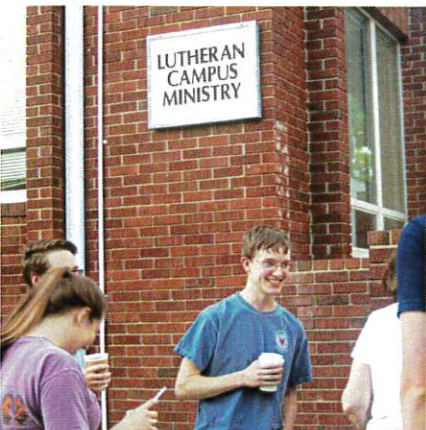
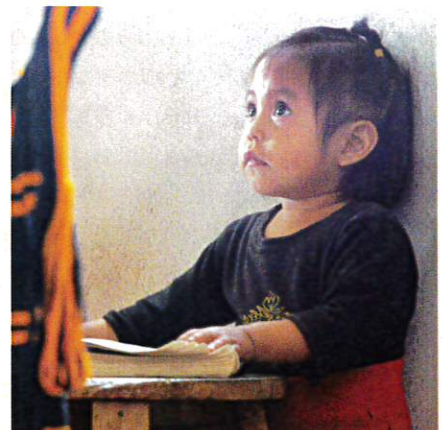
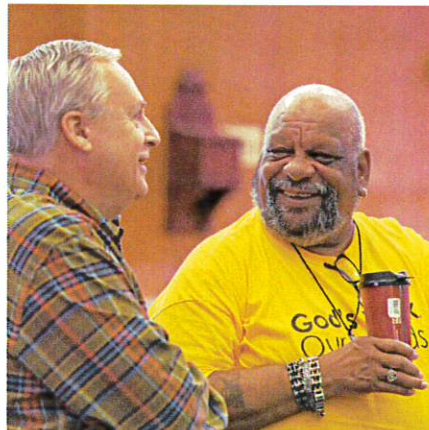
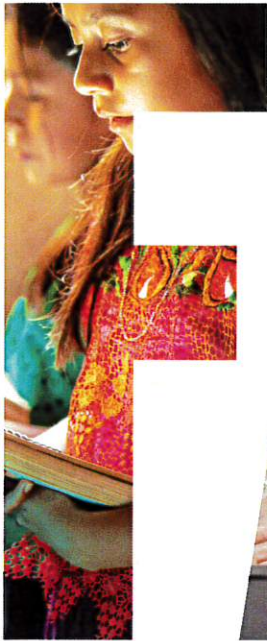




Evangelical Lutheran Church in America
God's work. Our hands.



ANNUAL REPORT

2019





A message from ELCA Presiding Bishop Elizabeth Eaton

Dear friends in Christ,

Stepping out in faith can be difficult. Martin Luther did it in 1517. The Evangelical Lutheran Church in America did it at the 2019 Churchwide Assembly. This church can be bold and daring because of our scriptural and Lutheran confessional understandings. Is it easy?

No. Do we always get it right? Probably not. Where we are in error, may God correct us.

The cross is our center. Faith, grace and Scripture alone are our guides. We are church. We are compelled by the gospel and our understanding that in Christ we have been set free to love and serve the neighbor. This loving and serving of our neighbor alongside courageous and faithful leaders is what offers hope to congregations.

Over the past 18 months we have made significant strides in our work on congregational vitality. This church has multiplied its efforts and leveraged its resources to enhance vitality in congregations. Our vision continues to evolve around strengthening our relationships with God, each other and the neighbors we serve. In this way we are addressing both local and global issues by being present in our own community and proactive with issues in the broader church.

This presence is made possible in significant ways through your giving of time, talents and financial resources to our work together. The success of our recent campaign, *Always Being Made New: The Campaign for the ELCA*, reflects the increasing

support for existing and new ministries that serve our communities here at home and others around the globe. Through regular, special and legacy gifts, \$250 million was given to support God's work. Through the spiritual practice of giving, we both acknowledge receiving God's gifts and share in God's generosity by passing on a portion to others. Together we are doing God's work in ways that we could not do otherwise.

As your congregation plans work for the coming year, I hope you will be both bold and daring, remembering God provides and desires abundant life for all. May you continue supporting God's work together with a spirit of solidarity, collaboration and generosity. We are all partners in the gospel, believing in Jesus Christ crucified and risen for the life of the world.

Stepping out in faith together,

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

"So if anyone is in Christ, there is a new creation: everything old has passed away; see, everything has become new!" —2 Corinthians 5:17

TABLE OF CONTENTS

AGENDA	p.0
ANNUAL MEETING MINUTES	p.1-4
BALANCE SHEET FOR 2019	p.10
BALLOT	p.42
BUDGET	p.35-40
BUILDING AND GROUNDS REPORT	p.12-13
FAMILY MINISTER'S REPORT	p.14-16
FOUNDATION REPORT	No Report
GREEN TEAM REPORT	p.17
HTLC MEMBERSHIP STATISTICS	p.23
MEMORIAL FUND REPORT	p.11
MUSIC MINISTRY REPORT	p.18
MUTAL MINISTRY REPORT	No Report
NOAH'S ARK REPORT AND BUDGET	p.19-21
NOMINATING COMMITTEE REPORT	p.41
OFFICE MANAGER REPORT	p.22
ORA GREMMEL FUND	p.9
OUTREACH COMMITTEE REPORT	p.24
PARISH EDUCATION AND FAMILY MINISTRY REPORT	p.25
PASTOR MARTYN'S REPORT	p.31-32
ASSOCIATE PASTOR ROSENSTIEL'S REPORT	p.33-34
PRESIDENT'S REPORT	p.29-30
SPECIAL CONGREGATIONAL MEETING MINUTES	p.5-7
STEPHEN MINISTRY REPORT	No Report
STEWARDSHIP REPORT	p.27
TREASURER'S REPORT-2019 SUMMARY	p.8
WOMEN OF THE ELCA REPORT	No Report
WORSHIP REPORT	p.28

AGENDA

Holy Trinity Lutheran Church

Annual Congregational Meeting

January 26, 2020

12:30	Call to Order	Mark Ryan
12:35	Opening Prayer	Pastor Rosenstiel
12:40	Announcement of Agenda	Mark Ryan
12:45	Approval of January 27, 2019 and September 8, 2019 Congregation meeting minutes	Mark Ryan
12:50	Financial Review	Amanda Matson
1:00	Treasurer's Report	Jonathan Brown
1:10	Approval of Committee Reports	Mark Ryan
1:15	President's Report	Mark Ryan
1:20	Pastor's Report	Pastor Martyn
1:25	Associate Pastor's Report	Pastor Rosenstiel
1:30	2020 Budget Presentation and Approval	Marlee Tart
2:00	Nomination Committee Report and Election	Wendy Einsweiler
2:10	Closing Prayer & Song	Pastor Martyn
2:15	Adjournment	Mark Ryan

Holy Trinity Lutheran Church Annual Congregational Meeting
Annual Meeting Minutes
January 27, 2019

President Sue Minter called the meeting to order at 12:48 p.m.

Intern Char Eversoll led the congregation members in the opening prayer.

President Minter announced the agenda on page 2 of the Annual Report. She declared that we have a quorum with 70 congregational members present. Johnathon Brown is the parliamentarian for the meeting.

Financial Review - President Minter reported on behalf of Teri Zuccaro that Teri had reviewed Holy Trinity's financial records and found that everything is in order.

Treasurer's Report - Jonathan Brown reviewed the summary of activity for the year. In 2018 actual giving was down slightly from what was budgeted. The reports shows that the year ended with a deficit of only \$636.05 which was made possible by a \$22,000.00 loan, to cover operating expenses, from the Ora Gremmels fund. The Council plans to pay that back in 2019. In 2018 we were on track with expenses except for Building and Grounds as there were several unplanned expenses that needed to be taken care of. Treasurer Brown stated that congregation members do a fine job of supporting activities, we need to step that up a bit for 2019.

Approval of 2018 Congregational minutes - Tammy Ernster moved to approve the January 28, 2018 Annual Congregation Meeting minutes. Sue Tigges seconded the motion. The motion carried unanimously.

Amy Pasker moved to approve the September 9, 2018 Special Congregational meeting. Diane Kalmes seconded the motion. The motion carried unanimously.

Approval of Committee Reports - Amanda Matson moved to approve all the Committee reports. Mark Ryan seconded the motion. The motion carried unanimously.

President's Report - President Minter acknowledged and thanked all the Council members for their work. She encouraged everyone to read the Committee reports if they had not yet done that. President Minter applauded the 8% increase in pledged giving for 2019, this is important as we vote on the budget today. She reminded everyone that Holy Trinity has a wonderful facility and dedicated staff that makes it possible for everything to function smoothly and well. President Minter thanked Pastor Josh for the many ways that he serves as our pastor. She commented that we are a 2-pastor congregation with over 1,100 members, with an associate we can reach out to inactive members and get them involved. She asked that we not be limited by fear in making a decision on our budget as it is important to reach out to the people.

Pastor's Report - Pastor Josh Martyn began by giving a huge thank you to congregation for the support given to him and his family, he deeply appreciates this. He thanked the Internship Committee for stepping up on short notice to begin working with Intern Char. Pastor Josh thanked all the Council members for their work in 2018 and gave a gift to the Council members who are completing their terms. Pastor Josh highlighted the need for more volunteers to serve on committees, work on projects and help

with worship. He said the response for the food distribution has been excellent. He acknowledged Cheryl Rose for her leadership and guidance with the Stephen Ministry program. She has passed the leadership to Magi Wehner, Dan Wild and Kathy Lindenberg. Pastor Josh gave everyone present two tasks: 1. Go through the pictorial directory and find the names of 5 people that you have not seen or know and contact them and share that as a member of Holy Trinity you would like to get to know them. 2. Go through the directory and look for the names of 5 people that you haven't seen in church recently and invite them to attend. If there are any pastoral concerns, let him know and he will follow up. He invited everyone to contact 10 people during the year.

Buildings & Grounds Report – Kyle Krause, Committee Chair, gave an overview of all the projects and upkeep the Committee members had done in 2018. The construction of the maintenance garage was a big project along with completing the paving of the patio. There were several unexpected expenses that the Committee had to address which meant that expenses were more than what was budgeted. They were able to reduce 2019 expenses for insurance as the committee discovered that workman's comp insurance was listed as an expense in two different categories. All the line items in their budget are fixed costs that are part of operating the large facility we have. Kyle was asked to speak to the future needs the committee has identified. Kyle said that the flat roof will need to be replaced at some point in the near future. The quote they have received is that it will cost around \$70,000.00 to do this. If we don't start setting aside funds for this, it will be a financial shock when it needs to be done.

2019 Budget Presentation and Approval - Financial Secretary Adam Eikamp pointed out that there are some corrections on the budget included in the annual report, adjusted copies of the budget are available at the sign-up table. He commented that it was not as difficult to put together the 2019 budget as there is a significant increase in pledges for 2019. He has been asked, "If we increased our giving why do we have a deficit budget?" Adam explained that there are a lot of \$500.00 to \$1,000.00 increases plus adding a partial year salary for an associate pastor and paying back the loan from the Ora Gremmels fund. He appreciated the civil discourse while this was discussed at the two forums. With making the adjustment for insurance the deficit is now \$48,515.00.

A question was asked if the proposed budget included any raises. Adam said that there were no raises in the proposed budget. A 3% raise for all the staff would increase expenditures by \$5,433.00.

Amanda Matson moved that we authorize a 3% raise for all staff. Lisa Anderson seconded the motion. Adam asked if there any questions or discussion, there was none. The motion carried unanimously.

A question was asked regarding the budgeted amount for the associate pastor. Adam explained that he did not break the \$33,000.00 amount into specific details, this is an estimate for a partial year as we don't know when the person would start and if it might be a part time position to start. He also pointed out that the salary and benefits for an associate pastor would be at least double for 2020.

It was pointed out that at the special congregation meeting vote was to call a full-time person. President Minter said it might be part time for the first part of the year and then go to full time. Council member Wendy Einsweiler said that we don't know the availability of people and if those who are available would fit with what we are looking for.

A comment was made that because of using property sale proceeds in 2017 and borrowing from the Ora Gremmels fund in 2018 in reality we operated with a deficit for the past 2 years. The question was asked how are we going to handle a deficit of around \$53,000.00 in 2019 and possibly a larger deficit in 2020?

Adam said that the Council is looking into getting a line of credit but acknowledged that it is just "kicking the can down the road." The Council will be working on a solution to address the deficit. Council member Wendy Einsweiler said that if we have a 1,100 member church, we need 1,100 active members, the Council is taking this very seriously and that everyone present is the best ambassador to reach out, the deficit budget is the best the Council can do. Pastor Josh said that we are setting up the Finance Committee that will monitor expenditures and cash flow and if a solution cannot be figured out, then that will be brought to the congregation.

The question was asked, "Of the 1,100 members, how many contribute?" Adam said that there are about 180 giving units in Holy Trinity. The observation was made that to base our giving from 180 giving units with a membership of 1,100 doesn't make sense, are we looking realistically at where we are at? Vice President Mark Ryan said that when he becomes President he will push hard to figure out how to address the budget challenge, it is a huge challenge. He said he welcomes input from the congregation.

Financial Secretary Eikamp said that with the insurance adjustment and the 3% salary increase the budget deficit is \$53,948.00. President Minter asked if there was any more discussion or questions, there were none.

Amanda Matson moved to approve the deficit budget. Glen Lichti seconded the motion. The motion carried by a show of hands.

Constitution final approval - President Minter called on John Chesterman, Chair of the Constitution Update Task Force. He explained the process he and the Task Force members have worked on. The updated Constitution was presented at the 2018 Annual meeting and it was approved. We needed to wait a year and then vote on it again for it to become official.

Tony Quinn moved to approve the updated Constitution. Terry Hoefflin seconded the motion. The motion carried unanimously.

By-Laws approval - President Minter shared that the revised By-Laws were presented at a Forum on January 13. At the Forum there was consensus to make a change. Carrie Lohrmann moved to amend the By-Laws in Section One, C4.03.02 by removing the last sentence which reads: "It is a practice of this congregation to not commune infants." Amy O'Rourke seconded the motion. The motion carried unanimously.

Carrie Lohrmann moved to approve the amended By-Laws. Carol Baughman seconded the motion. The motion carried unanimously.

Nomination Committee Report and Election -- Wendy Einsweiler presented the ballot for 2019.

Adam Eikamp moved to accept the nominees as presented. Tony Quinn seconded the motion. The motion carried unanimously.

The results of the election are:

President Mark Ryan one-year term – expires 1/20
 Vice President Sue Tigges one-year term – expires 1/20
 Financial secretary Marlee Tart two-year term – expires 1/21
 Council members at Large two-year terms – expires 1/21

Gary Sewell Building & Grounds Wendy Einsweiler Stewardship

Tami Ernster Parish Ed/Family Ministry Kate Stierman Fellowship

Council member at large filling final year of current term – expires 1/20

Gretchen Kueter

Synod Convention Delegates one-year term expires 1/20

David Assmus Ruth Assmus

Tami Ernster Grace Weiland

Alternate Synod Delegates one-year term – expires 1/20

Duane Ernster Amy Pasker

Dubuque Area Congregations United one-year term – expires 1/20

Sara McCaw Lisa Anderson

Luther Manor Board

To be determined

Nominating Committee for 2019 one-year term – expires 1/20

Wendy Einsweiler Adam Eikamp Linda Sewell

President Minter adjourned the meeting at 2:05 p.m.

Closing Prayer and song - Pastor Josh Martyn pointed out message from the Bishop Elizabeth Eaton inside of the cover of the Annual Report. He led us in a litany and we closed by singing *Spirit of God, Descend upon my Heart*.

Submitted by

Dave Assmus

Holy Trinity Lutheran Council Secretary

Special Holy Trinity Lutheran Church Congregational meeting
September 8, 2019

President Mark Ryan called the meeting to order at 12:24 p.m.

Pastor Josh Martyn gave an opening prayer.

President Ryan introduced and welcomed Pastor Steve Brackett who serves as the assistant to the Bishop of the Northeastern Iowa Synod.

President Ryan introduced Jonathan Brown, parliamentarian, and Dave Assmus, Council Secretary. He announced that the ballot counters are Council Vice President Sue Tigges and Council member, Tami Ernster.

President Ryan reviewed the agenda. He explained that this Special Congregational meeting has been convened to continue the call process for an associate pastor to Holy Trinity. On September 9, 2018 Holy Trinity voted to start the process of calling an associate, this process was affirmed at the 2019 Annual meeting. A Call Committee was finalized in March. The Committee members spent a considerable amount of time and effort in the last 6 months to get to where we are today. The process we will follow at this meeting is the required procedure from the Northeastern Iowa Synod.

President Ryan declared that we have a quorum to conduct business, 40 congregational members are needed, 82 people have registered for this special meeting.

President Ryan called on Pastor Brackett to read the letter of call. Pastor Brackett explained that he is present to represent the Synod to ensure that a call is properly issued. He then read the letter of call to Derek Rosenstiel for a three-quarter time position.

President Ryan recognized all the Call Committee members. As they stood, we thanked them with our applause.

Michele Faubel – Co Chair
Tami Ernster
Tony Quinn
Jack Dye
Dan Kassen

Lisa Borchert – Co Chair
Lillian Hoefflin
Tom Henschel
Emily Wild
Dave O'Brien

Co-Chair Lisa Borchert discussed the process the Call Committee followed. They were given three names from the Northeastern Iowa Synod and interviewed all three candidates. Co-Chair Michele Faubel explained that after the Call Committee had completed the interviews, they unanimously decided to recommend calling Derek Rosenstiel to the Council. On August 12 the Council met with and interviewed Derek and voted unanimously to call him as the associate pastor.

President Ryan announced that it was time to vote on calling an associate pastor. Tami Ernster moved that we call Derek Rosenstiel as a three-quarter time associate pastor. Carol Baumann seconded the motion. President Ryan said that the vote would be taken using the blue ballot, he asked the everyone vote. At 12:42 p.m. he announced the voting closed. Sue Tigges and Tami Ernster collected the ballots.

Pastor Martyn and Pastor Brackett reviewed the proposed compensation package. The Northeastern Iowa Synod sets guidelines for clergy compensation based on years of experience. Derek had worked for 3 years as a social worker, so he is credited with one year of experience. The compensation package to call Derek Rosenstiel for a three-quarter time call, including health insurance just for him, totals \$62,052.00. Pastor Brackett explained there are additional requirements for Derek to attend some Synod sponsored meetings for pastors in their first call.

President Ryan announced the results on calling Derek as an associate pastor: 76 yes, 2 no and 4 abstentions.

Glen Lichti enthusiastically moved that we approve the compensation package as presented. Amanda Matson seconded the motion. Discussion followed with questions about the medical coverage and if there is a plan to call Derek to a full-time position. Pastor Martyn explained that it is his hope that in 3 years Holy Trinity will be able to call Derek to a full-time position and explained the different costs related to different health insurance coverage options. Pastor Martyn also shared that Derek has talked with him about he needing to find a part time job to supplement his family income.

Pastor Brackett said that for a full time call Derek could waive insurance coverage being provided by Holy Trinity and continue on his wife's health insurance coverage that she is receiving through the University of Dubuque. Discussion followed regarding what it would cost for a full time call with no health insurance coverage.

Chris Kueter moved to table the compensation package discussion. Glen Lichti seconded the motion. The motion carried by a show of hands.

Michele Faubel moved to approve a full time call to Derek Rosenstiel as associate pastor. Kristin Page seconded the motion. Discussion followed regarding the merits of a full-time position as opposed to a three-quarter time position. The question was called by Andrew Faubel. John Chesterman seconded the motion. The motion carried by a show of hands.

As ballots were being handed out President Ryan explained that we would be voting on calling a full-time associate. He asked people to vote, at 1:24 pm he declared voting is closed. Sue Tigges and Tami Ernster collected the ballots.

Pastor Martyn explained that the compensation package without offering any health insurance to Derek or his family would total \$62,333.00 plus whatever amount that Holy Trinity would decide to reimburse Derek and his family for what they are currently paying to the University of Dubuque for their family insurance coverage. Pastor Martyn thought the full cost of that would be approximately \$6,000.00.

President Ryan announced the vote regarding calling a full-time associate: 64 yes, 8 no and 3 abstentions.

Wendy Einsweiler moved that Holy Trinity offer a full time call as associate pastor to Derek Rosenstiel with no health insurance with the compensation package as presented and that the Council figure out the reimbursement amount to the University of Dubuque. Dwayne Ernster seconded the motion.

After brief discussion, Glen Lichti called the question. John Chesterman seconded the motion. The motion carried by a show of hands.

President Ryan asked if everyone had a ballot to vote on the compensation package for a full-time call. He asked everyone to vote. He declared the voting closed at 1:35 p.m. Sue Tigges and Tami Ernster collected the ballots.

President Ryan announced the results on the compensation package for a full-time associate: 65 yes, 11 no and 1 abstention

President Ryan reminded everyone that with our decisions today, we have brought an associate pastor and family into our community. He encouraged everyone to warmly welcome them and to get to know them.

The question was asked when Derek could begin, Pastor Martyn explained the Derek will first need to be ordained, this would take some time for Derek to make all the arrangements. Pastor Martyn estimated that Derek will be able to start the last Sunday in September or the first Sunday in October.

Pastor Brackett shared closing comments and led the congregation in closing prayer.

President Ryan adjourned the meeting at 1:44 p.m.

Submitted by,
Dave Assmus
Holy Trinity Lutheran Church Council Secretary.

Treasurer's Summary Report 2019										
	2017		2018		2018		2019		2019	
	Actual		Budget	Actual	Budget	Actual	Budget	Actual		
Income										
Pledged/Unpledged Giving	\$ 414,591.00		\$ 427,838.00	\$ 416,596.24	\$ 462,121.00	\$ 444,769.00				
Loose Plate	\$ 11,286.00		\$ 11,500.00	\$ 7,517.52	\$ 11,500.00	\$ 6,944.43				
Seasonal	\$ 1,895.00		\$ 4,500.00	\$ 3,130.00	\$ 2,000.00	\$ 3,860.50				
Interest	\$ 12.00		\$ 12.00	\$ 18.59	\$ -	\$ 12.97				
Church Use	\$ 996.00		\$ 1,500.00	\$ 1,645.00	\$ 1,500.00	\$ 4,340.00				
Bridge the Gap	\$ -		\$ 9,174.00	\$ 7,125.40	\$ -	\$ 122.00				
Misc. General	\$ 71.00		\$ -	\$ 1,806.17	\$ -	\$ 9.63				
From Rental Properties	\$ 20,000.00		\$ 3,244.00	\$ -	\$ 3,234.00	\$ 3,246.28				
Transfer Intern Fund	\$ 20,396.00		\$ 11,750.00	\$ -	\$ -	\$ -				
Community Foundation Fund	\$ -		\$ -	\$ -	\$ -	\$ -				
Transfer from Zero Balance Account	\$ 73.00		\$ -	\$ 135.83	\$ -	\$ 125.07				
Sale of Lot	\$ -		\$ 28,265.00	\$ 29,658.59	\$ -	\$ -				
Lighting Rebate	\$ 500.00		\$ -	\$ -	\$ -	\$ -				
Pastor Discretionary	\$ -		\$ 900.00	\$ -	\$ 900.00	\$ -				
Transfer from Noahs A. for Custodial Service	\$ -		\$ -	\$ -	\$ -	\$ 5,000.00				
Health Insurance Rebate	\$ -		\$ -	\$ -	\$ -	\$ -				
Transfer from Ora Gremmels Tot.	\$ 26,334.00		\$ 10,000.00	\$ 62,060.13	\$ 12,000.00	\$ 25,350.00				
Trnsfr from Designanted Intern Fund	\$ -		\$ -	\$ 12,179.77	\$ -	\$ -				
Total General Fund and Giving	\$ 496,153.00		\$ 508,683.00	\$ 541,873.24	\$ 493,255.00	\$ 507,522.01				
Expenses										
Total Administration	\$ 21,901.00		\$ 22,950.00	\$ 23,643.06	\$ 26,362.00	\$ 25,713.40				
Total Fellowship	\$ 620.00		\$ 1,000.00	\$ 750.17	\$ 1,000.00	\$ 1,208.98				
Total Membership Outreach	\$ 1,194.00		\$ 1,000.00	\$ 626.20	\$ 1,000.00	\$ 735.63				
Total Church Missions	\$ 30,652.00		\$ 34,514.00	\$ 34,514.00	\$ 41,495.00	\$ 41,484.92				
Total Stewardship	\$ 793.00		\$ 1,200.00	\$ 1,006.39	\$ 1,380.00	\$ 2,937.42				
Total Parish Ed	\$ 7,284.00		\$ 8,250.00	\$ 8,301.48	\$ 6,600.00	\$ 6,191.07				
Total Buildings and Grounds	\$ 68,600.00		\$ 73,945.00	\$ 112,134.59	\$ 54,366.00	\$ 68,171.21				
Total Personnel Salary	\$ 360,119.00		\$ 359,501.00	\$ 355,801.48	\$ 387,033.00	\$ 366,429.90				
Total Worship	\$ 4,777.00		\$ 4,825.00	\$ 3,796.22	\$ 4,575.00	\$ 4,631.21				
Total Family Ministry	\$ -		\$ 1,500.00	\$ 1,935.70	\$ 1,500.00	\$ 1,322.55				
Ora Gremmel's Loan Repayment	\$ -		\$ -	\$ -	\$ 22,000.00	\$ -				
Total Expenses	\$ 495,940.00		\$ 508,685.00	\$ 542,509.29	\$ 547,311.00	\$ 518,826.29				
Income-Expense (Operating)	\$ 213.00		\$ (2.00)	\$ (636.05)	\$ (54,056.00)	\$ (11,304.28)				
Submitted by: Jonathan R. Brown										
January 26, 2020										

Holy Trinity Lutheran Church - Dubuque - Dubuque IA
Balance Sheet as of December 31, 2019

10

Tuesday, January 21, 2020 3:01 PM

Page 1 of 1

Account #	Account Name	Beginning Balance	YTD Balance
Assets			
1.100.000	General Operating Checking	17,222.75	23,858.43
1.100.035	Designated Funds Checking	24,073.19	90,865.50
1.100.045	Noah's Ark Operating Checking	32,097.82	10,080.53
1.100.060	Rental Property Savings	3,246.18	0.00
	Total Current Assets	\$76,639.94	\$124,804.46
1.400.000	FCT - Gremmels Investments	30,821.86	0.00
	Total Investments	\$30,821.86	\$0.00
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	\$3,400,366.10	\$3,417,708.76
Liabilities			
2.000.000	Accounts Payable/Vendors	0.00	2,092.35
2.250.000	Line of Credit Payable	0.00	15,000.00
	Total Accounts Payable	\$0.00	\$17,092.35
	Total Liabilities	\$0.00	\$17,092.35
Fund Balance			
3.000.000	Noah's Ark Operating Checkbook	32,097.82	10,080.53
3.001.000	General Operating Checkbook	17,222.75	6,766.08
	Total Operating Fund	\$49,320.57	\$16,846.61
3.058.000	Ora Gremmels Fund	30,821.86	0.00
3.099.000	Equity Fund	3,292,904.30	3,292,904.30
	Total Investments / Equity Fund	\$3,323,726.16	\$3,292,904.30
3.059.000	Rental Property Savings Account	3,246.18	0.00
3.100.000	Designated (& Restricted) Checkbook	24,073.19	90,865.50
	Total Fund Balance	\$3,400,366.10	\$3,400,616.41
	Total Liabilities and Fund Balance	\$3,400,366.10	\$3,417,708.76

ANNUAL MEMORIAL FUND REPORT 2019				
MEMORIAL FUND	BEG BAL	DISBURSEMENT	END BALANCE	USE
Pastor Harvey Frye	\$20.00	\$20.00	\$0.00	
Fran Kringle	\$528.92	\$100.00	\$428.92	Stephen Ministry
Matt Moore	\$85.73	\$0.00	\$85.73	
Ron Amundson	\$170.00	\$170.00	\$0.00	
Gene Chappell	\$20.00	\$20.00	\$0.00	Signage
Richard Griebel	\$45.00	\$45.00	\$0.00	Signage
William Collings	\$75.00	(\$50.00)	\$125.00	
Linda Lunde	\$100.00	\$100.00	\$0.00	Signage
Dorothy Wick	\$3.86	\$0.00	\$3.86	
Funds used in 2019	\$1,048.51	\$405.00	\$643.51	

2019 BUILDING AND GROUNDS ANNUAL REPORT

Completed projects in 2019

Completing the teen room, removing the old HVAC, and developing a plan to replace the lighting in the LFC are a few of the items Buildings and Grounds has tackled over the 2019 year.

Buildings and Grounds had a busy start to the year with the accumulation of ice and snow. We were able to keep the grounds cleared with the help of Gary Sewell, Paul Benner, Al Pline, and Bill Wolchal. The freezing rain and slick sidewalks kept us busy for the start of the year.

Once spring hit we were able to continue with some of the projects that we wanted to complete for 2019. One of the largest projects was the removal of the old HVAC unit located on the mezzanine above the LFC. This project was spearheaded and followed through by Darrell Kalmes. With the help of his wife Diane and our maintenance man Al Pline they were able to get the old unit tore down and removed. They all have put in many hours and dedication to remove the old sheet metal and free up space for some much needed storage.

Another project that was completed was in the teen room. Building and Grounds was able to get the hallway walled off and new flooring installed in the teen room to give the youth a better place to meet, making it more functional and inviting.

In June HTLC was hit with some storm damage on our fragile rubber roof system above the office area. We opened a claim with our insurance company to cover the damages sustained within our office area as well as repairs needed to fix a leaky roof. This is one of our largest potential expenses as estimated costs for full replacement are around \$100k+. B&G has been working to review alternative options and feels there might be a plan in place for full replacement in the spring of 2020 at an estimated cost less than anticipated.

If anyone has been in the LFC within the last year at night, they have probably noticed the not so convenient light display that takes place with light flashing on and off as the ballasts/bulbs are going bad on many of the fixtures. Building and Grounds has been working towards a remedy to replace the fixtures at an acceptable cost. We have had some very generous donations that have allowed B&G to move forward with a promising replacement of the wall mounted fixtures. This is set to take place in the early months of 2020 with the help of Dan Wild and Darrell Kalmus.

An unexpected expense came when the hot water heater above the LFC needed to be replaced. This was an unforeseen expense just under \$2000.00 that needed to be done to keep hot water in the kitchen area.

In February Buildings and Grounds was able to install a handrail on the steps to assist in accessing the pulpit. This was designed and constructed by Jim Bechen from Key City Metal who was generous enough to donate his time and only charge his expense in materials for the handrail and spindles.

Replacing the projector in April was an expense that Buildings and Grounds was not ready for. The projector had gone bad and HTLC was in need of a new one. Lifeline was able to assist in the replacement but left HTLC with an expense just under \$13,000.00. The new projector looks and functions great.

Throughout the year there have been many projects or repairs that have taken place with HTLC. It is a beautiful facility and it would not be possible without the volunteer hours of the members of Building and Grounds. For those that volunteer their time towards HTLC thank you, as the savings for HTLC are unattainable without your help. Thank you Gary Sewell, Norm Anderson, Paul Benner, Al Pline, Darrell (Diane) Kalms for your time and commitment to Buildings and Grounds.

Future Items for Buildings and Grounds

Looking into 2020 Buildings and Grounds is looking to continue to be progressive to repair and improve HTLC. The light replacement of in the LFC and a new roof on the office area are the first items on the docket. Other items that Buildings and Grounds would like to improve would be the repainting of the metal railings, repair of the concrete on the north side, removal of stumps, repair of steps, and replacement of old wooden chairs in the library. With Paul Benner stepping away from Buildings and Grounds, we have openings. Anyone interested in maintenance please let me know.

Thank you all for the support and donation.

With Peace,
Building and Grounds Chairman
Kyle Krause

Family Minister's Annual Report 2019
Holy Trinity Lutheran Church

"But these [stories] are written so that you may come to believe that Jesus is the Messiah, the Son of God, and that through believing you may have life in his name."
John 20:31

This has been a busy year of ministry at Holy Trinity Lutheran Church. As Family Minister, I work with the Parish Education Committee to provide educational events for children, youth, adults, and families; and I work with the Family Ministry Team to provide mission opportunities and fellowship events for all members. We have been actively following God's call to minister to God's people this year. The scripture text above is our theme verse for Sunday School, and it reminds us that the Biblical stories, God's written Word, help us to know Jesus, the one who brings us life. When we come to know the love and forgiveness of Jesus, we are freed and empowered to share the Gospel with the world through word and deed.

Family Ministry continues to focus on events in which all ages can interact together and where parents and families are equipped to share their faith at home. Attendance at Parish Ed and Family Ministry events has been dropping significantly. The families who have been consistently involved have children entering high school and middle school. There are fewer young families participating in the events. Many of our young families in the church are not engaged in the educational or fellowship events. This is a concern for the entire congregation. It is important for all members to get to know our families and encourage them to participate in the life of the church.

The Family Ministry Team and Parish Education Committee has accepted the challenge to communicate with our families with young children to see how we can best serve their needs.

Educational Events:

- Children's Sunday School continues to be a joy. We have a committed group of adults who are teachers, and the students enjoy their learning time together.
- Adult Forum meets on Sunday mornings. Their discussions include scripture studies, current events, and issues.
- There are four adult Bible studies meeting at Holy Trinity.
- We have middle school and high school Sunday School classes that started this fall. Christopher Bode teaches the middle school class and Pr. Josh is teaching the high school class. There has been a consistent group of five youth attending each class.
- Intergenerational Sunday school was held for Recharge Rally Day (January), Lent (March), Holy Week (April), Global Fest (April), Family Mission Project (May), Christian Education Kick Off Sunday (September), and Advent (November).
- A new program was started this fall for 5th and 6th grade students called, "Bible Explorers". This program meets at the same time as Confirmation class on Wednesday evenings. It is a two-year program focusing on the Old and New Testaments using an Augsburg curriculum called, Connect. We have 17 students participating.
- Confirmation class for 7th and 8th grade students is a well-rounded program which is grounded in Lutheran theology; the curriculum includes class study, service, and worship leadership. This fall 19 students are learning about the New Testament. Last year focused on the study of the Old Testament. The expectations for the students include participation from families for worship reflections, worship leadership, service, fellowship, and intergenerational conversations led by congregation mentors.
- First Communion Class was held in March and April, and students and their parents participated together. The class taught about communion, liturgy, and the church calendar. There was a

celebration for the students on Palm Sunday, and the students received their First Communion on Maundy Thursday, April 18. The students receiving their First Communion were: Sophie Brauhn, Zach Chesterman, Sophie Jasper, Anderson Lambert, Timothy Martyn, Keith Matson, Dominic Mills, Maddie Prehm, Lucy Quinn, Jack and James Stierman, Samantha Wloch, and Isabel Zozaya.

- We recognized our high school graduates in May: Zach Bierman, Christopher Clarke, Maddy Day, Jack Einsweiler, Noah Jasper, Gabby Montgomery, Tim Pergande, Logan Wersinger, and Grace Wieland.
- Twelve eighth grade students affirmed their Baptism in June: Jacob Edward Bakey, Ryleigh Jo Bakey, Alexandria Eve Bode, Ryan Joseph Borchert, Jenna Marie Cocayne, Ashley Kay Cornelius, Brooke Elizabeth O'Brien, Carson Louis Prehm, Joseph Wilmer Quinn, Walker Davis Tart, Michael Robert Wloch, and Anthony David Zuccaro.
- We had eleven middle school youth and three adults participate in the mission trip to Duluth, MN in June.
- Vacation Bible School took place in August and was a great week of learning for all ages. Eighty children, youth and adults participated. We used the curriculum, "Share a Story with Jesus,". Each night the stories were engaged through crafts, games, music, and drama. We celebrated the week in worship on August 11.
- A two-night camping trip was held for middle school and high school youth in August at Governor Dodge State Park.
- Three-year-olds and third graders received their Bibles on Christian Education Kick-off Sunday in September. The Christian Education Kick-off celebration also included intergenerational learning activities between worship services.
- A High School Fellowship group has been meeting over the past year. We have ten students consistently attending.
- Family devotional kits were prepared and handed out for Lent and Advent.
- The Children's Christmas Program took place on December 15. We had thirty children and youth involved this year. The drama was presented by the youth and children at both Sunday worship services, and they presented more worship elements at the 11:00 am service. The program was called, "The Innkeeper's Sleepless Night."

Mission and Service Opportunities:

- The annual meeting lunch and collection for Souper Bowl of Caring provided over \$600 for the HTLC sponsored food distribution.
- Health Kits were assembled were tied at Recharge Rally Day.
- Our youth helped with Scouting for Food in March.
- We held a Take Away Hunger event in March to assemble food packages.
- The annual rummage sale raised over \$3500 for the Family Ministry events and mission projects and the left-over items were donated to several community agencies.
- Our youth cooked and served a meal at the Dubuque Rescue Mission in April.
- The Sunday School classes helped clean up the church grounds in May.
- 58 Flood Buckets were filled and delivered to the Synod Assembly.
- Many households participated in the Gardens of Grace this summer. Food was grown and delivered to community agencies serving the hungry. Participants ranged in age from two years to retired adults.
- Three Summer Service and Social events were held in the summer for middle school and high school youth.
- Over \$600 was raised from the VBS offering and was used to support ELCA World Hunger through the purchase of Global Barnyard animals. We also tied quilts, made gifts for Luther Manor, assembles school kits, and made corn bread for the Dubuque Rescue Mission,
- Holy Trinity hosted the Dubuque Area CROP Walk again for the seventh year. HTLC had around 35 people walk the route, and about \$1500 was raised by HTLC for Church World Service.
- HTLC hosted a community Thanksgiving Dinner. The Family Ministry Team and Outreach Committee coordinated the event. Thanks to Bill O'Dell, Gretchen Kueter, Betsy Wild, and the O'Brien family for

being the head cooks. We had many people volunteer to help. We served about 150 people including HTLC members.

- A family from Fulton school received many Christmas gifts because of the generosity of our members at HTLC.

Fellowship Events that were offered:

- January – Giant Game Night
- February – Cupid Games
- April – Easter Egg Hunt
- May – Cinco de Mayo and Middle School Lock-in
- July – Outdoor Worship and Church Picnic
- July – Noah's Ark Waterpark Trip
- August – Youth Camping Trip
- September – Cookout at Swiss Valley
- October – Halloween Party
- November – Middle School Lock-in
- December – Parents' Night Out

I am very grateful for the congregation's support of family ministry, both financially and spiritually, and I am enthusiastic about sharing in this ministry with you.

Respectfully submitted by Sara J. McCaw, Family Minister

Green Team Annual Report--2019

The Holy Trinity Green team met several times during the year to work on various ways Holy Trinity and Holy Trinity members can model being responsible stewards as we use the resources of God's creation.

The Green Team is a task force that reports to the Stewardship Committee. Green Team members also attend the Dubuque Interfaith Green Coalition and in October hosted the Green Coalition meeting at Holy Trinity.

At the 2018 Annual meeting Holy Trinity members voted to become a Covenant Congregation with Iowa Interfaith Power & Light. The purpose of the covenant is to affirm a congregation's commitment to care for creation and participate in a response to climate change in Iowa.

Interfaith Power & Light (IPL) began in 1998 and now has 40 state affiliates including Iowa Interfaith Power & Light. The mission of Interfaith Power & Light is: *Equipping people of faith to be faithful stewards of creation by responding to global warming/climate change and related environmental impacts.*

At the November 19 Council meeting the Council approved the following:

Guidelines for Green Community Practices for Holy Trinity Lutheran Church

Mission: As people of God, we are called to care for each other and all of God's creation for present and future generations.

Purpose: A. The Holy Trinity Green Team, a task force of the Stewardship Committee, proposes these beginning guidelines to protect God's creation together as a community.
B: These are the first steps toward becoming a greener and more sustainable congregation. These community practice items were prioritized by looking at what first could easily be accomplished at minimal or no cost and have the biggest impact.

- 1) Eliminate the use and purchase of Styrofoam by our congregation and groups using our building by December 2020
- 2) Use ceramic, stainless, glass or reusable plastic at all church meals and fellowship events by discouraging the purchase, donation and use of single-use disposable kitchenware.
- 3) Distribute leftover usable food to those who will eat it or to those in need.
- 4) Work towards the goal of composting all food waste through the City of Dubuque curbside food scrap pickup or garden compost.
- 5) Encourage Refuse, Reduce, Reuse, Recycle as sustainable stewardship practices.

Green Team members-

Dave Assmus, Bob Lehmann and Carrie Lohrmann

Music Ministry Annual Report – 2019

Holy Trinity Lutheran Church

It has now been nearly three years since I became the Director of Music on January 15, 2017.

Trinity Chorale is grateful to learn music together and then share it with the congregation. We lost many members this past year due to a variety of circumstances. We have welcomed two new members but are very much interested in having more volunteers join us.

Our bell choir, Trinity Ringers, was restarted in 2017. We currently have nine members and would like to add one more person and have a few people who would be willing to serve as substitutes.

Trinity Brass continues to faithfully offer music on a regular basis. Erik Anderson now leads this volunteer ensemble. It's been a pleasure to work with him!

Jill Kleinbriel as our Director of Contemporary Music, having begun the position in early 2018. She has been a valued colleague in music ministry at Holy Trinity.

During the summer of 2019, I attended the regional convention of the American Guild of Organists in Milwaukee, WI and the Augsburg summer music clinic in Park Ridge, IL. I also spent many hours going through about 75 anthems given to us by the University of Dubuque Theological Seminary. Out of this collection I decided to retain 45 anthems to add to our choral library. Several of these new anthems are being shared by the Trinity Chorale during worship this year. I'm indebted to Carol Baumann for her help in creating labels and updating our database for this collection!

Looking to the future, I would like to begin a schedule of keyboard lessons for any member (youth through senior citizen) who may be interested in developing basic piano and/or organ skills. If there's a desire, I'm willing to explore options for youth music opportunities either as a group or nurturing an individual's ability. Lastly, I hope we can begin to discuss a plan to improve our pipe organ which will be 38 years old this year and has had no major work since its installation in 1982, a span of more than a generation or and six U.S. presidents.

I'm looking forward to 2020 and beyond!

In Christ,

Chuck Barland

Director of Music, Holy Trinity Lutheran Church



Noah's Ark Annual Report

This has been an incredible year at Noah's Ark. Early in the year the board began laying the groundwork to split Jenny Goodno's position into two. For far too long she was doing the work of two full time employees. It was impossible to do all the necessary work effectively. As it should be, her focus was always on quality education and care. Unfortunately, that sometimes came at the expense of administrative tasks by necessity.

It was clearly time for the board to make structural changes. To immediately reduce Jenny's workload, we organized a system for other Noah's Ark staff to handle student scheduling, billing, recording and making deposits. The board realized we ideally needed to add a full-time director position. We really wanted Jenny to focus her God given gifts on teaching the students of Noah's Ark, while a separate director focused on management. However, current programming would not financially support a full-time director's compensation package.

The board took this opportunity to reflect on what our community needs from this ministry. After all, HTLC is not in the business of running a preschool, it is a service ministry. Our inconsistent enrollment suggested we were not fulfilling needs as well as we could. After being snowed out of our first 3 meetings for the year, we had a retreat style, marathon meeting in March. We discussed job descriptions, toured and measured spaces, and calculated numbers. We concluded that the only way forward would be to move away from the school-year, preschool based model and towards becoming a full service child development center. This would eventually not only support a full-time director position, but stabilize enrollment in current programs, and serve a need in our community as well.

Infant and one year old rooms are the forefront of this dire need. These are not easy rooms to open or manage. They are highly regulated and the ratios of staffing are very low. The cost to open one of these rooms in our existing spaces was approximately \$10,000. And, we needed two. Of course, these are the reasons quality infant care is scarce. However, adding infant & one year old care would begin the process of transforming Noah's Ark from a preschool to a full service child development center making it a viable option for working families. These rooms will never exceed a fiscal breakeven point, however they will virtually always operate at capacity.

While opening rooms requiring extensive investment with a goal of breaking even seems counterintuitive with respect to fiscal viability, these spaces do move us towards the goal of becoming a full service center. As our infants and one-year olds grow older, ratios decrease and, per our calculations, should create enough margin to support existing staff as well as a full-time director, while filling out around existing preschool programming.

Of course, it will take a couple of years for this to unfold. So, the decision was made to use the surplus funds Noah's Ark accumulated over the last couple of years to open the rooms, pay a director's salary and start moving towards the new model with childcare starting at 3 months of age and a new director managing operations.

In April the council approved the job descriptions for Jenny and the new director position so we could begin searching for our new director. This position requires a very specific skill set. After looking at several candidates, we were excited to hire previous board member Jenifer Montgomery. She is highly educated and qualified. We were also excited that as a board member, she completely understood the position, challenges, and planned changes. And our first infant student? Her daughter Elizabeth! Her employment with Noah's Ark was contingent on opening infant space.

Mid-summer Jenifer was able to start on a limited basis while we worked to open the first infant room. She was able to immediately begin building enrollment. We've learned it is critical to have someone available to communicate with parents immediately when they call about enrollment. Jenny was rarely able to do this as she was always with and focusing on students. The results have been very positive and enrollment has increased dramatically.

As Jenifer started full time, she was tasked not only with building enrollment, but also updating all student and staff documentation, reorganizing Noah's Ark's physical spaces in the church, hiring additional necessary staff, reviewing policies and procedures, continuing to integrate our new billing systems, compliance with licensure, especially in the new infant rooms, managing day to day operations, working with the board to reorganize oversight, building relationships with our staff and families, and communication.

The first infant room opened in September. Within the month, it was at capacity. We had planned to open our second infant room early in 2020, but had parents desperate for care sooner. On December 1st that room opened as well. It is at 50% capacity with two, very young infants. The other two spots are also filled and the room will be at capacity in



early 2020. Currently our next infant opening is in June of 2021. One of our infant rooms is licensed for eight, but currently serving four students. We are in discussion about whether to add another staff member and bring that space to capacity. Of course, quality care and serving families will be our primary concern while also being mindful of the budget.

November was the first annual licensing inspection of Jenifer's tenure. During this inspection, a state examiner observes our daily operations, unannounced, for several hours. This inspection is extremely detailed and includes everything from fixture measurements to timing staff handwashing. While the inspector always highly approved the quality of care and education our students were receiving, she had sincere concerns about our documentation and organization. It was this examiner who first suggested the need for a separate director. In the past she had noted Jenny being overwhelmed. This year, we are very pleased. Not only has the quality of care continued, paperwork and organization are more than satisfactory. Her report only notes a few very minor operational things. Minor concerns are to be expected in every report. This is very exciting given the high regulation of infant care and recency of starting that program. She also made note that our staff, Jenny included, seem to be so much happier than in years past. Kudos to Jenifer, Jenny, and all of our amazing staff! Details of this inspection are available online.

Looking to 2020 is exciting, albeit it a little unnerving. As we've now spent a good portion of our surplus funds as planned, we will have to diligently watch expenses and payroll. Varying census also complicates budgeting revenue. Summer has always been somewhat of an issue as enrollment dips, yet some larger expenses remain constant. While we are looking at ways to better serve families during that time, we have been largely focused on our fall enrollment because of the larger impact on ministry stability. For the 2019/20 school year we had several students on a waiting list for the 4 year old class. Working with Jenny we are pursuing the possibility of having a smaller, afternoon class for the first time in about 8 years. This year we opened enrollment for the 2020/21 school year six weeks earlier than in the past. Not only were we already receiving inquiries, we've found it invaluable to have these numbers earlier for planning and budgeting. We are pleased with the initial results.

After hiring Jenifer and two board members moving out of town, November brought us virtually an entirely new board of talented and insightful leadership. As evident in this report, there is a lot for new board members to catch up on. The Noah's Ark board welcomes Katie Hartig, Ellen Sinkey, Mandy Lindecker, Andy Parker, Jason Duba, and Teri Zuccaro. Kate Stierman and Ryan Michel continue their service as well. We have a varied group of former and current parents, HTLC members and nonmembers. In the new year we will focus on honing our financial and budgeting procedures, staff policies, church by laws, student handbooks, and continuing discernment of how best to meet early childhood needs for our community.

The staff of Noah's Ark has grown remarkably this year and is to be commended for their relentless dedication to the care and education of our students. Please take any opportunity you have to affirm Jenifer, Jenny, Trish, Eric, Sara, Tayia, Tanika, Erin, Emily, Sherri, or Shannon. These folks are making a lifelong impact in the lives of our students and their families! Thanks be to God!

Kate Stierman
Noah's Ark Board Chair
January 2020

Page 1

Office Manager's Report 2019

The office staff consists of Cathy Nolan and myself. Cathy takes care of the finances. Cathy works part-time and does a great job tracking expenses.

I work in the office 8 am-4 pm. I am responsible for all the bulletins, powerpoint slides, receptionist duties, and managing the office.

One of my biggest accomplishments this year has been learning the ropes. I had big shoes to fill as JoAnn Kopp, previous Office Manager did a spectacular job. I continue to try and cover all tasks and attain information vital to scheduling and maintaining the office and building usage.

A big thank you to all of the volunteers that have assisted the church in many areas. We appreciate all of the help you provide.

Respectfully submitted,

Kim Maiden

2019
Holy Trinity Lutheran Church Statistics

	<u>2017</u>	<u>2018</u>	<u>2019</u>
Baptized (not including associates)	1,160	1,144	941
Confirmed (not including associates)	707	684	608
Associate baptized	5	5	5
Associate confirmed	5	5	5
Average weekly attendance	213*	189	193
# of households	311	293	589
Baptisms	11	7	10
Funerals	2	3	2
Weddings	0	2	0
Youth confirmed	10	8	11

Members received from ELCA Congregations

Ryan and Marissa and Oliver Michel from Holy Trinity Lutheran Church North Liberty Iowa

Received from other Lutheran Congregations

Received from non-Lutheran Congregations

Nancy David from Church of the Nativity Dubuque

Charles and Katie Hartig from Pratteville First United Methodist Alabama

Received by affirmation of faith

Received as associate member

Transferred to other ELCA congregations

Weslie, Erin and Annelies Anderson to Good Shepherd Lutheran Church, Decorah, IA

Mike, Erin, Easton, Emmett Kennedy to Christ Lutheran in Menomonie, Wisconsin

Elsie and Ron Schardt to Tiffin, IA

Roy and Barb Hansen to Coralville, Iowa

Paul and Paula Benner to Augustana Lutheran Church in Eagan, MN

Alan and Patricia Pearson to American Lutheran Church, Grand Junction, CO

Dan and Jess Kassen transferred to a church in Hazel Green, WI.

Roxanne and Richard Rollefson transferred to Immanuel Lutheran Watertown WI

Tom Henschel transferred to Fulton, IA

Deaths

Eugene Chappell

Richard Griebel

Removed by request or statistical adjustment

Baptisms

Mason Aiello

Elizabeth Montgomery

Grace Weber

Walker Lundell

Ashe Lundell

Albert Hartig

Mathilda Hartig

Louis Michel

Eli Isabelle-Mae Walen

Outreach report for 2019

I want to thank our committee members, Judy Bredesen, Glenn Lichti, Sue Minter, Ron Schardt and Mary Strom, you have been so helpful this year!

We reviewed our committee functions to see what we are doing and what we need to do. These details are found in the HTLC resolutions.

Sue Minter volunteered to be are finance representative to the Executive committee.

Our many events and missions we completed this year were; advertising our Easter and Christmas services, participating in Soup suppers, mission meal, Hunger Outreach Food distributions, post cards to inactive members, Wartburg welcome dinner, assisting with outside worship, supporting the Marshallese community, Family Fun night, Thanksgiving Community meal, collecting clothing items for St. John's and establishing 2 Little Food pantries here at HTLC.

A big shout out to Jan Leslein for tabulating friendship pad information! Also thank you to all of you who are Thrivent Financial members. With your support and help we are able to do many mission activities with your Thrivent grant applications.

I look forward to this next year with all the new ideas we have planned and welcome Pastor Derek to our Outreach committee. He has many goals and is a terrific addition to HTLC!

Respectfully submitted,

Gretchen Kueter

Parish Education and Family Ministry Annual Report 2019

We had the following people as dedicated volunteers for the committee in 2019. Committee members included Dan Wild, Betsy Wild, Emily Wild, Else Shardt, Diane Lichti, Julie Reuter, Mary Mills, Amanda Staade, Joni Wloch, Bill Wloch, Sara McCaw and Tami Ernster.

Parish Education

Sunday School

The Sunday School program was supervised by Sara McCaw. The average attendance was 30 students. Two to three teachers lead each Sunday School class. Rally Day was September 8th. Bibles were presented to third graders and 3 year olds. Family activities were held in the Living Faith Center to celebrate our new year. The Sunday School Christmas Program was December 15th. The drama "The Inkeeper's Sleepless Night" was performed at both services and the complete program was presented at the 11:00 service.

Ten students received first communion on Maundy Thursday.

There are ten high school youth that are participating in the High School Fellowship group. They meet the first and third Sundays of every month.

Vacation Bible School

VBS week was August 4-8th with a sharing of the week-long program at the service on Sunday, August 11th. The program reused the 2012 curriculum called Share a Story with Jesus. There were 41 youth and adults present to teach and lead the 50 students who attended.

Adult Education

Else Shardt coordinated the first half of 2019 and offered a variety topics and presenters. Starting in the fall, Lenora Howard and Dave Assmus co-led the classes. Again a variety of topics were presented focusing on the theme, In Christ a New Creation: what does this mean for living our lives. Attendance ranged between 8 to 15. May and Winston Persaud, Pastor Derek Rosensteel, Lenore Howard and Dave Assmus led the classes. Everyone is welcome to attend.

Global Fest and Cinco de Mayo

Global Fest and Cinco de Mayo were held on May 5th. Global Fest was held from 9:30 to 11:00 and focused on the earth with the title Our Home, The Earth. The Cinco de Mayo lunch was held from noon to 2:00 as a fundraiser for the youth for their summer mission trips.

Confirmation

Affirmation of Baptism for twelve 8th graders was held on Sunday, June 9th. Practice for the service was held on June 8th, which was followed by a family banquet.

Confirmation began in the fall with a split in the confirmation program. A new four year program for youth was set up. The 5th and 6th graders began a Bible Explorer Program where the old and new testaments are studied on alternate years. The 7th and 8th graders will continue their Christian education with catechism study, Lutheran concepts, and milestone ministries. The 5th and 6th graders had a lock-in to begin their program and the 7th and 8th graders opened their studies at Camp Shalom.

Noah's Ark

This program has greatly expanded their community outreach. They currently have 50 students with a waiting list for next year. They had added an infant room and a one-year old room. They

continue to participate in the 4/5 year old free preschool program, and also continue to offer classes to 3 and 4 year olds.

Splash

Splash curriculum provided by Augsburg Fortress is given to parents of birth to three year old children. Diane Lichti faithfully orders the supplies and makes sure materials are distributed to the families.

Family Ministry

The committee again offered many opportunities for the congregation and friends to participate in throughout the year. Many people attended the events we the Committee thanks them for their participation. Activities for this year included:

January	Giant Game Night was held Friday, January 11 th .
February	Stupid Cupid Games was held Saturday, February 9 th .
March	Bowling followed by Pizza at Shot Tower was on Sunday, March 3 rd .
April	We sponsored the Luther Manor Birthday Party on Sunday, April 7 th . The Easter Egg Hunt was held on Saturday, April 13 th . The rummage sale was held April 25 th -27 th .
May	Global Fest and Cinco de Mayo were held Sunday, May 5 th . The end of the year extravaganza was held on Sunday, May 19 th .
June	Confirmation was held on Sunday, June 9 th .
July	A picnic and worship was held at Allison Henderson Park on Sunday, July 24 th .
August	Vacation Bible School was held August 4 th -8 th .
September	A family picnic was held at Swiss Valley Park on Sunday, September 15 th .
October	The Crop Walk was held on Sunday, October 6 th . The Halloween Party was held on Saturday, October 26 th .
November	The middle school lock-in was held on Friday, November 15 th . The Community Thanksgiving Dinner was held on Saturday, November 23 rd .
December	Parent's Night Out was held on Friday, December 6 th .

STEWARDSHIP TEAM 2019 ANNUAL SUMMARY

Our committee is tasked to “strengthen, inspire and support our members in their knowledge and understanding of their role as faithful stewards of God’s grace and generosity”. It’s been wonderful to watch our members grow their giving of time, talents and treasures so our ministries can continue and expand, changing lives along the way!

The details of our 2019 financial reports will be explained elsewhere by the Treasurer and the 2020 budget will be explained elsewhere by the Financial Secretary. Our focus is to share the highlights of your acts of stewardship through gifts of time, talents and treasures are changing lives. Below are just a few of the exciting things we accomplished in 2019:

√ Regular giving and the Continue The Call support was over \$472,00. Although regular giving was about \$17,000 short of our goal, your generosity allowed us to call Pastor Derek Rosensteil as our new Associate Pastor in September. We are so grateful for your support and anticipate many blessing to come through this relationship.

√ The New Consecration Sunday response was amazing! You welcomed this new approach to the fall Stewardship program with eagerness and generosity, providing over \$489,000 through *Estimate of Giving Cards* towards ministry in 2020. A special Thank You to the Consecration Sunday Team – Guest Leader Pastor Mark Anderson, Bill O’Dell, Cris Houlihan, Kristin Page, Marissa Michel and Marlee Tart, along with council members and team leaders. Through their hard work and support, giving increased over 10% and will help the financial health of this congregation continue to improve. Thank you, thank you, thank you!!

√ Our 6th intern, Charlotte Eversoll, completed her time with us in July, thanks to your financial support!

√ Support to the ELCA Synod, Missionary Sponsorship and Camp EWALU was over \$41,000. This was an increase over 2019 and we’ll continue to increase our ELCA Synod giving until a tithe is reached.

√ Special appeal gifts from monthly appeals, Lent, Advent and other special projects totaled over \$6,500. Crescent Community Health Center, the Pastor’s Emergency Fund, PIN and various other organizations in our area and around the globe were able to share God’s love with some of our fellow humans with the most need.

√ The Hunger Outreach events, along with The Little Food Pantry & Blessing Cabinet, served hundreds of local households, providing food, clothing and hospitality from our members.

A special Thank You to the members of this team: Mark Arnold, David Assmus, Paul Dettmann, Intern Charlotte Eversoll and support from Pastor Josh. It’s a great group and I look forward to working with you, and other members that would like to join one of the best teams at HTLC. There’s always more work to do and sharing it makes the job easier on us all!

Blessings,

Wendy Einsweiler, Stewardship Chairperson 2019.

2019 Annual Worship Team Report

We give thanks for the many people who lead and support our worship at Holy Trinity. This includes the pastors, staff, and musicians, as well as many worship volunteers on Sunday morning and behind the scenes. Thank you! There are always more ways to get involved, so we welcome your questions about how you might get involved.

As you read this report, we invite you to consider volunteering to assist with worship by signing up online via the church website: <http://www.htlcdbq.com/links.html>.

Highlights of worship at Holy Trinity this past year included vibrant midweek services in Lent and Advent, an outdoor worship service in July, another joint worship service with other Lutheran congregations at Wartburg Seminary for Christmas Day, and the introduction of a simple weekly Wednesday evening service. This last item follows up on actions of 2018 to put the Saturday evening service on hiatus and to try other options for worship that take place beyond Sunday morning.

The Altar Guild has received new attention since the retirement of JoAnn Kopp, who oversaw many tasks related to the Altar Guild as part of her ministry in the church office. Thank you, JoAnn! This is another area where there are many opportunities to serve and get involved. We are thankful to Amy Pasker and others who have helped with the transitional period.

Respectfully submitted,

The Worship Team

January 15, 2020

Dear Friends in Christ,

It has been my privilege to serve you this last year as HTLC Council President, and as Vice President the year before. During this time, I witnessed the Holy Spirit working within each one of the congregation members who stepped up to make our church a shining example of God's love for any person in our community looking for a welcoming place to worship. When I step back and look at the number of dedicated members of HTLC who step up to the plate year after year to volunteer their time and effort to make our church a better place my role in the success of HTLC seems minimal at best. We are blessed to have a dedicated and hardworking paid staff ensuring that our Pastoral needs are met, that we always have beautiful music to enjoy, and that all the essential work of maintaining our facilities and paying the bills are completed on time. Noah's Ark provides high quality childcare to a community that is short on childcare services. On top of our paid staff we are blessed to have countless dedicated volunteers that commit their time and effort to Council, committees, working groups, supporting our worship services, food giveaways, neighborhood parties, gardening, hosting the CROP walk, hosting numerous groups who meet at HTLC, and generally making HTLC a better place not only for our congregation, but also for anyone walking through our doors. Please consider donating your time, it won't cost you a dime.

There were many great accomplishments at HTLC in 2019 that I could talk about, but the highlight of 2019 was the day that our new Associate Pastor Derek Rosenstiel walked into our church. We are very blessed to welcome Derek and his family to HTLC. Our Call Committee did a great job in a record amount of time! Thank you all so much.

As I end my term as Council President, I want you all to know that your HTLC Council is working hard for you. The Council does its very best to ensure that the needs and wishes of the HTLC Congregation are met. The Council is required to make very hard decisions on a regular basis about how to meet the needs of the congregation using a budget that is based on your pledges. Needless to say, it is a real challenge for your Council to manage a budget that is funded by your donations which may, or may not, be given at any point in time. Over the years Holy Trinity worked through many significant budget issues using several different methods of funding. Besides using her gift for countless sanctuary improvements and repairs HTLC relied on the Ora Gremmel fund as a short-term loan source to avoid borrowing money from a bank and paying interest. I don't know if Ora could have realized how much her gift would actually benefit this church in the end. HTLC is eternally grateful to Ora for her gift. The OG fund will be depleted in the coming months. In 2018 we borrowed \$22,000 from the OG fund to make ends meet and committed to repay the money in 2019. Including the OG debt this congregation approved a \$54,000 budget deficit at the 2019 annual meeting. Unfortunately, in 2019 we were unable to repay the OG loan and your Council opened a line of credit at Premier Bank in DBQ to ensure that we could cover future cashflow shortfalls. In 2019 we were forced to borrow a total of \$20,000 on the line of credit to cover payroll, \$5,000 of which we paid back in November. Even with multiple special appeals we could

not meet our 2019 financial commitments and now we present a significant budget deficit for 2020 which, if we include paying back the \$22,000 OG loan, amounts to a \$57,000 deficit. We do not expect that we will have the funds to repay the OG loan in 2020. With aging Infrastructure and pending maintenance costs I anticipate that our budget woes will likely escalate in the coming years. Both the Finance Committee and Council combed through our budget line by line several times and there is no fluff to cut. Without significant increases of income our Council will be faced with some painful decisions regarding personnel and/or ministries. I pray that Council never needs to make these decisions.

As I end my term as Council President, I want to take this opportunity to call this congregation to action. I stated that the Council works hard to meet the needs of the Congregation. I now ask that you all support your Council. It is imperative that you speak your mind and ask any questions you might have about HTLC finances, about new and old business alike. Don't be embarrassed, or afraid, your input will be greatly appreciated. You all need to understand exactly how the things that you want the Council to manage for you will be paid for, both in the short term and the long term. If you want more special appeals to support our budget tell us, if you want a balanced budget, tell us. If you would rather skip the pain of balancing the budget and borrow money, tell us. Without your input your Council will make decisions for you. We all need to do our best to meet our personal financial commitments to HTLC. I am very concerned about the financial health of HTLC moving forward. Unfortunately, optimism does not pay the bills, if it did, we would be flush with cash. We cannot continue to provide all the wonderful ministries that we currently do and expect the Council to magically solve all our financial problems. I implore you to be active in your church, be a part of the solution. Your Council is working hard to meet the expectations of this Congregation. With the full support of this Congregation, your Council can continue to grow HTLC into a shining pillar of faith in our community.

I am confident that Sue Tigges will be a great Council President in 2020. I hope you will provide her with your full support and respect.

In Peace

Mark Ryan

2020 Pastor's Annual Report

"We know love by this, that he laid down his life for us — and we ought to lay down our lives for one another. "How does God's love abide in anyone who has the world's goods and sees a brother or sister in need and yet refuses help? "Little children, let us love, not in word or speech, but in truth and action." (1John 3:16-18, NRSV)

The year 2019 was filled with so many opportunities to spread God's love with others and Holy Trinity never wavered in living into its mission; Living Christ's Call to Love and Serve All. As a congregation we learned about and spread God's love through Educational opportunities through Morning Bible Studies, Confirmation, Bible Explorers, Women's Circles, Adult Education between services. We were able to train and send some amazing Stephen Ministers to go out and share God's love with all.

We conducted many meaningful Worship services and our attendance over the summer had been the highest average in a long time; averaging 200 worshipers per week. The worship committee established a new worship service on Wednesday nights to serve those in our community who cannot worship with us on the weekend due to traveling for sports or leisure, as well as those who work shifts. Please continue to spread the word of our new Wednesday night worship service.

I am so proud of the Noah's Ark ministry. I worked closely with Kate Stiermann, Jennifer Montgomery, and Roy and Barb Hansen in redeveloping the Board and re-focusing the direction of Noah's Ark and its childcare. The board came together and redeveloped job descriptions as well as policies and procedures. Noah's Ark is now thriving and reaching out to so many families in our community.

We had a great end of the year for Intern Char. Intern Char is deeply grateful to all of you and the staff for challenging her and pushing her to become the pastor God is calling her to be. I am proud to say Intern Char passed internship with flying colors, and was approved by the faculty of Wartburg Seminary as well as her synod office to be ordained in the ELCA. Char will graduate this year of 2020 and will let us know when she receives a call to a church and will be ordained.

I am also very excited Pastor Derek accepted the call to Holy Trinity. Pastor Derek is a major blessing to this congregation and I can already see the amazing ministry he has brought to Holy Trinity. I am excited to work with such a faithful servant of the Gospel and cannot wait to see what God has in store for Pastor Derek and Holy Trinity.

I am also deeply thankful for such an amazing staff who is always there for anyone who comes to Holy Trinity. I am deeply grateful to JoAnn Kopp, Kim Maiden, Marilyn Ryan, 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. When you get a chance throughout the year, please send them a card of gratitude for all that they do.

I would lastly like to thank the council for their amazing hard work serving as leaders of Holy Trinity. There were several financial struggles this past year due to some pledges not being fulfilled and the council did a remarkable job navigating through those struggles. I am so lucky to work with so

many faithful servants of the gospel who understand that their work is to ensure Holy Trinity is able to further the gospel of Jesus Christ to the world. I thank those who are coming off council, Mark Ryan, Kate Stierman, and David Assmus, for their hard work all these years. When you see them, please give them a hug and thank them for their amazing leadership.

Looking ahead to 2020

I am truly excited for the coming year and the ministries God is bringing to Holy Trinity. Pastor Derek and I are excited about some new ministry ideas for Holy Trinity. Throughout 2020 I plan to begin building a small group ministry program, starting with implementing a Parent Bible Study Group. I am hoping to begin implementing ways members of Holy Trinity can come together in small group settings to build relationships and study God's Word.

I am also excited to continue working with committees, especially the Fellowship Committee, to find more ways we can bring our community together. This year I will be walking alongside the Building and Grounds Team, Family Ministry Team, and Fellowship Team while also being the Administrator for the office. Pastor Derek is excited to walk alongside the Outreach Team, Worship Team, and Stewardship Team. Pastor Derek and I will be rotating shut-in and hospital visitations so that we can make sure everyone one is visited on a regular basis. You can contact myself or pastor Derek any time and one of us will always be there for you.

I will also be walking alongside the recently appointed Reconciled in Christ Task Force Team. A year ago, the council voted to establish a task force to begin conducting conversations through cottage meetings, forums, and Bible Studies to discern whether or not Holy Trinity should become a part of the Reconciled in Christ community (RIC). Reconciled in Christ is an organization affiliated with the ELCA that declares all are welcome and safe in the congregation no matter who they are or where they come from; especially individuals who identify as LGBTQIA+ or are of a different race. Recently the council appointed Mary-Emily Douba, Barb Rank, Sue Minter, Glen Lichti, and Michele Faubel to be the members of the task force. Pastor Derek and I will serve as resources to the committee and congregation during this time of discernment.

I am also so grateful for all of you at Holy Trinity Lutheran Church. You all are amazing people and I truly love you all so much. Thank you for all you do here at HTLC and I look forward to what the year 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's 2019 Annual Report

"Now faith is confidence in what we hope for and assurance about what we do not see." (Hebrews 11: 1, NIV)

I am continuously overpowered by the amazing gift of grace that has been given to us by God in Christ. In Christ, a new creation has been called into being and we all have been drawn into this beautiful and wondrous gift of God. Day in and day out I have the sacred privilege of hearing people's stories and seeing God's work in their lives. Through my call as associate pastor here in this beloved community of faith called Holy Trinity Lutheran Church I am invited into the lives and homes of so many wonderful children of God. It never ceases to amaze me how much love God has for this creation that we all are a part of, and how this abundant love has the power to bring about new life and new relationships. Just like the new life and new relationships that my family has been graced with in being welcomed here.

Through the prayerful discernment and faithful decisions of you, I am humbled and honored to have been called to serve here alongside y'all in proclaiming God's love for ALL in Christ. This faith we have been given in Christ is a powerful gift and empowers each of us to place our hope and trust in things that we are not always able to see or even understand. In these first months here with y'all, I have met so many amazing people and have grown to love this beloved community of faith already. It has been such a joy to begin to get to know y'all, and I cannot wait to continue to do so in the time ahead. Many of you have shared with me your hopes and dreams for the future of HTLC and I cherish each of these with tenderness and with a shared sense of hope.

The Holy Spirit is already moving and working here in this place. It has been wonderful taking part in and learning about all the different ministries that are happening here in this community of faith. I have experienced God's creative power at work in the events and ministries that happen here in the walls of HTLC, and far beyond these walls in the many communities and places that each of you live out your faith every day. I give thanks to God for each of you and for your witnesses to Christ in so many ways and in so many places. You each minister to others and shine forth the love of Christ in the places where you live, breathe, work, and play each day. Thanks be to God for the gift of faith we have been given through the waters of baptism and the movement of the Holy Spirit.

I am excited to continue to work alongside y'all as we continue to be led by the Holy Spirit into whatever lies ahead for this beloved community of faith. Your call to me included a specific call to focus on the areas of pastoral care and outreach in addition to my other day-to-day responsibilities. I have had many exciting and hope-inspiring moments as I have been seeking out and accessing what is next for the outreach ministry of HTLC. We truly do excel in our food outreach ministry. The outreach committee and I are exploring what it would look like for us to grow and expand these areas of our outreach. I feel they will be an excellent way for us to grow in the gifts of ministry this community already possesses.

Our food outreach ministry here at HTLC meets the needs of people in our community and has helped us to begin to connect with many individuals outside of our worshipping community. This is what outreach is all about in my perspective – loving and serving our neighbors in the name of Christ and building relationships with people who may very well be quite different from us. We do this proclaiming the faith in Christ and the power of the Holy Spirit that empowers us. We also do this ministry, not expecting anything in return nor knowing the impact we may be having on those whom we encounter through this. The Holy Spirit is always at work in our lives and in this world, and Her transforming breathe flows into us as we continue to respond to the call we have been given by God in Christ to go out and proclaim God's abundant love for ALL!

I will continue to network and explore areas and opportunities where we can grow our outreach ministry. I have been going about this task by listening carefully to what you have been envisioning and hoping for in the future of HTLC. I also have been doing this by reaching out and connecting with many other people and organizations who are hard at work already in the Dubuque community. I hope to continue to connect with those who are trying to love and serve others in creating a more equitable and life-giving environment here in Dubuque and its surrounding area. Please if you know of anyone I should be talking with in this work, reach out to me. I would welcome your insights and help in this as I am an outsider to this area still. I delight in the future work I have been blessed with participating in, and I am humbled I get to partner in this ministry y'all have grown and tended to here at HTLC. Thanks be to God for growing the seeds that have been planted by the saints who came before us and that we get to continue to spread and grow today.

I continue to visit and reach out to members who may be needing some personal visits and pastoral care as they walk through struggles in their lives. Pastor Josh and I have worked out a rotation schedule for home visits and in this coming year are also planning on visiting all members who have been inactive or who we have not seen in a while. I will be working with the Stephen ministry team to grow and connect our amazing lay caregivers with people who could benefit from some extra care in whatever they may be going through. Please, I invite you to reach out to me and pastor Josh if you would like to receive a pastoral care visit or if you know someone who may benefit from our care but may not necessarily reach out on their own. We are here for you and hope you know we would love to come visit, listen, bring to you the sacraments, pray with you, and provide you with a safe space in which to share all that rests in your heart in every season of your life. We also invite you to ask us about the vital resource we have here at HTLC with our Stephen ministry program. Our Stephen ministers are well trained and ready to walk with you as well in whatever struggle you may be going through. There are always loving and caring people who you can reach out to in this community of faith, because that is what it means to be a community of faith. We lift each other up and bear one another's burdens, sharing with each other the love of Christ so that we may all know and trust that Christ's presence is with us always.

Finally, I would add that I give thanks to God for the amazing staff here at HTLC. It has been an honor to get to know each of these beautiful individuals who I am graced to work with. Each of them excels at their work and they faithfully serve with a joy and a devotion that is truly amazing! I invite you to stop by sometime to simply tell them thank you for all they do, or when you see them please show them your love and share with them how much all they do means to you and to this community of faith. I have witnessed each of my partners in ministry going above and beyond in their work and devotion to this community of faith. From putting in extra hours, dealing with whatever extraordinary issue may come up in the course of a given week, or going out of their way to show an extra measure of love and care in their work; I cannot say enough about the staff here at HTLC and about how amazing they are. Without each of them and all of you who give your time to this calling and mission we are about here at HTLC, we would not be able to proclaim Christ's love in the way we do. Thanks be to God for all of this and more! Here's 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!

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

Signed with love,

Associate Pastor Derek Rosenstiel

Acct No	Name	2019YTD Results	2019 Budget	2020 Budget
INCOME				
4.100.000	Pledge/unpledged regular giving	\$444,769.89	\$462,121.00	\$480,838.60
4.100.001	Loose Plate	\$6,944.43	\$11,500.00	\$7,500.00
4.100.002	Seasonal	\$3,860.50	\$2,000.00	\$2,000.00
4.100.003	LFC Church Debt Giving	\$0.00	\$0.00	\$0.00
4.100.008	HTLC Foundation Fund	\$0.00	\$0.00	\$0.00
4.100.004	Interest Income	\$12.97	\$0.00	\$0.00
4.100.005	Rental Income	\$0.00	\$0.00	\$0.00
4.100.006	Church Use Income	\$1,340.00	\$1,500.00	\$1,500.00
4.100.007	Bridge the Gap Campaign	\$122.00	\$0.00	\$0.00
4.100.008	Transfer from Rental Houses Profit	\$3,246.28	\$3,234.00	\$0.00
4.100.030	Transfer from Intern Fund	\$0.00	\$0.00	\$0.00
4.100.015	Transfer from Reserve Operating Fund	\$0.00	\$0.00	\$0.00
4.100.013	Transfer from Zero Balance	\$125.07	\$0.00	\$0.00
4.100.009	Misc. General Income	\$9.63	\$0.00	\$0.00
4.100.017	Transfer from Noah's Ark Custodial	\$5,000.00	\$0.00	\$5,000.00
4.100.018	Transfer from Continue the Call	\$16,741.24	\$0.00	\$11,413.04
4.100.021	Noah's Ark Insurance reimbursement	\$0.00	\$0.00	\$0.00
4.100.022	Health Insurance Rebate	\$0.00	\$0.00	\$0.00
4.100.025	Transfer from O. Gremmel's - Worship Utility	\$12,000.00	\$12,000.00	\$9,258.64
4.100.026	Transfer from O. Gremmel's - Air Conditioning	\$0.00	\$0.00	\$0.00
4.100.027	Transfer from Ora Gremmel's	\$13,350.00	\$0.00	\$0.00
4.100.028	Trans Ora Gremmel's Roof Repair	\$0.00	\$0.00	\$0.00
4.100.029	Trans Ora Gremmel's - Loan	\$0.00	\$0.00	\$0.00
4.100.030	Parish Ed Income	\$0.00	\$0.00	\$0.00
4.100.031	Family Ministry Income	\$0.00	\$0.00	\$0.00
4.100.032	Outreach Income	\$0.00	\$0.00	\$0.00
4.100.033	Worship Income	\$0.00	\$0.00	\$0.00
4.100.034	Fellowship Income	\$0.00	\$0.00	\$0.00
4.100.035	Mission Income	\$0.00	\$0.00	\$0.00
4.100.036	Stewardship Income	\$0.00	\$0.00	\$0.00
4.100.037	Donations to support LFC lighting project	\$0.00	\$0.00	\$15,000.00
4.100.038	Caring Ministry	\$0.00	\$0.00	\$200.00
4.100.041	Pastor Discretionary	\$0.00	\$900.00	\$0.00
		\$0.00	\$0.00	\$0.00
	Total General Fund & Giving	\$507,522.01	\$493,255.00	\$532,710.28
EXPENSES				
	Administration			
5.100.001	Line of Credit Interest	\$178.68	\$0.00	\$800.00
5.100.002	Admin. Computer/printer	\$0.00	\$550.00	\$550.00
5.100.003	Admin. Equipment M/R	\$4,655.69	\$4,700.00	\$4,700.00
5.100.005	Admin.-Office Supplies	\$4,433.00	\$4,000.00	\$4,700.00
5.100.006	Admin.-Pastor's Discretionary (Emergency)	\$1,609.70	\$1,000.00	\$0.00
5.100.007	Admin.-Postage	\$1,150.00	\$1,800.00	\$1,000.00
5.100.008	Admin.-Printed Material	\$1,118.80	\$700.00	\$1,342.56

5.100.009	Admin.-Software/Internet Support	\$2,399.13	\$2,700.00	\$2,100.00
5.100.010	Meetings Misc. expense	\$432.15	\$1,000.00	\$500.00
5.140.004	Copy Machine leased @ 5 years (B&G)	\$3,871.25	\$3,522.00	\$4,000.00
5.100.012	Staff Mileage	\$0.00	\$200.00	\$200.00
5.100.013	Transfer to Sabbatical Leave	\$2,749.92	\$2,750.00	\$0.00
5.100.014	Staff Retreat/Travel Expense	\$0.00	\$0.00	\$0.00
5.100.015	Admin.-Kitchen Supplies	\$94.80	\$50.00	\$125.00
5.100.016	Fall Theological Conference	\$694.03	\$380.00	\$400.00
5.100.017	Synod Assembly Registration	\$1,240.00	\$1,100.00	\$1,500.00
5.100.018	Council Retreat	\$0.00	\$200.00	\$0.00
5.100.020	Tape/CD Ministry	\$7.50	\$0.00	\$25.00
5.100.030	Administrative Misc. Expense	\$64.78	\$100.00	\$0.00
5.100.031	HK Payroll Expense	\$948.79	\$1,560.00	\$1,000.00
5.100.029	Background Checks	\$65.18	\$50.00	\$90.00
	Total Administrative Expense	\$25,713.40	\$26,362.00	\$23,032.56
	Fellowship			
5.105.000	Fellowship Expense	\$1,208.98	\$1,000.00	\$1,500.00
	Total Fellowship	\$1,208.98	\$1,000.00	\$1,500.00
	Outreach			
5.115.000	Outreach	\$735.63	\$1,000.00	\$500.00
5.115.001	Banners	\$0.00	\$0.00	\$325.00
	Total Outreach	\$735.63	\$1,000.00	\$825.00
	Missions			
5.120.003	ELCA Synod	\$38,049.96	\$38,050.00	\$39,227.09
5.120.009	Luther Manor	\$0.00	\$0.00	\$0.00
5.120.011	Missionary Sponsorship	\$2,745.00	\$2,745.00	\$2,745.00
5.120.020	EWALU Support	\$699.96	\$700.00	\$700.00
	Total Church Mission Expense	\$41,494.92	\$41,495.00	\$42,672.09
	Stewardship			
5.120.030	Stewardship Postage & Offering Env.	\$2,937.42	\$1,200.00	\$3,500.00
5.120.031	Green Team	\$0.00	\$180.00	\$90.00
	Total Stewardship	\$2,937.42	\$1,380.00	\$3,590.00
	Parish Education			
5.130.001	9th Grade Confirmation Retreat	\$0.00	\$0.00	\$0.00
5.130.002	9th Grade Confirmation Dinner	\$164.11	\$350.00	\$350.00
5.130.003	Confirmation Curriculum and supplies	\$505.74	\$400.00	\$400.00
5.130.004	6th/7th/8th Grade Confirmation Retreat	\$902.00	\$1,000.00	\$1,000.00
5.130.005	Splash 0-3 yr. Ministry	\$445.09	\$500.00	\$500.00
5.130.006	Gift Bibles	\$419.80	\$350.00	\$350.00
5.130.010	Sunday School-Global Fest	\$0.00	\$0.00	\$0.00
5.130.011	Adult Education	\$133.59	\$200.00	\$200.00
5.130.012	Sunday School Curriculum	\$854.47	\$1,125.00	\$1,125.00
5.130.013	Youth Education	\$44.96	\$200.00	\$200.00
5.130.014	Youth Gathering	\$239.01	\$200.00	\$200.00
5.130.015	Camps	\$1,000.00	\$1,000.00	\$1,000.00
5.130.015	Rally Day	\$0.00	\$0.00	\$0.00

5.130.016	VBS-	\$1,101.47	\$900.00	\$900.00
5.130.030	First Communion Supplies	\$256.69	\$300.00	\$300.00
5.130.031	Teacher Appreciation	\$124.14	\$75.00	\$75.00
	Total Parish Education	\$6,191.07	\$6,600.00	\$6,600.00
	Building & Grounds			
5.140.001	Custodial Supplies	\$3,973.46	\$4,000.00	\$3,700.00
5.140.002	Electricity	\$14,402.24	\$12,600.00	\$14,000.00
5.140.003	Insurance	\$7,484.54	\$8,282.00	\$8,000.00
5.140.005	M/R Grounds Church	\$990.36	\$4,000.00	\$1,500.00
5.140.006	Natural Gas	\$6,410.05	\$7,000.00	\$7,000.00
5.140.007	Outside Ground Care	\$2,370.96	\$4,000.00	\$2,500.00
5.140.008	HVAC	\$4,339.38	\$0.00	\$500.00
5.140.009	Telephone	\$2,808.11	\$2,000.00	\$2,800.00
5.140.010	M/R Church Sanctuary & Property	\$2,471.89	\$2,000.00	\$2,000.00
5.140.011	Water	\$1,974.40	\$1,500.00	\$2,000.00
5.140.012	Waste Disposal (Dittmer)	\$1,210.00	\$1,400.00	\$1,400.04
5.140.013	Fire Extinguishers (DBQ Fire)	\$245.25	\$400.00	\$300.00
5.140.014	Ansul Kitchen Hood Cleaning & Insp.	\$299.06	\$250.00	\$300.00
5.140.015	FOG inspection (City) every 6 months	\$0.00	\$132.00	\$132.00
5.140.016	Sprinkler Backflow test 4" lines	\$257.87	\$247.00	\$260.00
5.140.017	Sprinkler Backflow test 2" and 3/4" lines	\$181.90	\$182.00	\$182.00
5.140.018	Elevator Safety test	\$374.50	\$325.00	\$375.00
5.140.019	Snow Removal	\$2,490.00	\$1,600.00	\$2,000.00
5.140.028	Fire Alarm system	\$0.00	\$700.00	\$583.33
5.140.010	Front Step Repairs	\$0.00	\$0.00	\$0.00
5.140.032	Maintenance and Repair for LFC	\$0.00	\$1,500.00	\$0.00
5.140.033	Alley Way Improvements	\$2,153.13	\$2,248.00	\$2,107.13
5.140.032	2019 office water damage	\$384.11	\$0.00	\$0.00
5.140.032	Flat Roof repairs	\$0.00	\$0.00	\$0.00
5.140.035	Ora Gremmels Funded Expenses	\$13,350.00	\$0.00	\$0.00
5.140.032	Office flat roof repair	\$0.00	\$0.00	\$0.00
5.140.032	LFC-Lighting	\$0.00	\$0.00	\$15,000.00
5.140.010	Sanctuary - loop system repaid	\$0.00	\$0.00	\$2,000.00
	Total Buildings & Grounds	\$68,171.21	\$54,366.00	\$68,639.50
	Worship Continuing Ed			
5.210.000	Altar Supply	\$1,067.35	\$1,500.00	\$1,500.00
5.210.001	Bell Choir Supplies	\$44.30	\$100.00	\$100.00
5.210.003	Copyright License	\$1,350.00	\$1,000.00	\$1,000.00
5.210.005	Music Material	\$498.86	\$400.00	\$400.00
5.210.007	Organ Paino Main	\$1,110.00	\$750.00	\$750.00
5.210.009	Guest Musician	\$175.00	\$250.00	\$250.00
5.210.011	Worship Continuing Ed	\$335.06	\$175.00	\$175.00
5.210.012	Sound Maintenance	\$0.00	\$200.00	\$200.00
5.210.013	Instrument Maintenance	\$50.64	\$200.00	\$200.00
	Total Worship	\$4,631.21	\$4,575.00	\$4,575.00
	Family Ministry - Hospitality Fellowship			

5.215.000	Family Ministry - Hospitality Fellowship	\$1,322.55	\$1,500.00	\$1,500.00
Salaries				
	Pastoral Salary			
5.147.000	Pulpit Supply Pastor (\$150 x 17)	\$780.00	\$2,000.00	\$0.00
5.148.000	Pastor-Salary	\$25,165.88	\$25,354.00	\$50,108.00
5.148.005	Housing allowance	\$39,940.66	\$40,000.00	\$18,880.00
5.148.001	Pastor-Pension-ELCA @ 11%	\$9,670.93	\$7,739.00	\$8,010.42
5.148.002	Pastor-Health	\$20,449.00	\$22,308.00	\$23,748.00
5.148.003	Pastor Continuing Educ.	\$1,078.02	\$900.00	\$900.00
5.148.004	Pastor Professional Expense Publications	\$780.53	\$700.00	\$700.00
5.148.006	Pastor Soc Sec Allowance	\$4,978.26	\$5,000.00	\$3,834.00
5.148.007	Pastor - Retiree - 0.7%	\$490.76	\$492.00	\$509.75
5.148.008	Pastor dis/admin ELCA- 1.5%	\$1,752.70	\$1,759.00	\$1,092.33
5.148.009	Car allowance/mileage	\$3,263.08	\$2,000.00	\$2,000.00
5.148.010	Cell Phone	\$750.00	\$750.00	\$750.00
5.148.011	Computer Allowance	\$29.41	\$0.00	\$0.00
5.148.012	Survivor	\$0.00	\$0.00	\$0.00
5.184.013	Group Life Insurance	\$140.27	\$141.00	\$509.75
	Total Pastor Salary	\$109,169.50	\$109,143.00	\$111,042.26
	Associate Pastor Salary			
5.149.000	Salary	\$8,884.54	\$33,000.00	\$39,663.00
5.149.001	Call Process	\$1,239.40	\$2,000.00	\$0.00
5.149.002	AP- Pension at 10%	\$1,575.56	\$0.00	\$5,550.80
5.149.003	AP- Housing	\$4,945.76	\$0.00	\$12,810.00
5.149.004	AP- SSA	\$799.70	\$0.00	\$3,035.00
5.149.005	AP- Retiree support at .7%	\$110.29	\$0.00	\$388.56
5.149.006	AP-Disability at 1.5%	\$393.89	\$0.00	\$832.62
5.149.007	AP-Group Life at .7%	\$31.50	\$0.00	\$388.56
5.149.008	AP- Continuing Educ.	\$0.00	\$0.00	\$900.00
5.149.009	Reimbursement DR insurance	\$0.00	\$0.00	\$3,120.00
	Total AP Salary	\$17,980.64	\$35,000.00	\$66,688.53
	Family Ministry			
5.150.030	Family Minister Salary	\$36,102.28	\$36,190.00	\$36,190.00
5.150.031	Pension-ELCA @ 8%	\$2,889.57	\$2,895.00	\$2,895.20
5.150.032	Disability & Admin	\$903.02	\$905.00	\$542.85
5.150.033	Health Insurance	\$9,528.00	\$9,528.00	\$10,068.00
5.150.034	Continuing Education	\$85.00	\$200.00	\$200.00
5.150.035	Cell Phone	\$780.00	\$780.00	\$780.00
5.150.036	Group Life	\$72.23	\$72.00	\$253.33
5.150.037	Retiree Support Contribution	\$252.83	\$253.00	\$253.33
	Total Family Minister	\$50,612.93	\$50,823.00	\$51,182.71
	Intern Salary			
5.151.006	Fall 2019 Intern	\$2,529.00	\$0.00	\$0.00
5.151.000	Spring 2019 Intern	\$8,000.00	\$11,750.00	\$0.00
5.151.009	Synod Conference	\$0.00	\$0.00	\$0.00
5.151.001	Intern FICA allowance	\$0.00	\$0.00	\$0.00

	Total Intern Expense	\$10,529.00	\$11,750.00	\$0.00
	Stephen Ministry program			
5.155.000	Staff Salaries	\$0.00	\$0.00	\$0.00
5.155.001	Ministry Leadership Training	\$300.00	\$3,170.00	\$2,000.00
5.155.002	Education Materials	\$0.00	\$400.00	\$400.00
5.155.003	Stephen Ministry Training Mat'l and Retreat	\$0.00	\$750.00	\$0.00
5.155.004	Grief Share	-\$20.00	\$250.00	\$200.00
	Total Stephen Ministry	\$280.00	\$4,570.00	\$2,600.00
	Music Salaries-Other			
5.160.041	Handbell Choir Director	\$1,570.98	\$1,576.00	\$1,576.00
5.160.045	Contemporary Music Leader	\$14,898.94	\$14,935.00	\$14,935.00
5.160.046	Music Minister's Salary	\$21,485.08	\$21,537.00	\$21,537.00
5.160.047	Service Accompanist	\$1,877.00	\$4,223.00	\$1,400.00
5.160.048	Music Continuing Ed	\$636.31	\$0.00	\$0.00
5.160.049	Music Publications	\$0.00	\$0.00	\$0.00
	Total Music Salary Expense	\$40,468.31	\$42,271.00	\$39,448.00
	Office Salaries			
5.100.035	Employees Deductions	-\$38.56	\$0.00	\$0.00
5.170.000	Office Manager-Salary	\$34,645.64	\$33,325.00	\$30,500.00
5.170.001	Office Manager-Pension-ELCA 8%	\$2,817.38	\$2,666.00	\$2,440.00
5.170.002	Office Manager-Dis./Adm.	\$880.44	\$808.80	\$457.50
5.170.004	Office Manager-Health	\$11,104.20	\$10,128.00	\$12,348.00
5.170.015	Retiree Support Contribution	\$246.51	\$225.70	\$213.50
5.170.005	Group Life	\$70.39	\$64.68	\$213.50
5.170.010	Office Asst.-Wages	\$15,355.54	\$18,117.00	\$14,572.00
5.170.020	Financial Asst.-Wages	\$11,839.73	\$8,510.00	\$11,044.80
5.170.050	Office Staff Continuing Ed	\$0.00	\$400.00	\$400.00
	Total Office Salary Expense	\$76,921.27	\$74,245.18	\$72,189.30
	Maintenance Salaries			
5.175.000	Custodian-Salary	\$1,942.50	\$1,000.00	\$5,200.00
5.175.010	Maintenance-Salary	\$28,014.74	\$27,873.00	\$27,873.00
5.175.011	Maintenance-Pension-ELCA 8%	\$2,225.30	\$2,230.00	\$2,229.84
5.175.012	Maintenance-Health ELCA	\$9,972.00	\$9,972.00	\$10,536.00
5.175.015	Disability & Admin	\$695.45	\$697.00	\$418.10
5.175.016	Retiree Support Contribution	\$194.74	\$195.00	\$195.11
5.175.014	Wedding Clean-up	\$0.00	\$0.00	\$0.00
5.175.017	Group Life	\$55.69	\$56.00	\$195.11
	Total Maintenance Expense	\$43,100.42	\$42,023.00	\$46,647.16
	Other Staff Expense			
5.190.000	Non Pastoral Staff FICA	\$14,341.93	\$12,474.00	\$12,502.23
5.190.001	Worker's Compensation	\$3,016.00	\$4,700.00	\$4,700.00
	Total Other Staff Expense	\$17,357.93	\$17,174.00	\$17,202.23
	Repayment of Premier Bank Line of Credit (balance at 12/31/19)			\$15,000.00
	Ora Gremmels 2018 Loan	\$0.00	\$22,000.00	\$0.00

	Total Non-Noah's Ark Expenses	\$518,626	\$547,277	\$574,934
	Total Non-Noah's Ark Revenue	\$507,522	\$498,255	\$532,740
	Difference	-\$11,304.38	-\$54,022.18	-\$42,224.05

Nominating Team Report - January 2020

The Nominating Team currently consists of three members: Wendy Einsweiler, Linda Sewell & Adam Eikamp. We couldn't do this without assistance from Pastor Josh Martyn, other members and staff. Their assistance is greatly appreciated by this small but dedicated crew!

THANK YOU to those that have served on the 2019 Council or in one of the various other ministries here at HTLC. We are so blessed by the talents & gifts within this amazing congregation. We are nearly done getting a full slate of candidates on the 2020 Ballot. It has certainly been a great year of growth in membership and ministry, including extending a call to Pastor Derek Rosensteil as our Associate Pastor. If you do receive a contact from one of us or anyone from other ministry teams to serve in the coming year, we hope you'll prayerfully consider the invitation to share your gifts in this way.

Lastly, although we organize the Nominating Process, we aren't always aware that some members may have an interest in serving on the Council or one of the various ministry teams. Please let us know if you think God has nominated YOU to make a difference, or think one of the members is too humble to share their talents! We'll be glad to help get these gifts connected to the right place! Once again, we are thankful for the wonderful members here that help us live out our mission: "Living Christ's Call to Love and Serve All!"

Wendy Einsweiler, Nominating Liaison

Ballot for 2020

PRESIDENT (One year term—expires 1/21)

_____ Sue Tigges

VICE PRESIDENT (One year term—expires 1/21)

_____ Adam Eikamp

TREASURER (Two year term — expires 1/22)

_____ Jonathan Brown

SECRETARY (Two year term — expires 1/22)

_____ Michele Faubel

COUNCIL MEMBERS AT LARGE (Two year term—expires 1/22) Vote for 4

_____ Terry Hoefflin (WORSHIP)

_____ TBD (NOAH'S ARK)

_____ Gretchen Kueter (OUTREACH)

_____ Lilly Hoefflin (YOUTH REP)

(One year term-expires 1/21)

COUNCIL MEMBERS AT LARGE (fulfilling one year terms—expires 1/21) Vote for 4

_____ Darrell Kalmes (BUILDING & GROUNDS)

_____ TBD (FELLOWSHIP)

SYNOD CONVENTION DELEGATES (One year term—expires 1/21) Vote for 4

_____ TBD

_____ Tami Ernster

_____ TBD

_____ TBD (Youth)

ALTERNATE DELEGATES (One year term—expires 1/21) Vote for 2

_____ TBD

_____ TBD

DUBUQUE AREA CONGREGATIONS UNITED (One year term—expires 1/21) Vote for 2

_____ Sara McCaw

_____ Lisa Anderson

LUTHER MANOR BOARD (Three year term—expires 1/23) Vote for 1

_____ Mark Arnold

NOMINATING TEAM FOR 2020 (One year term—expires 1/21) Vote for 3

_____ Mary Strom

_____ Linda Sewell

_____ TBD