconded the motion. The Motion carried.

The Lord's Prayer was said by all members via Zoom. Meeting was adjourned at 8:25 pm

Submitted by

Michele Faubel
Holy Trinity Lutheran Church Council Secretary

HOLY TRINITY LUTHERAN CHURCH
COUNCIL PACKET
January 19, 2021

Zoom Link
<https://zoom.us/j/696504258>
Meeting ID: 696 504 258

1755 Delhi Street, Dubuque, IA 52001
563-582-3228
www.htlcdbq.com

2020 HTLC COUNCIL

	NAME	PREFERRED E-MAIL	PREFERRED PHONE #
President	Sue Tigges	stigges@rothlawdbq.com	563-543-8501
Vice-President	Adam Eikamp	adameikamp@gmail.com	563-564-2819
Secretary	Michele Faubel	mfaubel@wpcadets.net	563-564-6456
Treasurer	Jonathan Brown	jobrown1950@gmail.com	563-580-1954
Financial Secretary	Marlee Tart	marleetart@gmail.com	563-581-4486
Building & Grounds	Darrell Kalmes	dmkdlk72@outlook.com	920-344-6146
Outreach	Gretchen Kueter	kueterchris@msn.com	563-590-0174
Worship	Terry Hoefflin	thoefflin@earthlink.net	
Stewardship	Wendy Einsweiler	wendyeins@yahoo.com	815-541-9170
Family Ministry	Tami Ernster	djernster@mchsi.com	563-581-3448
Youth	Lily Hoefflin	lhoefflin@earthlink.net	
Fellowship			
Noah's Ark	Jason Duba	jasonduba@gmail.com	509-385-2736
Pastor	Josh Martyn	htlcdbqpastor@gmail.com	563-613-4337
Associate Pastor	Derek Rosenstiel	associatepastorderek@gmail.com	608-556-0206

Quorum: 7 (until the two open spots are filled)

Devotion/Food Enrichment sign-up:

July – Terry/Lily

August – Wendy

September – Sue

October – Jonathan

December – Darrell

January – Pastor Josh/Pastor Derek

Other Information:

Sara McCaw, Youth & Family Minister

sara.mccaw@gmail.com

Phone: 563-451-6874

Lorice Amlin, Office Manager

holytrinluth@gmail.com

Phone: 563-582-3228

Holy Trinity Lutheran Church Council
Meeting Agenda via Zoom
January 19, 2021

- | | | |
|------|---|-----------------------------|
| 6:30 | Opening Devotions | Pastor Derek or Pastor Josh |
| 6:35 | Review and approve the meeting's agenda | Sue Tigges |
| 6:38 | December 15 Council Meeting Minutes, January 5 th Executive Council Minutes, Jan 8 th Special Council Meeting Minutes | |
| 6:40 | Pastor's Report | Pastor Josh |
| 6:48 | Associate Pastor's Report | Pastor Derek |
| 6:56 | Treasurer's Report | Jonathan Brown |
| 7:05 | Financial Secretary | Marlee Tart |
| 7:25 | BUSINESS: | |
| | <u>Old business:</u> | |
| | Review of COVID data along with church reopening discussion | |
| | Finance Committee Update | |
| |
<u>New Business:</u> | |
| | Proposed Budget 2021 Approval | |
| | Nominating Committee Report | |
| | Budget Forum – January 24 th at 10:30 am | |
| | Annual Meeting – January 31 st at 10:30 am | |
| 7:45 | COMMITTEE REPORTS & ACTION ITEMS | |
| | Personnel | |
| | Action Item: Cleaning Committee | Adam Eikamp |
| | Building and Grounds | Darrell Kalmes |
| | Fellowship | Vacant |
| | Stewardship | Wendy Einsweiler |
| | Outreach | Gretchen Kueter |
| | Worship | Terry Hoefflin |
| | Family Ministry / Parish Ed. | Tami Ernster |
| | Noah's Ark | Jason Duba |
| | Youth Liaison | Lilly Hoefflin |
| |
STAFF REPORTS (written) | |
| | Office Manager | Lorice Amlin |
| | Family Minister | Sara McCaw |
| |
ANNOUNCEMENTS/CORRESPONDENCE | |
| | Sue Tigges | |
| |
Communications to Committees: list four items | |
| 8:00 | ADJOURNMENT WITH THE LORD'S PRAYER | |

Holy Trinity Lutheran Church Council
Council Meeting Minutes
December 15, 2020

Attendance: Via Zoom, Council: Jonathan Brown, Jason Duba, Michele Faubel, Pastor Josh Martyn, Darrell Kalmes, Sue Tigges, Pastor Derek Rosenstiel, Marlee Tart, Adam Eikamp, Lilly Hoefflin, Tami Ernster and Wendy Einsweiler. Absent: Gretchen Kueter

President Sue Tigges called the meeting to order at 6:31 PM. Darrell Kalmes gave the devotions from "Lighten Up and Live" by Ken Davis.

President Sue reviewed the agenda and made some changes. Jonathan Brown moved to approve the agenda with the changes presented. Darrell Kalmes seconded the motion. The motion carried.

Darrell Kalmes moved to approve the minutes that were presented from the November 17th Council Meeting and the December 3rd Executive Council Meeting. Jonathan Brown seconded the motion. The motion carried.

Pastor's Report: Pastor Josh referenced his report. There will be a live streaming a funeral on Saturday for Basant Persaud. This is the 4th Covid death in the church this year.

Associate Pastor's Report: Pastor Derek referenced his report. There will be a food giveaway on January 23rd. His mutual ministry team will be meeting on Thursday, Dec 17th.

Treasurer Report: We are down from the pledged and unpledged giving as of November 30th. The YTD numbers do include the PPP Money we have received.

Financial Secretary: Marlee Tart noted that we have about 30 missing pledges for 2021 compared to 2020. As of the December Council Meeting, we are at a -\$150,000 deficient for 2021 budget.

Marlee and Sue Tigges have continued to work on transitioning the church's accounts from windows to QuickBooks. As part of that process, they have examined the office staff's activities and noticed that transfers to and from Noah's Ark bank accounts to the church, and vice versa cause considerable amount of work for the office. Marlee has spoken with Jenifer Montgomery with Noah's Ark on the overall process and after going over all the processes, would like to propose the following motions:

Action Item: Marlee Tart moved to allow Noah's Ark have account access to their bank account. Jonathan Brown seconded. The motion carried.

Action Item: Marlee Tart moved to allow Noah's Ark to have its own payroll account so that payroll comes directly out of the Noah's Ark account instead of HTLC's account. Darrell Kalmes seconded. The motion carried.

Action Item: Marlee Tart moved to allow Noah's Ark to be allowed to use the Bright Wheel app to track hourly employee's timesheets. Darrell Kalmes seconded. The motion carried.

Action Item: Marlee Tart moved to allow Noah's Ark access to its credit card statements and to pay bills directly out of its checking account. Terry Hoefflin seconded. The motion carried.

Action Item: Darrell Kalmes moved to clean up, as discussed, the designated accounts. Marlee Tart seconded. The motion carried.

Action Item: Jonathan Brown moved to bypass an audit committee for the 2020 church books as Marlee Tart and Sue Tigges have been going through all the accounts in the process of moving over to Quickbooks. Darrell Kalmes seconded. The motion carried.

Action Item: At 8pm Jonathan Brown moved to extend the meeting for ½ hour. Darrell Kalmes seconded. The motion carried.

Old Business:

Review of COVID data along with church reopening discussion.

After much discussion, it was decided that the church be reopened for in person worship on 02/07/2021. Live Streaming will continue for those that are not comfortable having in-person church services.

Action Item: Darrell Kalmes moved to re-open the church and follow the protocol of the opening of the church. The opening date will be February 7, 2021. Jonathan Brown seconded. The count was 8 ayes – 2 nays. The motion carried.

Finance Committee: Another Finance meeting will be held Thursday, December 17th. They will continue discussion on the 2020 budget, and the 2021 planning.

New Business:

Dates for Future Meetings. The January 31st congregational meeting was discussed.

Action Item: During this time of COVID-19 pandemic, the council recommended that this required meeting be conducted virtually. Since our constitution does not explicitly forbid a remote meeting, Iowa law allows for remote voting for non-profit corporations. The Iowa Nonprofit Act provides various means by which members are able to take actions without holding an in-person meeting, including written ballots, proxies, telephone email or virtual (such as zoom). Darrell Kalmes moved that the Annual Meeting for Holy Trinity Lutheran Church be held virtually via zoom.

Jonathan Brown seconded. The motion carried.

Committee Reports:

Personnel:

Action Item: Adam Eikamp moved to hire Hillary Cleaning Company to clean the church twice a week. Marlee Tart seconded the motion. The motion carried.

Communications to Committees were:

1. February 7, 2021 Opening Date
2. Encourage members to attend the virtual annual meeting on January 31st.
3. Encourage members to get their pledges in.
4. The hiring of Hillary Cleaning Company.

The Lord's Prayer was said by all members via Zoom. Meeting was adjourned at 8:32 pm

Submitted by

Michele Faubel
Holy Trinity Lutheran Church Council Secretary

Holy Trinity Lutheran Church Council
Executive Committee Meeting Minutes via Zoom
January 5, 2021 6:30 PM

Attendance: Sue Tigges, Michele Faubel, Adam Eikamp, Pastor Derek Rosenstiel, Jonathan Brown, Pastor Josh Martyn.

The meeting started at 6:30pm.

The Agenda for the Council meeting was discussed.

The Agenda for the Annual Meeting was discussed. Bill O'Dell will be the parliamentarian for the annual meeting. The Quorum percentage is 5%. Procedures on how to conduct the meeting via zoom for both of the meetings were discussed.

On the 24th of January will be the Budget Forum meeting at 10:30am via zoom

One the 31st of January will be the Annual Meeting at 10:30 am via zoom.

Meeting ended at 7pm.

Submitted by:

Michele Faubel
Holy Trinity Lutheran Church Council Secretary

Holy Trinity Special Meeting

Friday, January 8, 2021

On Friday, January 8, 2021, President Sue Tigges emailed the Council Members the Annual Meeting Agenda. She requested a vote to approve the annual meeting agenda due to voting at the regular council meeting will be too late, as the annual meeting packets need to be out by then.

Council members voted via email.

Darrel Kalmes - Yes

Tami Ernster – Yes

Terry Hoefflin –

Jonathan Brown –

Sue Tigges – Yes

Michele Faubel – Yes

Gretchen Kueter – Yes

Adam Eikamp – Yes

Wendy Einsweiler – Yes

Jason Duba - Yes

Marlee Tart – Yes

Lilly Hoefflin –

Pastor Josh Martyn – Yes

Pastor Derek Rosentiel – Abstain

Submitted by

Michele Faubel

Holy Trinity Lutheran Church Council Secretary

Pastor's 2020 Annual Report

"⁹In those days Jesus came from Nazareth of Galilee and was baptized by John in the Jordan. ¹⁰And just as he was coming up out of the water, he saw the heavens torn apart and the Spirit descending like a dove on him. ¹¹And a voice came from heaven, "You are my Son, the Beloved; with you I am well pleased." (Mark 1: 9-11, NRSV)

What a year we all just had. To be honest, I am so glad 2020 is over and a new year has begun. A year that will hopefully return to some form of normality and give us a clean slate to begin anew. For many of us, last year was filled with fear, stress, anxiety, even boredom. Our lives were ultimately turned upside down.

On top of the interruptions in our daily activities, we all experienced loss this past year. Loss of in-person activities, loss of employment, loss of time with family and friends, the death of friends, the death of family. As things hopefully begin to return back to normal over the next several months, many of us will see the holes left in our lives by this virus as some of our dinner tables, places of work, even here at the church will have empty seats. Many of us have lost someone near and dear to our hearts due to this virus and we all grieve with you.

Yet, through our faith in Jesus Christ we know that death is not the end of our journey, and that God is here with us. Just the other week, we all heard Mark's telling of Jesus' baptism, the day when Christ was lowered into the waters of the Jordan and rose breathing in the Holy Spirit and was declared God's beloved Son, with whom God is well pleased. After the year we all just had, this text spoke to me in encouraging us all to slow down, breath in the Holy Spirit through our nose and out of our mouth, and to remember who we are as a claimed beloved child of God.

The air we are breathing is the very breath of God who alone gives us life. This is the same breath of God that moved over and calmed the chaotic waters at creation and created light. This same breath was breathed into the disciples who baptized others in Jesus' name. And this is the same breath, the same spirit, that descended upon Jesus as he rose from the waters of the Jordan, and whose identity was declared as God's beloved Son, with whom God is well pleased.

And this is our identity as well. We are God's beloved children. Through Jesus' birth and baptism, we are shown that God is as close to us as the air we breathe. We are shown that God loves us more than we could ever comprehend and fills our lungs, fills our bodies with the power of the Holy Spirit through faith, and is always with us no matter the depths we may sink or heights we may climb.

Looking Back

Throughout 2020 God has been with us in mysterious ways through all the programs and ministries at HTLC. Although the building of Holy Trinity was closed most of the year, the ministries of HTLC never stopped and reached more people throughout the world than ever before. Because of Zoom, we were still able to conduct education classes, men's morning bible studies, Sunday school, family ministry activities, women's bible studies, ecumenical bible studies, committee meetings, council meetings, and most importantly our weekly worship services. Not only were we able to continue our monthly ministry opportunities, we were also able to continue to share this ministry with the community through our Thanksgiving meal, food distribution, and food pantry donations. And thanks to the generosity of the members of HTLC, we were able to raise

\$29,000 for a new Sound and Video system to allow us to live stream our services now and beyond the pandemic. Since live streaming our worship service, we have had individuals across the world join us in worship. We have had on average 270 people each week worshipping with us online. And since receiving this amazing gift, families across the world were able to sign on and participate in the funeral service of their loved ones. In spite of the pandemic, HTLC did not waver in its ministries and continued to show the community how God is with them by living out our mission; "Living Christ's Call to Love and Serve All."

I am also deeply thankful for such an amazing staff who is always there for anyone who comes to HTLC, and was so strong in their leadership to make sure the ministry of Jesus Christ continued to flow through this congregation during the pandemic. This staff provides so much pastoral care and every day I am always in awe of the gifts that God has given to them. I am deeply grateful to Pastor Derek, Lorice Amlin, Lisa Borchert, Cathy Nolan, Sara McCaw, Dr. Charles Barland, Jill Klinebriel, Al Pline, Jenifer Montgomery and the teachers of Noah's Ark. I am also grateful for Dan Wild, Kathy Lindenberg, and Magi Wehner for their leadership with the Stephen Ministry Program. Holy Trinity is very lucky to have such talented and gifted individuals who are dedicated to serving Jesus through all of our ministries.

I deeply grateful for my Mutual Ministry Team and look forward to working even closer with them this next year as we move beyond this pandemic; Lenore Howard, Dawn Eikamp, and Jason Duba. Again, the Mutual Ministry team assists me in creating yearly goals, reviews the committee's and council to make sure ministry is happening at its highest capacity, and that ministry is being conducted mutually by the pastor and congregation. If you ever have any questions, you can always reach out to one of the team members.

I am also truly grateful for the amazing leadership we have on council. Sue Tigges, Adam Eikamp, Michele Fauble, Jonathan Brown, Marlee Tart, Terry Hoefflin, Wendy Einsweiler, Darrel Kalmes, Tami Ernster, and Gretchen Kueter. As difficult of a year we just had, it was made much easier knowing HTLC has such gifted and faithful leaders to help guide the way forward. They all faced many difficult challenges and decisions, and they all leaned on the Holy Spirit to guide their decision making. I am deeply grateful for these individuals and their leadership in ensuring we are living out our mission.

As you can imagine, this was an interesting year in ministry. Many of my goals for the year were thrown out the window when the pandemic started. In March, I found myself being thrown into learning new skills in a week that would normally take several months. The first half of the year was spent on learning how HTLC can continue its ministries virtually. This meant studying the different online platforms to conduct our worship services and ministries. On top of this new education, we ran into issues surrounding our old sound system and its inability to connect with modern technology to allow live streaming. After conjuring up a digital sound board and several cameras, John Swift and I were able to piece together the equipment needed to provide us the opportunity to live stream in our sanctuary. I am deeply grateful for John and all of his guidance through this process. Of course the technology had plenty of kinks that we had to sort out, but for the position we were in and with what we had, I am grateful we were able to continue our ministries.

While getting the ministries set up digitally, our pastoral duties never stopped. Visitations were done either online or over the phone. Due to the pandemic, counseling sessions were on the rise and many visitations were done online. People in the community are hurting financially, and most of our time was assisting them with resources that we had, or finding the resources needed, to keep them moving forward with hope. And in addition to the pastoral duties, we spent lots of time prepping, recording, editing, and playing our worship service. It was an exhausting year, but I am so grateful to the staff, committee's, and council for working together in ensuring HTLC continued to remain open by living out its mission.

Looking Ahead

I truly am excited for 2021 and all the exciting ministries that are about to come. Hopefully with the continued decline in Covid numbers, and people getting vaccinated, we will slowly return to some form of normality. Of course, things will not be the same as they were before the pandemic, but we will come together as the body of Christ to live out the gospel as this community, and world, continues to heal.

As we continue into this new year, my hope and goal is to help the congregation move back into some form of a normal and new routine. Of course, we will still need to continue the many precautions in place as we move forward, but I hope to create new ministries that allows us to heal emotionally from this past year, and reconnect or form new friendships with other members in the congregation. I hope to do this by creating more small group ministries where individuals can safely gather together in small numbers.

I also plan to help our Fellowship Committee find more new and exciting ways to offer opportunities for the congregation to gather with one another. If you have a passion for this type of ministry, please let me know as we would love to have you on this team. In this community building, my hope is that we can carry out that love and energy into the greater community by showing everyone that God is with them, and is as close to them as the very air they are breathing. There is going to be a lot to do once we begin to reopen, but with the amazing help of council, committee's, and staff, I am more than confident HTLC will continue to move forward and thrive in its ministries.

I am so grateful for all of you here at Holy Trinity Lutheran Church. You all are such amazing people and I truly love and miss you all so much. Thank you for all you do here at HTLC. I look forward to what 2021 will bring for all of us. If you have any questions, or would like to speak with me, my door is always open.

Peace in the Light of Christ,
Pastor Joshua Martyn

Associate Pastor Annual Report

“Do not worry about anything, but in everything by prayer and supplication with thanksgiving let your requests be made known to God. And the peace of God, which surpasses all understanding, will guard your hearts and your minds in Christ Jesus.” (Philippians 4:6-7, NRSV)

How exactly is one to sum up a year such as this? I am finding it hard to even begin, so I open my report with one of the traditional scripture passages which is used as a benediction at the close of sermons or worship services. A benediction is most simply described as a blessing given to someone or a group of people, usually upon a time of sending or scattering. I could not think of a more appropriate way to reflect upon this past year and the state in which we exist as a community of faith in this time. With the coming of the global pandemic into our lives and world, we have indeed been scattered and desperately need daily reminders of the faith given us in Christ which unites us and upholds us always. Benedictions deliver to us assurances of God's eternal promises to us, grace upon us, presence with us, and steadfast love for us. They remind us of who God has revealed God's own self to be and who we are in light of this revelation.

None of us could possibly have foreseen what we would be going through this past year and are still going through today. No amount of planning could have prepared us for a time such as this, and yet we have been equipped to face these trials whether we perceive it or not. God in Christ by the power of the Holy Spirit has given us all we need, in and through the gift of faith, to face any storm in life. This equipping does not mean we will not experience turbulence amid the storms, but it does provide us with the assurance that God is with us and is able to overcome any force that would threaten to destroy us. Not only that, but through faith we can trust that along with God we are united with a whole company of saints as we make this arduous journey. We are together in this as a community of faith here at Holy Trinity Lutheran and with all those who profess the name of Christ as Lord around the entire world and through all the ages.

So, in this truth, I look back upon this past year and ahead to the next with heart that is abundantly grateful and filled with a hope that will never fail me. I give thanks to God for the first full year of serving alongside y'all here at Holy Trinity for the mission and vision we claim as our own in the words of “Living Christ's Call to Love and Serve All”. While the best laid plans that I had made for this past year did not go exactly as I had envisioned, I give thanks to God that despite all the trials which came our way, I witnessed beautiful and powerful ministry continue to be carried out by God's faithful servants here in our community and well beyond it. Thanks be to God for y'all and for the privilege you have given me to serve with you and experience the grace of God here in this beautiful community of faith!

I believe it was in the very first weeks of March 2020 that council made the exceedingly difficult decision to close our doors to in-person worship and other activities. Ever since that time, council and y'all in the entire community of faith have stepped up to do your part in the hard work that has carried us thus far and will continue to for all the years to come. Our community has committed itself to protecting the well-being of one another and at the same time continuing to make our ministry as a body of Christ not only continue to survive but to thrive. It has been a sacred honor and life-giving experience to walk with you all in this faithful work.

Our way of being a body of Christ in this time has be dramatically altered, and yet we as a body have found ways of still being a community of faith, love, and support to all. We have continued to center ourselves around those things that are core to who we are as a body of believers in the crucified and risen Lord, Jesus Christ. We continue to proclaim the good news of Christ in our worship, our faithful service in the wider community of Dubuque, and in the care

that we show to one another in our various joys and sorrows in life. From the very start of this upending experience, I have felt such a strong sense of support from y'all within this community and from so many others near and far. I pray this has been true for your as well.

Our practices of worship had to meet the challenges of this time, and through the nimble adaptability of our community it is utterly amazing what beautiful things God has brought about. Our worship community has not diminished because of this pandemic and the need to suspend in-person worship; but in fact, it has increased abundantly. At the beginning of worship, we were blessed with worshipping alongside our siblings in Christ from the other ELCA churches in the area and our partnership was such a gift to us all. We were able to learn how to be community in this new way together as one united ELCA worship body. Out of these first seeds of hope and new life, we were all able to branch out on our own and continue to give praise to God through this new way of "being church" together.

I am beyond proud of and grateful for the generosity of y'all and your commitment to the ministries of our community of faith. Through the funding and building of our new A/V system we can continue to worship together no matter where we are. Not only that but we are able to worship with siblings in Christ all around the globe; from Canada to Guyana & California to New Zealand, we have had the glorious privilege to praise a God who creates new life even when all we see around us is death and destruction. What we have learned and experienced in this time will continue to build up and bless the ministries of our community on into the future in more ways than we can possibly even imagine.

In our caring ministries, I had the honor of working with many loving servants to continue to reach out to one another as a reminder of Christ's eternal presence with us and how this creates a bond between us that can never be broken. I worked with many others to form a caring calls group to reach out to those who were most isolated because of the quarantining we all had to practice. This has been a blessing to those ministered to and the ones carrying out the ministry. Pastor Josh & I also consistently made pastoral calls to not only our members who were most isolated by this experience but also reached out to the entire roll of members at least once if not more between us. This gave me at least some way of building relationships in this community that I was but beginning to become a part of prior to the pandemic. I have been blessed by the conversations that came from this work and give thanks to God for the relationships formed through those conversations.

Our outreach ministries continued to have a positive impact upon the lives of many. There has been an even greater need in this time help our siblings who are hungry, or without a place to call home, or who yearn for meaningful relationships, or struggle to gain access to the necessities of life, and so much more. Through the commitment of y'all our food outreach has expanded to meet the needs of even more of our neighbors. The financial support of many have provided the ability for pastor Josh & I to provide relief to many beloved children of God who call us with pleas for help. We even were able to collect winter clothes and Christmas gifts to warm the bodies and spirits of those who would have otherwise experienced this winter as one even colder and drearier than any other.

Looking back, I give thanks to God for all of this and more! I look forward to our next year of proclaiming the good news of God's love in Christ to ALL in the ministries of this beautiful community of faith! I end with a benediction just as I began it – *May the peace of God, which surpasses all understanding, guard our hearts and our minds in Christ Jesus. Amen.*

May God's grace and peace be with each of you!
Signed with love,

Holy Trinity Lutheran Church - Dubuque - Dubuque IA
Balance Sheet as of December 31, 2020

Wednesday, January 13, 2021 4:53 PM

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Account #	Account Name	Beginning Balance	YTD Balance
Assets			
1.100.000	General Operating Checking	23,858.43	45,250.29
1.100.035	Designated Funds Checking	90,865.50	119,752.15
1.100.045	Noah's Ark Operating Checking	10,080.53	47,625.35
	Total Current Assets	\$124,804.46	\$212,627.79
1.500.000	Church Addition - (1999-2000)	2,094,497.71	2,094,497.71
1.500.005	Capitalized Interest	41,450.34	41,450.34
1.500.010	Church Edifice and Lot	1,024,000.00	1,024,000.00
1.500.020	1730 University	37,000.00	37,000.00
1.500.030	1815 Delhi	27,000.00	27,000.00
1.500.060	1710 University	68,956.25	68,956.25
	Total Fixed Assets	\$3,292,904.30	\$3,292,904.30
	Total Assets	\$3,417,708.76	\$3,505,532.09
Liabilities			
2.000.000	Accounts Payable/Vendors	2,092.35	1,078.01
2.250.000	Line of Credit Payable	15,000.00	0.00
	Total Accounts Payable	\$17,092.35	\$1,078.01
	Total Liabilities	\$17,092.35	\$1,078.01
Fund Balance			
3.000.000	Noah's Ark Operating Checkbook	10,080.53	47,625.35
3.001.000	General Operating Checkbook	6,766.08	44,172.28
	Total Operating Fund	\$16,846.61	\$91,797.63
3.099.000	Equity Fund	3,292,904.30	3,292,904.30
	Total Investments / Equity Fund	\$3,292,904.30	\$3,292,904.30
3.100.000	Designated (& Restricted) Checkbook	90,865.50	119,752.15
	Total Fund Balance	\$3,400,616.41	\$3,504,454.08
	Total Liabilities and Fund Balance	\$3,417,708.76	\$3,505,532.09

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Account #	Account Name	Beg Balance	Receipts	Disbursements	Transfers/IE's	End Balance
3.100.000	<i>Designated (& Restricted) Checkbook</i>					
3.002.000	Sanctuary Lighting Fund	875.00	0.00	875.00	0.00	0.00
3.003.000	Music Dept Fund	413.00	0.00	0.00	0.00	413.00
3.004.000	Designated Checking Interest Fund	224.48	4.28	224.48	0.00	4.28
3.005.000	Fellowship Events Fund	1,096.30	0.00	0.00	0.00	1,096.30
3.006.000	Intern 2017-2018 Special Appeal Fund	0.00	0.00	0.00	0.00	0.00
3.007.000	Roof Fund	61,317.91	0.00	0.00	0.00	61,317.91
3.008.000	Pastor Cont. Ed. Fund	0.00	0.00	0.00	0.00	0.00
3.009.000	Assoc. Pastor Cont Ed.	0.00	0.00	0.00	0.00	0.00
3.011.000	Property Improvement	(1,192.78)	2,975.43	346.30	0.00	1,436.35
3.012.000	Continue the Call Balance	0.00	0.00	0.00	0.00	0.00
3.013.000	Telephone & Internet Balance	0.00	0.00	0.00	0.00	0.00
3.014.000	Neighborhood Patio Events Balance	250.00	0.00	0.00	0.00	250.00
3.015.000	Short Term Debt Deduction for Designated Funds	0.00	0.00	0.00	0.00	0.00
3.016.000	Produce for Food Insecure Balance	100.00	0.00	0.00	0.00	100.00
3.017.000	Prayer Shaw Ministry Balance	100.00	0.00	0.00	0.00	100.00
3.018.000	Free Wash Balance	250.00	0.00	0.00	0.00	250.00
3.019.000	Sound System Fund Balance	0.00	0.00	0.00	0.00	0.00
3.020.000	Designated Credit Card Fees Fund Balance	0.00	0.00	0.00	0.00	0.00
3.040.000	Memory Cafe Fund	80.55	0.00	0.00	0.00	80.55
3.040.001	1st Communion	0.00	0.00	0.00	0.00	0.00
3.040.002	Flowers	(113.18)	145.28	32.10	0.00	0.00
3.040.003	The Lutheran Subscription	(47.76)	47.76	0.00	0.00	0.00
3.040.004	Stephen's Ministry Fund	0.00	0.00	0.00	0.00	0.00
3.040.005	Misc I/O	243.17	50.00	293.17	0.00	0.00
3.040.006	LFC Internal Improvement - Acoustics	0.00	0.00	0.00	0.00	0.00
3.040.007	Fair Trade Coffee/Chocolate	(60.57)	60.57	0.00	0.00	0.00
3.040.008	Welcome Gift - Intern	10.00	0.00	10.00	0.00	0.00
3.040.009	Bell Choir	0.00	0.00	0.00	0.00	0.00
3.040.010	Staff Reimbursement	44.27	0.00	44.27	0.00	0.00
3.040.011	Retreat	0.00	0.00	0.00	0.00	0.00
3.040.012	Sunday School Supply Fund Balance	30.00	0.00	0.00	0.00	30.00

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Account #	Account Name	Beg Balance	Receipts	Disbursements	Transfers/JE's	Page 2 of 4	
						End Balance	
3.040.013	Benevity Community Fund (Boy Scout Troop #51)	0.00	270.00	270.00	0.00	0.00	
3.040.014	Ora Gremmel Designated Fund Balance	0.00	0.00	0.00	0.00	0.00	
3.040.015	Reconciled In Christ Task Force Balance	129.67	0.00	0.00	0.00	129.67	
3.040.016	Railing Paint Project Fund Balance	0.00	0.00	0.00	0.00	0.00	
3.040.017	Monitor Fund Balance	75.00	0.00	75.00	0.00	0.00	
3.040.018	Computer Fund Balance	(20.00)	20.00	0.00	0.00	0.00	
3.040.019	On-line Giving Page Balance	300.00	0.00	0.00	0.00	300.00	
3.040.020	Payroll Protection Program Fund Balance	0.00	0.00	0.00	0.00	0.00	
3.041.000	Mission Fund (ELCA)	0.00	0.00	0.00	0.00	0.00	
3.041.001	Global Mission	0.00	0.00	0.00	0.00	0.00	
3.041.002	World Hunger	0.00	0.00	0.00	0.00	0.00	
3.041.003	LWR	0.00	0.00	0.00	0.00	0.00	
3.041.004	Disaster Relief	0.00	0.00	0.00	0.00	0.00	
3.041.005	Missionary Sponsorship	0.00	0.00	0.00	0.00	0.00	
3.041.006	EWALU Campership	60.00	0.00	0.00	0.00	60.00	
3.041.007	Hunger Outreach Balance	6,444.53	471.00	461.00	0.00	6,454.53	
3.041.008	Flood Buckets Balance	(258.79)	258.79	0.00	0.00	0.00	
3.041.009	Rescue Mission	0.00	0.00	0.00	0.00	0.00	
3.041.010	Food Pantry DBQ	0.00	0.00	0.00	0.00	0.00	
3.041.011	People In Need PIN	0.00	30.00	30.00	0.00	0.00	
3.041.012	Global Church Weekend Balance	0.00	0.00	0.00	0.00	0.00	
3.041.013	Lutheran Immigration & Refugee Service Balance	0.00	0.00	0.00	0.00	0.00	
3.041.014	St. Mark's Community Center	0.00	0.00	0.00	0.00	0.00	
3.041.015	Campus Ministries	0.00	0.00	0.00	0.00	0.00	
3.041.016	Luther Manor Residences	0.00	0.00	0.00	0.00	0.00	
3.041.017	Habitat for Humanity Inc	0.00	0.00	0.00	0.00	0.00	
3.041.018	Bread for the World Mission	0.00	0.00	0.00	0.00	0.00	
3.041.019	LSI Mission	0.00	0.00	0.00	0.00	0.00	
3.041.020	D A C U	0.00	0.00	0.00	0.00	0.00	
3.041.021	St. John's Guest House	0.00	0.00	0.00	0.00	0.00	
3.041.022	Pastor's Emergency Fund	2,541.17	1,700.00	626.20	0.00	3,614.97	

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Account #	Account Name	Beg Balance	Receipts	Disbursements	Transfers/IE's	End Balance
3.041.023	Sunday School Offering	0.00	0.00	0.00	0.00	0.00
3.041.024	Advent Offering	0.00	240.00	230.00	0.00	10.00
3.041.025	Lenten Offering	0.00	0.00	0.00	0.00	0.00
3.041.026	Young Adults in GLocal Mission YAGM	0.00	0.00	0.00	0.00	0.00
3.041.027	Crescent Community Health Center	0.00	75.00	75.00	0.00	0.00
3.041.028	Quilters Fund Balance	715.53	50.00	0.00	0.00	765.53
3.041.029	Gardens of Grace	0.00	0.00	0.00	0.00	0.00
3.041.030	E W A L U Support	0.00	0.00	0.00	0.00	0.00
3.041.031	Lutheran Chaplaincy Outreach	0.00	0.00	0.00	0.00	0.00
3.041.032	Member Assistance	0.00	0.00	0.00	0.00	0.00
3.041.033	Maria House Offering	0.00	0.00	0.00	0.00	0.00
3.041.034	Opening Doors Women's Shelter Offering	0.00	0.00	0.00	0.00	0.00
3.041.036	Malaria Campaign	0.00	0.00	0.00	0.00	0.00
3.041.037	Lutheran Disaster Relief	0.00	0.00	0.00	0.00	0.00
3.041.038	Christmas Gift Outreach Balance	185.00	130.00	0.00	0.00	315.00
3.041.040	Patio Project	0.00	0.00	0.00	0.00	0.00
3.041.041	VBS Mission Offering	0.00	0.00	0.00	0.00	0.00
3.041.042	Courtyard Project Fund Balance	1,787.91	0.00	1,787.91	0.00	0.00
3.045.000	Sabbatical Leave Fund	7,499.91	0.00	0.00	0.00	7,499.91
3.050.000	Green Team Sponsorship	153.00	0.00	153.00	0.00	0.00
3.053.000	Family Ministry Fund	9,487.95	0.00	0.00	0.00	9,487.95
3.054.000	Griefshare Fund Balance	20.00	0.00	20.00	0.00	0.00
3.055.000	AED Fund (automated external defibrillator)	0.00	0.00	0.00	0.00	0.00
3.056.000	Major Repairs	0.00	0.00	0.00	0.00	0.00
3.060.000	Ramp Fund	0.00	0.00	0.00	0.00	0.00
3.062.000	Alley Debt Reduction	0.00	15,800.00	15,800.00	0.00	0.00
3.066.000	Noah's Ark Reserv Fund	793.79	0.00	0.00	0.00	793.79
3.100.001	ELCA Synod Receipts	0.00	0.00	0.00	0.00	0.00
3.100.002	Phyllis Cooper Memorial	0.00	115.00	0.00	0.00	115.00
3.100.003	Pastor Harvey Frye Memorial	0.00	0.00	0.00	0.00	0.00
3.100.004	Alice Arnold Memorial	0.00	0.00	0.00	0.00	0.00
3.100.005	Pastor Curtis Miller Memorial Balance	0.00	20.00	0.00	0.00	20.00

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Account #	Account Name	Beg Balance	Receipts	Disbursements	Transfers/IE's	Page 4 of 4 End Balance
3.100.006	Fran Kringle Memorial - Stephen Ministry	272.41	0.00	0.00	0.00	272.41
3.100.007	Matt Moore Memorial - Stephen Ministry	0.00	0.00	0.00	0.00	0.00
3.100.008	Ron Amundson Memorial	0.00	0.00	0.00	0.00	0.00
3.100.009	Gene Chappell Memorial	0.00	0.00	0.00	0.00	0.00
3.100.010	Griebel Memorial - 9	0.00	0.00	0.00	0.00	0.00
3.100.011	Willaim Collings Memorial	125.00	0.00	0.00	0.00	125.00
3.100.012	Linda Lunde Memorial - Signage	0.00	0.00	0.00	0.00	0.00
3.100.013	Irene Jecklin Memorial - Luther Manor	50.00	0.00	50.00	0.00	0.00
3.100.014	Irene Jecklin Memorial - HTLC General Use Balance	0.00	10,705.00	0.00	0.00	10,705.00
3.100.015	Basant Persaud Memorial Balance	0.00	1,005.00	0.00	0.00	1,005.00
3.100.017	Don Hamill Memorial - Stephen Ministry	0.00	0.00	0.00	0.00	0.00
3.100.018	Dorothy Wick Memorial - Stephen Ministry/Undesigna	0.00	0.00	0.00	0.00	0.00
3.100.021	Caroll Tolzmann Memorial Balance	0.00	0.00	0.00	0.00	0.00
3.500.000	Prepaid Pledge Balance	666.25	13,000.00	666.25	0.00	13,000.00
Total		\$94,648.72	\$47,173.11	\$22,069.68	\$0.00	\$119,752.15

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Account #	Account Name	Period Activity	YTD Balance	Budget YTD	Annual Budget	Annual Budget Remaining
Income						
4.100.000	Pledge/Unpledge Reg Giving	48,273.23	457,239.24	480,839.00	480,839.00	23,599.76
4.100.001	Loose Plate	1,700.00	5,359.09	7,500.00	7,500.00	2,140.91
4.100.002	Seasonal	545.00	790.00	2,000.00	2,000.00	1,210.00
4.100.003	Church Debt Giving	0.00	0.00			
4.100.004	Interest Income	1.18	20.71*	0.00	0.00	(20.71)
4.100.005	Transfer from Telephone & Internet	0.00	19,268.47			
4.100.006	Church Use Income	0.00	265.00	1,500.00	1,500.00	1,235.00
4.100.007	Pledge - Bridge the Gap Campaign	0.00	0.00			
4.100.008	HTLC Foundation Fund	0.00	0.00			
4.100.009	Misc General Income	0.00	548.71			
4.100.010	Transfer from Rental Houses Profit	0.00	0.00			
4.100.011	Transfer from Intern Fund	0.00	0.00			
4.100.012	Community Foundation Fund	0.00	0.00			
4.100.013	Transfer from Zero Balance Account	0.00	146.05*	0.00	0.00	(146.05)
4.100.014	Transfer from Sale of Lot for Property Improvement	0.00	0.00			
4.100.015	Transfer from Designated LFC Internal Improvements	0.00	16,965.50			
4.100.016	Admin Income	12.38	786.14*	0.00	0.00	(786.14)
4.100.017	Transfer from Noah's Ark for Custodial Services	0.00	0.00	5,000.00	5,000.00	5,000.00
4.100.018	Transfer from PPP Designated Acct	0.00	72,229.99			
4.100.019	Transfer from Continue the Call	0.00	11,533.04*	11,413.00	11,413.00	(120.04)
4.100.020	Transfer from Noah's Ark Reser	0.00	0.00			
4.100.021	Noah's Ark Insurance Reimbursement	0.00	0.00			
4.100.022	Health Insurance Rebate	0.00	0.00			
4.100.023	1710 Univ. Liability Ins. Refund	0.00	0.00			
4.100.024	Transfer from On-line Giving Page	0.00	0.00			
4.100.025	Trnsfr from O. Gremmel's - Organ Maint/Wrshp Utili	0.00	4,051.90	9,259.00	9,259.00	5,207.10
4.100.026	Trnsfr from O. Gremmel's - Air Conditioning	0.00	0.00			
4.100.027	Transfer from Ora Gremmels	0.00	0.00			
4.100.028	Trnsfr from O. Gremmels - Sanctuary Roof Repair	0.00	0.00			
4.100.029	Trnsfr from O. Gremmels - Loan	0.00	0.00			
4.100.030	Parish Ed Income	0.00	42.00*	0.00	0.00	(42.00)
4.100.031	Family Ministry Income	0.00	67.00*	0.00	0.00	(67.00)
4.100.032	Outreach Income	0.00	86.00*	0.00	0.00	(86.00)
4.100.033	Worship Income	0.00	100.00*	0.00	0.00	(100.00)
4.100.034	Fellowship Income	0.00	0.00	0.00	0.00	0.00
4.100.035	Mission Income	0.00	0.00	0.00	0.00	0.00
4.100.036	Stewardship Income	0.00	0.00	0.00	0.00	0.00
4.100.037	Donations to support LFC lighting project	0.00	0.00	15,000.00	15,000.00	15,000.00
4.100.038	Caring Ministry Income	0.00	0.00	200.00	200.00	200.00

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Account #	Account Name	Period Activity	YTD Balance	Budget YTD	Annual Budget	Annual Budget Remaining
4.100.039	Transfer from Designated Sound System Fund	0.00	13,800.00			
	Total General Fund Giving	\$50,531.79	\$603,298.84*	\$532,711.00	\$532,711.00	\$52,224.83
	Total Income	\$50,531.79	\$603,298.84	\$532,711.00	\$532,711.00	\$52,224.83
Expense						
5.100.000	Line of Credit Interest Expense	0.00	294.48	800.00	800.00	505.52
5.100.002	Admin. Computer/Printer	0.00	228.18	550.00	550.00	321.82
5.100.003	Admin - Equipment M/R	482.00	7,052.86*	4,700.00	4,700.00	(2,352.86)
5.100.004	Admin - Iowa Use Tax	0.00	0.00			
5.100.005	Admin - Office Supplies	202.29	6,947.97*	4,700.00	4,700.00	(2,247.97)
5.100.006	Admin - Pastor Discretionary	0.00	0.00			
5.100.007	Admin - Postage	0.00	1,296.10*	1,000.00	1,000.00	(296.10)
5.100.008	Admin - Printed Material	0.00	730.57	1,343.00	1,343.00	612.43
5.100.009	Admin - Stwre/Intrntn Support	292.34	3,250.89*	2,100.00	2,100.00	(1,150.89)
5.100.010	Meetings Misc. expense	0.00	505.93*	500.00	500.00	(5.93)
5.100.011	Credit Card Fees	41.00	548.44			
5.100.012	Staff Mileage	23.00	83.26	200.00	200.00	116.74
5.100.013	Transfer to Sabbatical Leave	0.00	0.00			
5.100.014	Staff Retreat/Travel Expense	0.00	0.00			
5.100.015	Admin - Kitchen Supplies	0.00	0.00	125.00	125.00	125.00
5.100.016	Fall Theological Conference	0.00	79.11	400.00	400.00	320.89
5.100.017	Synod Assembly Registration	0.00	0.00	1,500.00	1,500.00	1,500.00
5.100.018	Council Retreat	0.00	0.00			
5.100.020	Tape/CD Ministry	0.00	0.00	25.00	25.00	25.00
5.100.025	Designated Credit Card Fees Expense	0.00	29.10			
5.100.029	Background Check	0.00	0.00	90.00	90.00	90.00
5.100.030	Admin. Misc. Expense	285.56	1,716.09			
5.100.031	HK Payroll Services	54.33	852.38	1,000.00	1,000.00	147.62
5.100.032	Financial Software Review	0.00	0.00			
5.140.004	Copy Machine leased @ 5 years	0.00	293.48	4,000.00	4,000.00	3,706.52
	Total Administration Expense	\$1,380.52	\$23,908.84*	\$23,033.00	\$23,033.00	\$1,417.79
5.105.000	Fellowship Expense	0.00	702.73	1,500.00	1,500.00	797.27
	Total Fellowship Expense	\$0.00	\$702.73	\$1,500.00	\$1,500.00	\$797.27
5.115.000	Outreach - Advertising	64.23	374.71	500.00	500.00	125.29
5.115.001	Banners	0.00	323.15	325.00	325.00	1.85
	Total Outreach Exp	\$64.23	\$697.86	\$825.00	\$825.00	\$127.14
5.120.001	CMB - Campus Ministry	0.00	0.00			
5.120.002	CMB - D.A.C.U.	0.00	0.00			
5.120.003	CMB - ELCA Synod	3,268.92	39,227.04*	39,227.00	39,227.00	(0.04)
5.120.004	CMB - Lutheran Schlrschs	0.00	0.00			
5.120.005	CMB - Lutheran Camperships	0.00	0.00			
5.120.007	CMB - Global Missions	0.00	0.00			
5.120.008	CMB - Habitat for Humanity	0.00	0.00			
5.120.009	CMB - Luther Manor	0.00	0.00			
5.120.010	CMB - Lutheran Services in Iowa	0.00	0.00			
5.120.011	CMB - Missionary Sponsorship	228.75	2,745.00	2,745.00	2,745.00	0.00
5.120.013	CMB - Rescue Mission	0.00	0.00			
5.120.014	CMB - St. Mark's Center	0.00	0.00			
5.120.020	CMB - EWALU Support	58.33	699.96	700.00	700.00	0.04
	Total Church Missions Expense	\$3,556.00	\$42,672.00	\$42,672.00	\$42,672.00	\$0.00
5.120.030	Stewardship - Postage/Supplies	118.41	789.07	3,500.00	3,500.00	2,710.93

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5.120.031	Green Team	0.00	0.00	90.00	90.00	90.00
	Total Stewardship Expense	\$118.41	\$789.07	\$3,590.00	\$3,590.00	\$2,800.93
5.130.002	9th Grade Confirmation Dinner	0.00	0.00	350.00	350.00	350.00
5.130.003	Confirmation Curr and Supp	155.68	584.68*	400.00	400.00	(184.68)
5.130.004	6th, 7th and 8th Conf. Retreat	0.00	0.00	1,000.00	1,000.00	1,000.00
5.130.005	Splash Material	0.00	408.62	500.00	500.00	91.38
5.130.006	Gift Bibles	0.00	395.80*	350.00	350.00	(45.80)
5.130.011	Adult Education	0.00	180.97	200.00	200.00	19.03
5.130.012	Sunday School Curriculum	51.25	957.25	1,125.00	1,125.00	167.75
5.130.013	Youth Education	0.00	14.99	200.00	200.00	185.01
5.130.014	Youth Gathering	0.00	0.00	200.00	200.00	200.00
5.130.015	Camps	0.00	0.00	1,000.00	1,000.00	1,000.00
5.130.016	VBS	0.00	978.69*	900.00	900.00	(78.69)
5.130.030	1st Communion Supplies	0.00	198.00	300.00	300.00	102.00
5.130.031	Teacher Appreciation	0.00	0.00	75.00	75.00	75.00
	Total Parish Education Expense	\$206.93	\$3,719.00	\$6,600.00	\$6,600.00	\$2,881.00
5.140.000	Property - Capital Outlay	0.00	0.00			
5.140.001	Property - Custodial Supplies	30.91	4,518.30*	3,700.00	3,700.00	(818.30)
5.140.002	Property - Electricity	867.40	13,457.64	14,000.00	14,000.00	542.36
5.140.003	Property - Insurance	0.00	9,613.00*	8,000.00	8,000.00	(1,613.00)
5.140.005	Property - M/R Grounds Church	178.53	3,454.74*	1,500.00	1,500.00	(1,954.74)
5.140.006	Property - Natural Gas	633.68	5,161.66	7,000.00	7,000.00	1,838.34
5.140.007	Property - Outside Ground Care	14.29	2,877.79*	2,500.00	2,500.00	(377.79)
5.140.008	HVAC	20.72	3,082.23*	500.00	500.00	(2,582.23)
5.140.009	Property - Telephone	388.69	4,034.20*	2,800.00	2,800.00	(1,234.20)
5.140.010	M/R Church Sanctuary & Property	656.38	1,625.85	2,000.00	2,000.00	374.15
5.140.011	Property - Water	184.32	2,011.81*	2,000.00	2,000.00	(11.81)
5.140.012	Waste Disposal (Dittmer)	110.00	1,150.00	1,400.00	1,400.00	250.00
5.140.013	Fire Extinguishers (DBQ Fire)	0.00	0.00	300.00	300.00	300.00
5.140.014	Ansul Kitchen Hood Cleaning & Insp.	0.00	295.59	300.00	300.00	4.41
5.140.015	FOG inspection (City) every 6 months	0.00	329.30*	132.00	132.00	(197.30)
5.140.016	Sprinkler Backflow test 4' lines	0.00	274.99*	260.00	260.00	(14.99)
5.140.017	Sprinkler Backflow test 2' & 3/4" lines	0.00	192.60*	182.00	182.00	(10.60)
5.140.018	Elevator Safety Test	0.00	626.25*	375.00	375.00	(251.25)
5.140.019	Snow Removal	0.00	1,125.00	2,000.00	2,000.00	875.00
5.140.020	2019 Office Water Damage	0.00	0.00			
5.140.021	Telephone & Internet Set-Up	0.00	19,268.47			
5.140.026	Load Test (Elevator)	0.00	0.00			
5.140.027	Rental Taxes - 1710 Univ.	0.00	0.00			
5.140.028	Fire Alarm System	0.00	468.66	583.00	583.00	114.34
5.140.029	Maintenance Garage	0.00	0.00			
5.140.030	Delhi St. sidewalk repair	0.00	0.00			
5.140.031	Ora Gremmel's Funded Expenses	0.00	214.00			
5.140.032	LFC - Lighting	0.00	16,965.50*	15,000.00	15,000.00	(1,965.50)
5.140.033	Univ. Ave. Parcell #1026212004 - Taxes	0.00	18.00			
5.140.035	Sanctuary - loop system repair	0.00	232.19	2,000.00	2,000.00	1,767.81
5.140.037	Alley Way Improvements	0.00	2,107.13*	2,107.00	2,107.00	(0.13)
5.140.039	Sound System Oper Exp	0.00	13,800.00			

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Treasurer's Report as of December 2020 for Operating Fund Balance

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Account #	Account Name	Period Activity	YTD Balance	Budget YTD	Annual Budget	Annual Budget Remaining
	Total Building & Grounds Expense	\$3,084.92	\$106,904.90*	\$68,639.00	\$68,639.00	(\$4,965.43)
5.210.000	Worship - Altar Supply	0.00	521.52	1,500.00	1,500.00	978.48
5.210.001	Worship - Bell Choir Supplies	0.00	0.00	100.00	100.00	100.00
5.210.002	Worship - Choir Robe Cleaning	0.00	0.00			
5.210.003	Worship - Copyright License	505.00	1,850.00*	1,000.00	1,000.00	(850.00)
5.210.004	Worship- Music Events	19.44	38.88			
5.210.005	Worship - Music Material	0.00	0.00	400.00	400.00	400.00
5.210.007	Worship - Organ/Piano Maint	1,784.07	1,904.07*	750.00	750.00	(1,154.07)
5.210.009	Guest Musician	0.00	400.00*	250.00	250.00	(150.00)
5.210.011	Worship Continuing Education Exp.	0.00	0.00	175.00	175.00	175.00
5.210.012	Sound System maintenance	0.00	1,466.66*	200.00	200.00	(1,266.66)
5.210.013	Instrument Maintenance (cord, drums, strings, etc)	0.00	0.00	200.00	200.00	200.00
	Total Worship Expense	\$2,308.51	\$6,181.13*	\$4,575.00	\$4,575.00	(\$1,567.25)
5.215.000	Family Ministry- Hspty/Fllwshp	9.16	827.35	1,500.00	1,500.00	672.65
	Total Family Ministry Expense	\$9.16	\$827.35	\$1,500.00	\$1,500.00	\$672.65
5.147.000	Pulpit Supply	0.00	0.00			
5.148.000	Pastor - Salary	2,442.74	28,982.98	50,108.00	50,108.00	21,125.02
5.148.001	Pastor - Pension	667.49	7,991.67	8,010.00	8,010.00	18.33
5.148.002	Pastor - Health	1,979.00	23,615.23	23,748.00	23,748.00	132.77
5.148.003	Pastor - Con't Ed	0.00	899.98	900.00	900.00	0.02
5.148.004	Pastor - Professiona Publication Exp	0.00	691.71	700.00	700.00	8.29
5.148.005	Pastor-Housing	3,333.34	40,000.08*	18,880.00	18,880.00	(21,120.08)
5.148.006	Pastor Soc. Sec. Allowance	310.70	3,834.36*	3,834.00	3,834.00	(0.36)
5.148.007	Pastor - Retiree/Survivor	0.00	251.59	510.00	510.00	258.41
5.148.008	Pastor-Disab/Admin	91.02	1,085.20	1,092.00	1,092.00	6.80
5.148.009	Pastor-Car Allowance/Mileage	0.00	604.33	2,000.00	2,000.00	1,395.67
5.148.010	Pastor-Cell Phone	62.50	750.00	750.00	750.00	0.00
5.148.011	Pastor-Computer Allowance	0.00	0.00			
5.148.012	Pastor - Moving Expenses	0.00	0.00			
5.148.013	Pastor-Mileage	0.00	0.00			
5.148.014	Pastor - Group Life Insurance	42.48	506.47	510.00	510.00	3.53
	Total Pastoral Salary Expense	\$8,929.27	\$109,213.60	\$111,042.00	\$111,042.00	\$1,828.40
5.149.000	Associate Salary	2,716.74	32,472.96	39,663.00	39,663.00	7,190.04
5.149.001	Call Process	0.00	0.00	0.00	0.00	0.00
5.149.002	Associate Pastor - Pension	462.57	5,540.83	5,551.00	5,551.00	10.17
5.149.003	Associate Pastor - Housing	1,666.66	19,999.92*	12,810.00	12,810.00	(7,189.92)
5.149.004	Associate Pastor - Soc. Sec. Allowance	253.54	3,035.00	3,035.00	3,035.00	0.00
5.149.005	Associate Pastor - Retiree Support	0.00	193.41	389.00	389.00	195.59
5.149.006	Associate Pastor - Disability	69.39	830.81	833.00	833.00	2.19
5.149.007	Associate Pastor - Group Life	32.38	387.69	389.00	389.00	1.31
5.149.008	Associate Pastor - Professional Exp	0.00	0.00			
5.149.009	Associate Pastor - Con't Ed	0.00	329.84	900.00	900.00	570.16
5.149.010	AP - HLTH Insurance Reimbursement	260.00	3,120.00	3,120.00	3,120.00	0.00
	Total Associate Pastor Expense	\$5,461.28	\$65,910.46	\$66,690.00	\$66,690.00	\$779.54
5.220.000	Transfers to Noah's Ark	0.00	0.00			

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Account #	Account Name	Period Activity	YTD Balance	Budget YTD	Annual Budget	Annual Budget Remaining
	Total Transfers to Noah's Ark	\$0.00	\$0.00			
5.150.030	Family Minister - Salary	3,015.84	36,190.08*	36,190.00	36,190.00	(0.08)
5.150.031	Family Minister - Pension	241.27	2,895.24*	2,895.00	2,895.00	(0.24)
5.150.032	Family Minister- Dis/Admin	45.24	542.88	543.00	543.00	0.12
5.150.033	Family Minister - Health	839.00	10,068.00	10,068.00	10,068.00	0.00
5.150.034	Family Minister - Continuing Education	0.00	0.00	200.00	200.00	200.00
5.150.035	Family Minister-Cell Phone	65.00	780.00	780.00	780.00	0.00
5.150.037	Family Minister - Retiree/Survivor	0.00	126.66	253.00	253.00	126.34
5.150.038	Family Minister - Group Life Insur	21.11	253.32*	253.00	253.00	(0.32)
	Total Family Minister Salary Exp	\$4,227.46	\$50,856.18	\$51,182.00	\$51,182.00	\$325.82
5.151.000	Intern Salary Stipend - Spring 2019	0.00	0.00			
5.151.001	Intern - FICA Allowance - Spring 2018	0.00	0.00			
5.151.002	Intern - Health Insurance	0.00	0.00			
5.151.003	Intern - Admin Fee/Travel Pool	0.00	0.00			
5.151.004	Intern - Technology Fee	0.00	0.00			
5.151.005	Intern - Housing Allowance - not using	0.00	0.00			
5.151.006	Intern Salary Stipend - Fall 2018	0.00	0.00			
5.151.007	Intern Admin. Fee - Fall 2018	0.00	0.00			
5.151.008	Intern - Travel Pool	0.00	0.00			
5.151.009	Intern - Synod Assemble/Conf/Clusters	0.00	0.00			
5.151.010	Intern - Misc	0.00	0.00			
	Total Intern Salary Expense	\$0.00	\$0.00			
5.155.000	Stephen Ministries Staff	0.00	0.00			
5.155.001	Stephen Ministries Leadership Training	0.00	0.00	2,000.00	2,000.00	2,000.00
5.155.002	Stephan Ministry Educational Materials	0.00	0.00	400.00	400.00	400.00
5.155.003	Stephen Ministry Training Mat'l and Retreat	0.00	0.00			
5.155.004	Grief Share	0.00	0.00	200.00	200.00	200.00
	Total Stephen Min. Salary Exp	\$0.00	\$0.00	\$2,600.00	\$2,600.00	\$2,600.00
5.160.041	Handbell Choir Director	0.00	963.16	1,576.00	1,576.00	612.84
5.160.045	Contemporary Music Leader	1,244.60	14,935.20*	14,935.00	14,935.00	(0.20)
5.160.046	Music Minister Salary	1,794.78	21,537.36*	21,537.00	21,537.00	(0.36)
5.160.047	Service Accompanist	0.00	1,134.00	1,400.00	1,400.00	266.00
5.160.048	Music Continuing Ed	0.00	101.87			
5.160.049	Music Publications	0.00	0.00			
	Total Music Salary Expense	\$3,039.38	\$38,671.59	\$39,448.00	\$39,448.00	\$878.28
5.100.035	Employees Deductions	20.18	4.09			
5.170.000	Office Mngr - Wage	3,088.80	33,203.66	36,500.00	36,500.00	3,296.34
5.170.001	Office Mngr - Pension - ELCA	243.33	2,686.97	2,920.00	2,920.00	233.03
5.170.002	Office Mngr - Dis/Admin	45.63	503.87	548.00	548.00	44.13
5.170.004	Office Mngr - Health	0.00	1,029.00*	0.00	0.00	(1,029.00)
5.170.005	Office Manager - Retiree/Survivor	0.00	107.35	256.00	256.00	148.65

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Account #	Account Name	Period Activity	YTD Balance	Budget YTD	Annual Budget	Annual Budget Remaining
5.170.006	Office Manager - Group Life Insur	21.29	235.09	256.00	256.00	20.91
5.170.010	Office Assistant - Wages	825.33	9,839.69	12,150.00	12,150.00	2,310.31
5.170.011	Secretary - Pension - ELCA	0.00	0.00			
5.170.012	Secretary - Dis/Admin	0.00	0.00			
5.170.013	Secretary - Health	0.00	0.00			
5.170.015	Secretary - Retiree/Survivor	0.00	0.00			
5.170.016	Secretary - Group Life Insur	0.00	0.00			
5.170.017	Secretary Health Insurance Stipend	0.00	0.00			
5.170.020	Financial Asst - Wages	1,106.04	15,498.02*	11,060.00	11,060.00	(4,438.02)
5.170.050	Office Staff Continuing Ed	0.00	0.00	400.00	400.00	400.00
	Total Office Salary Expense	\$5,350.60	\$63,107.74	\$64,090.00	\$64,090.00	\$986.35
5.175.000	Custodian - Salary	0.00	2,385.00	5,200.00	5,200.00	2,815.00
5.175.010	Maintenance - Salary	0.00	23,787.70	27,873.00	27,873.00	4,085.30
5.175.011	Maintenance - Pension - ELCA	0.00	1,858.10	2,230.00	2,230.00	371.90
5.175.012	Maintenance - Health	0.00	8,780.00	10,536.00	10,536.00	1,756.00
5.175.014	Wedding Clean - Up	0.00	0.00			
5.175.015	Maintenance - Dis/Admn	0.00	348.40	418.00	418.00	69.60
5.175.016	Maintenance - Retiree/Survivor	0.00	97.56	195.00	195.00	97.44
5.175.017	Maintenance - Group Life Insur	0.00	162.60	195.00	195.00	32.40
	Total Custodial Salary Expense	\$0.00	\$37,419.36	\$46,647.00	\$46,647.00	\$9,227.64
5.200.000	Non Pastoral Staff - FICA	843.76	11,552.50	12,502.00	12,502.00	949.50
5.200.001	Workers Compensation	0.00	2,759.50	4,700.00	4,700.00	1,940.50
	Total Other Staff Expense	\$843.76	\$14,312.00	\$17,202.00	\$17,202.00	\$2,890.00
5.230.000	Ora Gremmel's 2018 Loan Repayment	0.00	0.00	0.00	0.00	0.00
	Total Ora Gremmel's 2018 Loan	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	Total Operating Expense	\$38,580.43	\$565,893.81	\$551,835.00	\$551,835.00	\$21,680.13
	Total Expense	\$38,580.43	\$565,893.81	\$551,835.00	\$551,835.00	\$21,680.13
	Difference	\$11,951.36	\$37,405.03	(\$19,124.00)	(\$19,124.00)	

* = Income/Expense exceeds amount budgeted to date

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Treasurer's Report as of December 2020 for Noah's Ark Operating

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Account #	Account Name	Period Activity	YTD Balance	Budget YTD	Annual Budget	Annual Budget Remaining
Income						
4.300.000	Noah's Ark - Registration	0.00	4,830.10*	500.00	500.00	(4,330.10)
4.300.003	Noah's Ark- Dnts/Gvng Tree	1,770.00	29,519.72*	1,500.00	1,500.00	(28,019.72)
4.300.004	Noah's Ark - Miscellaneous	0.00	125.00*	0.00	0.00	(125.00)
4.300.007	Noah's Ark - Trnsfr from Rsrv	0.00	0.00	0.00	0.00	0.00
4.300.011	Noah's Ark - Interest	1.17	8.53*	0.00	0.00	(8.53)
4.300.012	Noah's Ark - Scholarship	100.00	100.00*	0.00	0.00	(100.00)
4.300.030	Noah's Ark - Tuition & Child Care	34,182.38	247,837.46	251,520.00	251,520.00	3,682.54
4.300.032	Summer Day Care	0.00	0.00	0.00	0.00	0.00
4.300.034	Transfer from PPP Designated Accat	0.00	19,270.01			
	Total Noah's Ark Receipts	\$36,053.55	\$301,690.82*	\$253,520.00	\$253,520.00	(\$28,900.81)
	Total Income	\$36,053.55	\$301,690.82	\$253,520.00	\$253,520.00	(\$28,900.81)
Expense						
5.300.000	Teacher & Director- Salaries	6,737.16	80,172.72	80,600.00	80,600.00	427.28
5.300.001	Teacher Salaries	12,498.50	125,711.25	140,278.00	140,278.00	14,566.75
5.300.002	Noah's Ark -Telephone	60.00	829.65*	665.00	665.00	(164.65)
5.300.003	Noah Ark - Dues / Con't Ed	106.29	998.30*	725.00	725.00	(273.30)
5.300.004	Noah's Ark - Repairs	31.29	2,345.83*	1,000.00	1,000.00	(1,345.83)
5.300.005	Noah's Ark - Advertising	0.00	250.00	500.00	500.00	250.00
5.300.006	Noah's Ark - Supplies	2,868.66	7,330.37*	2,500.00	2,500.00	(4,830.37)
5.300.007	Noah's Ark - Trnsfr to Resrv	0.00	0.00	0.00	0.00	0.00
5.300.008	Noah's Ark - Insurance	0.00	2,818.00*	2,500.00	2,500.00	(318.00)
5.300.009	Noah's Ark - FICA	1,471.50	15,275.20	16,897.00	16,897.00	1,621.80
5.300.010	Transaction Processing Fees	83.40	1,697.94			
5.300.011	Noah's Ark - Special Programs	0.00	463.10*	300.00	300.00	(163.10)
5.300.012	Noah's Ark - Scholarships	0.00	0.00			
5.300.013	NA - Criminal Record/Finger Printing	0.00	200.00			
5.300.014	Snacks/milk Child Care	477.78	3,333.60*	1,800.00	1,800.00	(1,533.60)
5.300.018	N.A.-Teacher & Director Pension ELCA	808.46	9,701.52*	9,672.00	9,672.00	(29.52)
5.300.019	N.A. - Teacher Health	787.00	9,444.00*	9,000.00	9,000.00	(444.00)
5.300.020	N.A. Teacher & Director Dis/Adm	101.06	1,212.72*	1,200.00	1,200.00	(12.72)
5.300.022	N.A. Substitutue Teacher	0.00	0.00			
5.300.023	N. A. Teacher Director-Retiree/Survivor	0.00	282.96	300.00	300.00	17.04
5.300.024	N. A. Teacher & Director - Group Life Insur	47.16	565.92*	125.00	125.00	(440.92)
5.300.033	Computer/Software	80.00	1,512.92*	480.00	480.00	(1,032.92)
	Total Noah's Ark Expense	\$26,158.26	\$264,146.00	\$268,542.00	\$268,542.00	\$6,293.94
	Total Expense	\$26,158.26	\$264,146.00	\$268,542.00	\$268,542.00	\$6,293.94
	Difference	\$9,895.29	\$37,544.82	(\$15,022.00)	(\$15,022.00)	

* = Income/Expense exceeds amount budgeted to date

Holy Trinity Lutheran Church - Dubuque - Dubuque IA
Bank Reconciliation - Statement Ending December 31, 2020

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Statement Ending Date:	12/31/2020
Account:	General Operating Checking (1,100,000)
Statement Ending Balance:	\$48,134.65

Deposits in Transit

	12/31/2020	292.60
	12/31/2020	194.95
Total:		\$487.55

Outstanding Checks and Withdrawals

12/28/2020	42689	11.50	LISA BORCHERT
12/29/2020	42690	58.33	EWALU
12/29/2020	42691	3,497.67	NORTHEASTERN IOWA SYNOD - ELCA
12/31/2020	42686	16.00	Shari Martelle
12/31/2020	42692	118.41	Wendy Einsweiler
Total:		\$3,701.91	

Adjusted Bank Balance:	\$44,920.29
Balance per Accounting:	\$44,920.29
Difference to Reconcile:	\$0.00

This bank reconciliation has not been finalized.

Holy Trinity Lutheran Church - Dubuque - Dubuque IA
Bank Reconciliation - Statement Ending December 31, 2020

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Statement Ending Date:	12/31/2020
Account:	Designated Funds Checking (1.100.035)
Statement Ending Balance:	\$136,858.99

Outstanding Checks and Withdrawals

04/30/2019		4.80	(Journal Entry)
04/30/2019		4.80	(Journal Entry)
09/15/2020	1843	60.00	ELCA Good Gifts
09/15/2020	1844	285.94	ELCA Good Gifts
12/10/2020	1866	270.00	BOY SCOUTS TROOP 51
12/31/2020	1871	15,800.00	DUBUQUE COUNTY TREASURER
12/31/2020	1872	346.30	DUBUQUE COUNTY TREASURER
12/31/2020	1874	30.00	PEOPLE IN NEED
12/31/2020	1874	75.00	CRESCENT COMMUNITY HEATH CENTER
12/31/2020	1875	50.00	LUTHER MANOR
12/31/2020	1876	230.00	St. John's Guesthouse
Total:		\$17,156.84	

Adjusted Bank Balance:	\$119,702.15
Balance per Accounting:	\$119,702.15
Difference to Reconcile:	\$0.00

This bank reconciliation has not been finalized.

Holy Trinity Lutheran Church - Dubuque - Dubuque IA
Bank Reconciliation - Statement Ending December 31, 2020

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Statement Ending Date:	12/31/2020
Account:	Zero Balance Checking (1.100.005)
Statement Ending Balance:	\$0.00

No Deposits in Transit or Outstanding Checks and Withdrawals

Adjusted Bank Balance:	\$0.00
Balance per Accounting:	\$0.00
Difference to Reconcile:	\$0.00

This bank reconciliation has not been finalized.

Holy Trinity Lutheran Church - Dubuque - Dubuque IA
Bank Reconciliation - Statement Ending December 31, 2020

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Statement Ending Date:	12/31/2020
Account:	Noah's Ark Operating Checking (1.100.045)
Statement Ending Balance:	\$47,625.35

No Deposits in Transit or Outstanding Checks and Withdrawals

Adjusted Bank Balance:	\$47,625.35
Balance per Accounting:	\$47,625.35
Difference to Reconcile:	\$0.00

Comments:

This bank reconciliation has not been finalized.

Building and Grounds minutes
7 January 2021

In lieu of a meeting, the members of Building and grounds delivered the stained and varnished doors for Noah's Ark new 2-year room.

The members then walked through the facility to familiarize themselves with the changes in the physical plant during the time we were shut down for the COVID emergency.

Areas visited were:

- Noah's Ark 2-year room renovations. These are expected to be complete by 1 Feb. 2021.
- New wi-fi mesh system
- Server installation closet and network routing closet
- LFC new LED lighting. We also reviewed LFC clearstory window flashing work intended to solve roof leak.
- Modifications to sanctuary for new sound and video equipment
- Fiberoptic entrance into building and new PBX phone system

During the walk-through, it was noted that the sanctuary heat was still on even though no-one was in the building. Darrell will follow up with Lorice to see if the weekly heating/cooling schedule is being loaded into the programmable thermostats. He will begin to set thermostats every Friday again until Al is able to return and regularly set them.

The meeting wrapped up at 6:45.

Respectfully submitted,
Darrell Kalmes

HTLC STEWARDSHIP TEAM: Email Meeting Summary

Tuesday, January 5, 2021 via email

Present: Wendy Einsweiler, Dave Assmus, Paul Dettmann, Pastor Derek Rosensteel, Mark Arnold, Dale Bjerning (eGiving Ambassador)

- ✓ Remaining Envelope distribution
 - Outreach Team, along with Stephens Ministers and the pastors, will deliver the remaining Stewardship bags. Thanks to all that assisted with the distribution last month.
- ✓ Tidings Articles – February (due 1/20/21)
 - Wendy will write the Stewardship article
 - Dave will write the Special Appeals article – Lutheran Services in Iowa
 - Financial Spotlight through December – Wendy will provide the data.
- ✓ Pastor Derek will write a letter to be included with the 4th Quarter Giving Report mailed out in January. We will return to a Thank You card format for 1st Quarter 2021 in early April.
- ✓ 2021 Special Appeals calendar Review
 - Reviewed the Special Appeals and Seasonal giving report from Cathy. Added Dubuque Dream Center and Presentation Lantern Center to the calendar. Wendy will forward the updated calendar to office staff and pastors.
- ✓ Green Team
 - Plan to regroup in the next few months.
- ✓ Continue to invite others to consider joining Stewardship Team
 - Feel free to share this opportunity with members you know. Mary Strom & Linda Sewell on the Nominating Team are also working on this task.
- ✓ eGiving process update
 - Will update Pew Cards with eGiving options and schedule Temple Talks once worship in the sanctuary is open again; eGiving information will continue to be shared in the Bridge and Tidings
- ✓ Ora Gremmel's Estate gift celebration wall mural & message in Tidings & bulletins will be planned once members are able to gather. Not an easy way to share virtually.

Next Meeting: February 2, 2021

Outreach Report for 2020

I want to thank the Outreach Committee and other volunteers for the help and execution of our events this year. Unfortunately, we were not able to do many things we had plan due to Covid-19, but the events we did, I feel were very successful!

Another thank you and shout out to all the Thrivent members that assisted us in securing funds to pay for our events.

Pastor Derek has been a vital addition to our team. He brings enthusiasm, hard work and community insight to every meeting and event.

Some of our successes were the many Food Distributions, maintaining our mini food pantries, Mission meal, community meals, the Gardens of Grace, and partnering with Lincoln School to help fulfill some of their student needs.

We had more planned but were unable to do so as our church was closed.

We all look forward to getting back together physically in church to continuing planning and executing our many ideas.

We would also like to expand our team, so if you are interested please let us know. It is a wonderful feeling to help and serve others.

Living Christ's Call to Love and Serve All!

Gretchen Kueter, Outreach Council Liaison

Worship Team Minutes, 5 January 2021

Attendees: Pastor Derek, Phil Larsen, Diane Kalmes, Jill Klinebriel, Tony Quinn, Terry Hoefflin

Absent: Chuck Barland

Meeting called to order: 7:00 p.m.

With a 7 February target to begin in-person Sunday worship and to allow adequate time to address Phase II process concerns that arise, the Worship team would like to make the following **ACTION** item recommendation:

A. Ash Wednesday and Midweek Lenten Services:

We recommend that an Ash Wednesday and midweek Lenten services be held.

Ash Wednesday is 17 February. Midweek services would be 24 February through 24 March.

1. At least, initially, we recommend no in-person attendance only live streaming.
2. If Covid numbers stay down and Sunday service procedures go smoothly, eventually open midweek services to in-person.
3. Suggest 7:00 p.m. time (same as Advent midweek schedule).
4. Pastors to decide format and length.

Other business:

In-person Sunday service preparations for 7 February.

1. Attendees will have to preregister on-line or call the church office.
 - a. Deadline for preregistration to be determined.
 - b. Registration procedure was used for the parking lot services.
2. Seating chart to be set up after determining the capacity that is currently allowed in the sanctuary.
 - a. Pastors and office staff are handling.
 - b. Lorice to complete chart based on registration figures (assigned seating).
3. Volunteers for ushers, and reader will be needed.
 - a. Those who attend in-person will be asked to volunteer to cover these positions.
Will save calling others that may not have any intention of participating until Covid rules are changed.
 - b. Once registration is ended, Worship team will call in-person attendees to fill those positions.
 - c. If enough volunteers are not forthcoming. In-person service cannot be held.
4. Signage to be created
 - a. Identifying LFC door as entrance
 - b. Lobby doors as exit
 - c. Bathrooms to be used
5. Initially in-person service should not have communion. Would like to keep extra tasks for ushers to a minimum until the basic seating, dismissal, screening, sanitizing and collection deposit become routine.

Next meeting to continue preparations: - 26 January 7:00 p.m. Zoom ministries address

Clavinova performance issues:

For the past year, the piano used by the Contemporary Music team has been experiencing intermittent problems with the pedals. Past attempts to repair have not lasted. Jill is having Brian Marceau look at the piano next week (11-15 Jan), free of charge, to give us his opinion. Once we hear his recommendation, we will look at options for replacement or repair. There is only \$200 for Instrument maintenance, but no funds for replacement in the Worship budget for 2021.

Meeting adjourned: 8:25 p.m.

Respectively submitted,

Diane Kalmes, Acting Chairman, Worship Team

Parish Education and Family Ministry Committee Meeting Minutes

1/5/21

Present: Betsy Wild, Dan Wild, Sara McCaw, Tami Ernster, Joni Wlochall, Amanda Kelly, Karly Galusha

The meeting opened at 6:30 pm.

New members Amanda and Karly were welcomed.

The minutes of November 2, 2020 were approved.

Budget Review – The budget for the year came out well. The committee did not overspend the budget this year.

Sunday School – The next unit begins January 10th. Sunday School bags will be delivered the 9th. The unit is The Calming of the Sea. If the church does reopen February 7th, Sunday School will still not be in person.

Bible Explorers and Confirmation are going well. There is good participation which connects with kids and families.

Adult Education started back up after the holidays on Wednesday night. The next parenting class will be Zoomed on January 21st from 7:30 to 8:30 pm. The parent group is a support group to talk about kid issues, online issues, working from home, etc. Attendance has been about 5-6 participants.

VBS – Hopefully life will be back to normal and VBS can be held with everyone present in August. Sara is looking to model an environmental theme by incorporating outdoor field trips. The first day will be at the Church. The next three days kids will attend field trips to places such as Swiss Valley Nature Center to discover habitats. Sara also has a friend with a century farm that has many animals. A veterinarian could be contacted to come speak with the children. A canine officer could be asked to speak. It is also possible to take a field trip to the Arboretum. In order to do some of these, the committee may look at moving VBS to earlier in the day, however there are issues with parents working and not able to get children there. Any time change would have the most impact. Other ideas tossed out were the Humane Society, Dubuque River Museum, Dubuque Landfill, Water Treatment Plant.

Family Ministry – Bill O'Dell is providing a spaghetti dinner on Tuesday, January 12th. There will be a Zoom talent show following the meal.

Suggestions for upcoming activities would be to make valentines for the older members of the congregation. Each family could be given two to three names and have them create valentines and mail them to the older member. It may be warm enough in March to do a second scavenger hunt. Because the last one was so largely attended, one idea would be to create two scavenger hunts in two areas of town so that it is not quite so stretched out across the city.

Noah's Ark – They are continuing to work on the 2-year old suite. They are also using other open areas for the child care program.

Sara is working on getting camping spots for Governor Dodge Park for this summer for youth camping trips.

The next meeting will be February 2nd at 6:30 pm.

The meeting adjourned at 7:35 pm.

Submitted by: Tami Ernster

Noah's Ark Board Meeting
Minutes
1.5.21

Board Members

- Teri Zuccaro became Board Chair of the Community Foundation of Greater Dubuque, which includes subcommittee meetings. So, due to time constraints, she has chosen to resign from the Noah's Ark Board. Thank you for your service, Teri, and we wish you well in your work with the Community Foundation!

Treasurers Report - Kate

- Preliminary Year End Report for 2020
 - Money flow may be more or less each month depending on how many weeks are billed in the month and when payroll falls on a given month
- Working on getting the money out of the Go Fund Me account, fundraiser for the two-year-old room construction
- Kate is approving construction invoices prior to church staff paying them
- Jenifer and Kate will be given access to church online banking, etc.

Old Business

- Staff appreciation
 - Ryan and Mandy – headed Christmas bonus fundraiser, which totaled \$330 per staff member
- Bylaws
 - Jason emailed with church staff and determined Board needs a continuing resolution instead of new bylaws; Pastor Josh will work with Board members to create the document
 - Jason will email Board members to get more info

New Business

- Jenifer requested we discuss the day/time of Board meeting; suggested Board meet at 7 pm in the evening instead of 5:30 pm so she can also attend other committee members at Church
 - Katie made motion to move meetings to 7 pm
 - Kate seconded
 - APPROVED

Family Ministers Report

January 19, 2010

1. Bible Explorers Class, for 5th and 6th grade students, has returned to its usual schedule, meeting through zoom on Wednesdays from 5:00 to 6:00 pm. Pr. Josh, Pr. Derek, and I lead the classes on a rotating schedule. Connect Curriculum from Sparkhouse is being used again this year. The stories of the Old Testament will be the focus. There are 13 students who attend the class. We are currently studying the stories of Moses and the Exodus.
2. Confirmation Class, for 7th and 8th grade students, has returned to its usual schedule, meeting through zoom on Wednesdays from 6:15 to 7:30 pm. Pr. Josh, Pr. Derek, Chris Bode, Michele Faubel, and I lead the classes. We use parts of Here We Stand, Collaborate, and Re:Form curriculums from Augsburg Fortress / Sparkhouse. This catechism is the focus of this year's lessons. There are 18 students signed up for the class. We are currently studying the Lord's Prayer.
3. We are continuing online Sunday School. Pre-recorded sessions that include music, an introduction, Bible story, activity, closing, as well as take-home activity bags, are provided for families. Spark Sunday School Curriculum is still used with some new elements added. We have studied "Hannah and Samuel," "Psalm 23," "Reformation Sunday," "Daniel," "Jonah," and "Advent and Christmas." We are currently studying the story of Jesus Calming the Storm. Families have sent pictures of their children engaged in the lessons and activities. Lisa Anderson, Kari Chesterman, Terry Hoefflin, Gary Sewell, and Dan Wild are helping with the recordings.
4. High School Fellowship meets regularly twice a month, usually on the first and third Sundays of each month starting at 6:30 pm. The program includes some zoom events and some outside in person fellowship and service events. This month we will have a zoom meeting and cook a meal for the food distribution.
5. The Parents Support Group, to help parents cope with the added stress of helping their children with virtual school, has met twice, and meet next on January 21 at 7:30 pm. Sydney Bonn and Amy Naumann are joining the group as teacher representatives. Lisa Anderson, school counselor at Bryant, also joined the group.
6. Through Thrivent grants and donations from our congregation, we had over \$600 to spend for Christmas gifts to give to the three families from the Dubuque community recommended by Fulton, Lincoln, and Bryant school counselors. Some of our members purchased gifts as well. The Family Ministry Team finished the shopping, and the high school students wrapped the gifts. They were delivered on December 21.
7. There was no Children's Advent worship, but Terry Hoefflin and I put a piece together for the Christmas Eve worship featuring "Away in a Manger" performed by the Haug family, and pictures of our children and youth in nativity costumes. When we begin meeting in person and it is safe, the children will lead a worship service.

8. I spend a lot of time making deliveries to our families – Sunday School bags and birthday bags. It has been a joy to connect with families with short safe visits.
9. I am working on plans for Vacation Bible School – hopefully held in person in early August. We will have an environmental theme, and there will be daily field trips.
10. I am planning a camping trip for high school and middle school youth for the summer. Since things with the pandemic and vaccinations are still unclear, we will camp at Governor Dodge, which is close enough for many cars to drive for socially distancing.
11. I purchased a season pass for Vibrant Faith Ministries Masterclasses. I am enrolled in three webinars so far: Intergenerational Worship, Milestones, and Youth Issues. More classes will be offered through June.

Respectfully submitted by Sara McCaw, Family Minister