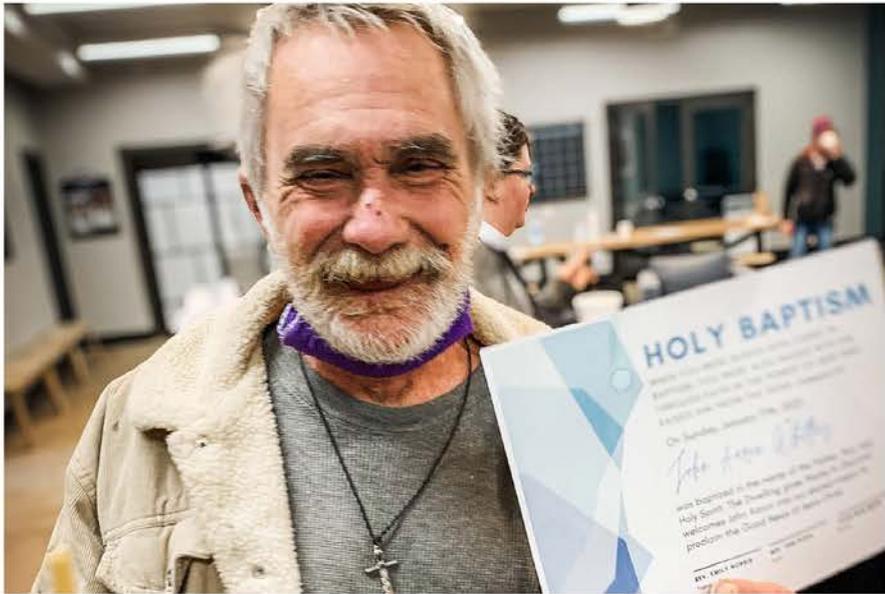


ANNUAL REPORT

2021



Holy Trinity Lutheran Church



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

1755 Delhi Street, Dubuque, IA 52003
563-582-3228
HTLCDBQ.COM

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ANNUAL REPORT



A MESSAGE FROM ELCA PRESIDING BISHOP

*Elizabeth
Eaton*



Dear friends in Christ,

The last year has been one of adapting and learning. In many places we have seen vibrant and vital ministry spring forth from changes made due to the pandemic. Digital worship opportunities have introduced to our congregations people who may never have walked into one of our buildings. Many congregations have found new ways to invite people to share their generosity through online giving. And many ministries have found just how vital they are as they continue to serve alongside people in their communities.

The first chapter of James, verse 17, reminds us that "Every generous act of giving, with every perfect gift, is from above, coming down from the Father of lights, with whom there is no variation or shadow due to change." Yes, this has been a season of change, but Scripture also reminds us that we serve a generous, steadfast God.

While we stay rooted in God's enduring, unchanging promise, God also gives us the gifts of creativity and learning. Across all three expressions of the church we have used those gifts to serve God, love our neighbor and share the good news of Jesus Christ. In this time of change, we have opened our arms wider to meet people where they are, living into the reality that we are not defined or confined by the four walls of our buildings.

Through all this, I am so grateful for your generous sharing of creativity, time, talents and resources. All good gifts do come from God, and we are called to share and use those gifts. We have and will continue to answer that call. There is still much change and learning to come, but God's steadfast love energizes us for the work God is still doing in the world through this church.

Elizabeth A. Eaton

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

"Every generous act of giving, with every perfect gift, is from above, coming down from the Father of lights, with whom there is no variation or shadow due to change."

ANNUAL CONGREGATIONAL MEETING

OPENING LITURGY

Litany

Today our congregation gathers in prayer and hope to begin another year of ministry. We bring with us the memory of a year like no other, even as we move into a future that we cannot yet imagine. Yet even now, as in every age, God is our refuge and strength. In times of plenty and want, in times of conflict and peace, in times of growing and pruning, we remember:

God has called us for such a time as this.

We remember the past year with lament and gratitude. We have lost so much, and so much still feels uncertain. We have also witnessed God's hand at work in new and unexpected ways. We delight at hidden seeds bearing surprising and wonderful fruit. When our own resources fail, when we cannot predict the future, when we must rely on God alone, we remember:

God has called us for such a time as this.

We celebrate this moment and the many ways God has held us together as a community. We give thanks for the gift of our church building and the welcome it provides, even as we bless God for the marvel of technology and the new bonds of connection it makes possible. When our bodies need sanctuary, when our minds need expanding, when your grace must transcend our limitations, we remember:

God has called us for such a time as this.

We look ahead to the road we will travel together this year. We anticipate and receive with joy the new gifts God's love has planned. We pray for the grace to let go of what has served its holy purpose. When we are trailblazers or followers, when we are seekers or visionaries, when we must walk by faith and not by sight, we remember:

God has called us for such a time as this.

And so we pray: Grace our meeting, O God, with the gift of your Holy Spirit: the Spirit who has guided the church from the beginning, the Spirit of our risen Lord Jesus, the Spirit who sends us as healers and restorers of your beloved world. You are the source of our life together. You are the rock and cornerstone.

You have called us for such a time as this.

God of the Fertile Fields

1 God of the fer - tile fields, sha - per of
2 We would be stew - ards true, hold - ing in
3 As grows the hid - den seed to fruit that
4 God of the coun - try - side, dear to the

earth that yields our dai - ly bread: forth from your
trust from you all that you give; help us in
serves our need, so your reign grows. Let all our
Christ who died to make us one: we pledge our

boun - teous hand come gifts your love has planned,
love to share, teach us like you to care
toil be used, no gift of yours a - bused,
lives a - new in faith - ful love to you.

that all in ev - 'ry land be clothed and fed.
for peo - ple ev - 'ry - where, that all may live.
no hum - ble task re - fused, your love be - stows.
Guide all we say and do. Your will be done.

All Creation Sings #1063

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Music: ITALIAN HYMN, Felice de Giardini, in the public domain.

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**O God,
you have called your servants
to ventures of which we cannot see the ending,
by paths as yet untrodden,
through perils unknown.
Give us faith to go out with good courage,
not knowing where we go,
but only that your hand is leading us
and your love supporting us;
through Jesus Christ our Lord.
Amen. (ELW, p. 317)**

Change and the need for creativity have become constants over the last year and a half in many aspects of life, including the church. This was the case for **Living Christ Lutheran Church** in Flagstaff, Ariz., even before a global pandemic caused many of us to rethink what it means to be church. Generosity from all three expressions of the ELCA (the churchwide organization, the Grand Canyon Synod and members of Living Christ) helped turn a congregation “on the road out of town, near the mall” into an online presence reaching over 500 people a week from Phoenix to the Philippines. (Read more about Living Christ in the current issue of “**Stories of Faith in Action**” at [ELCA.org/SOFIA](https://www.elca.org/SOFIA).)

Many other congregations have found new ways to connect both when in-person worship was impossible and when congregations began to return to their sanctuaries. Generosity, especially through Mission Support, helped us find and support these new ways of being connected. Early in the pandemic, ELCA Worship launched the “Worship in the Home” webpage, with Scripture, hymn links, prayers and reflections for each

Sunday. These resources were and continue to be used in congregations across the ELCA—even at **Sitka Lutheran Church** in Alaska, whose members printed and hand-delivered “Worship in the Home” resources to fellow members without internet access.

Change and creativity have taught us many things. As Pastor Sandra Rudd of Sitka Lutheran Church noted, “The pandemic was a stark illustration of the fact that the church is not a building. A lot of people say that, but we didn’t fully know it until we didn’t have a building to use. We learned that there are many ways to be connected as the church.” Throughout the pandemic, the ELCA has changed and adapted, doing ministry in new and creative ways, because of the generosity of its members. Even now, you may be gathering in a new way for your annual meeting, to discern how you will steward the gifts shared generously with your congregation to do ministry in your community and beyond. As you have these important conversations, remember that your gifts of time, talent and resources have helped create new spaces beyond our walls and buildings where we continue to worship, serve and love God and each other.

ANNUAL REPORT

2021

HOLY TRINITY LUTHERAN CHURCH

ANNUAL MEETING

JANUARY 30, 2022 | 1:00 PM

AGENDA

CALL TO ORDER	Adam Eikamp
OPENING DEVOTIONS	Pastor Josh Martyn
QUORUM RECORDED; ANNOUNCEMENT OF AGENDA	Adam Eikamp
APPROVAL OF JANUARY 31, 2021 CONGREGATIONAL MINUTES	Adam Eikamp
FINANCIAL REVIEW	Sue Tigges
TREASURER'S REPORT	Jonathan Brown
APPROVAL OF COMMITTEE REPORTS	Adam Eikamp
PRESIDENT'S REPORT	Adam Eikamp
PASTOR'S REPORT	Pastor Josh Martyn
PRESENTATION OF 2022 BUDGET AND APPROVAL	Ed Borchert
NOMINATION COMMITTEE REPORT AND ELECTIONS	John Chesterman or Sue Minter
CLOSING LITANY	Pastor Josh Martyn
ADJOURNMENT OF MEETING	Adam Eikamp

HOLY TRINITY LUTHERAN CHURCH ANNUAL MEETING MINUTES

JANUARY 31, 2021 | 10:30AM
VIA ZOOM

President Sue Tigges called the Annual Meeting to order at 10:30 a.m.

Pastor Derek Rosenstiel opened the meeting with a devotion from Martin Luther centered around 1st Corinthians 16:13-14.

President Sue declared that we have a quorum as there are 72 Holy Trinity members in attendance via zoom, 48 members are required for a quorum. She announced that Bill O'Dell is the parliamentarian and Michele Faubel is the secretary for the meeting. Voting on any voting issues will be done by ballot sent over zoom, if members call in they can verbally vote so everyone gets a vote.

President Sue reviewed the meeting agenda. Comments will be limited to a 1-minute time limit.

Tami Ernster moved to approve the January 26,2020 Annual Meeting minutes, Gretchen Kueter seconded the motion. The motion carried.

Financial Review: Sue Tigges and Marlee Tart along with the office staff have been in the process of transitioning the church books to QuickBooks. Through that process all accounts have been looked at and accounted for. This will satisfy the audit requirements.

Treasurer's Report: Treasurer Jonathan Brown referred to the report which is a summary of 2020 income and expenses. In the report, he included the data from 2018 and 2019 to see if there were any trends. In 2020, we received PPP (Paycheck Protection Plan) money due to Covid-19 in the amount of \$91,500 that helped the church's budget. The church paid off the \$15,000.00 Line of Credit, so that balance is now \$0. The Line of Credit is renewed every September. The ending balance of the General operating account balance is \$45,250.29. The Operating Income minus Expense difference for the year was \$22,405.03. The pledged/unpledged giving was below what was originally pledged.

Committee Reports: President Sue Tigges called everyone's attention to the reports in the Annual Report and encouraged everyone to read them if they have not had the opportunity to do that. A motion was not needed to approve the committee Reports.

President's Report: President Sue Tigges went through her written report. She introduced the council members. She said a huge thanks for the Pastors, staff and council on all the difficult decisions that 2020 brought all of us. She talked about the deficit that was originally at \$84,168.65. To try to lessen the deficit and do some restructuring, the Personnel committee recommending the following:

- The Hand bell choir position be suspended for the year.
- The hours for the Accounts Payable and Accounts Receivable positions be reduced to 15 hours each starting June 1.
- Neither Pastor Josh or Pastor Derek would receive an increase in wages in the year 2021.
- The current Youth and Family Minister position and benefits would be terminated 05/31/21.
- Part-time Youth Minister position would be created effective June 1.

With these changes, the deficit would now be at \$55,492.18.

Pastor's Report: Pastor Josh Martyn asked people to read his report if they haven't had the opportunity to do that. He stated although the building of Holy Trinity was not open, the ministries never stopped, and reached more people throughout the world than ever before. Confirmation, Bible Explorer's, Sunday School, family ministry activities, men and women bible studies, committee meetings, council meetings and most importantly weekly worship services were held. A huge thank you to the church for the new sound and video system that will allow HTLC to do live stream week in and out. A huge thank you to the staff, Pastor Derek and the council members to have the conversations that were had during 2020.

Associate Pastor's Report: Pastor Derek referred to his written report, with 2020 being the year it was, there was still a lot of community of faith, love and support to all. The churches outreach ministries continued to have a positive impact upon the lives of many. He has enjoyed speaking to the many people of Holy Trinity. He also said a word of thanks to Pastor Josh, the staff and council for all the love, and conversations throughout the past year.

Approval of Constitution Amendments: Adam Eikamp moved That Holy Trinity Lutheran Church's Constitution be amended per amendments made to the Model Constitution for Congregations at the 2019 Church wide Assembly. Dave Assmus seconded that motion. Motion Carried.

Presentation of 2021 budget and approval: Financial Treasurer Marlee Tart pointed out pledges were down a little bit from 2020. The PPP money has helped the cash flow of the church. She screen shared the budget and discussed some keys points. With the work of the finance committee and council the deficit is showing \$55,492.18.

At the January 16th Council Meeting, Council moved to approve the 2021 budget. Lisa Borchert seconded the motion. Much discussion followed with concerns expressing about how to handle the deficit. The vote was Ayes: 79. Nays 51. Motion Carried.

Kate Stierman moved to reduce \$2500.00 from the stewardship meal for the line item in the 2021 budget. Adam Eikamp seconded that motion. Motion Carried.

Chris Kueter moved to amend the amount to \$2000.00 for the stewardship line instead of the \$2500.00. Darrell Kalmes seconded the motion. Motion Carried.

Call to Question was moved by Dale Bjerning and Darrell Kalmes seconded. The motion carried.

President Sue Tigges called for the vote of the Proposed 2021 Budget with amendments. The vote was Ayes: 79, Nays 51. Motion Carried

Dale Bjerning moved to make an amendment to direct council to present the 2022 budget within \$5000.00 of being balanced. Duane Ernster seconded the motion.

Lots of discussion on how this needs to be a whole church solution instead of a council solution. Lots of cuts were made in 2020, and to be within \$5000 would mean many more changes.

Ayes 31, Nays 96. Motion Failed.

Nominating Committee Report and Elections:

Adam Eikamp presented the ballot as printed in the annual report. He pointed out that there were some vacancies. The Nominating Committee is continuing to work on filling these positions and the Council will then appoint the nominees to fill the positions.

Adam Eikamp moved to elect the individuals on the ballot. Dale Bjerning seconded the motion. The motion carried.

The following were elected:

President	Adam Eikamp	<i>one-year term—expires 1/22</i>
Vice President	Amanda Matson	<i>one-year term—expires 1/22</i>

Council members at Large	<i>two-year term—expires 1/23</i>
Fellowship -	Kate Stierman
Financial Secretary	Ed Borchert
Building and Grounds	Alex Beck
Family and Ministry	Tami Ernster
Stewardship	Vacant - to be appointed by council

Synod Assembly Delegates	<i>one-year term—expires 1/22</i>
Tami Ernster	
Duane Ernster	
Ron Tigges	
Sue Tigges	

Alternate Delegates	<i>one-year term—expires 1/22</i>
Gary Sewell	
Linda Sewell	

Dubuque Area Congregations United	<i>one-year term—expires 1/22</i>
Barb Rank	
Lisa Anderson	

Nominating Committee for 2021	<i>one-year term—expires 1/22</i>
Mary Strom	
Linda Sewell	
Committee member to be appointed by Council	

Pastor Josh led the congregation in a closing litany that all ELCA congregations are using.

President Sue Tigges adjourned the meeting at 1:08 pm

Submitted by Michele Faubel, Holy Trinity Council Secretary

TREASURER'S REPORT

SUBMITTED BY JONATHAN BROWN

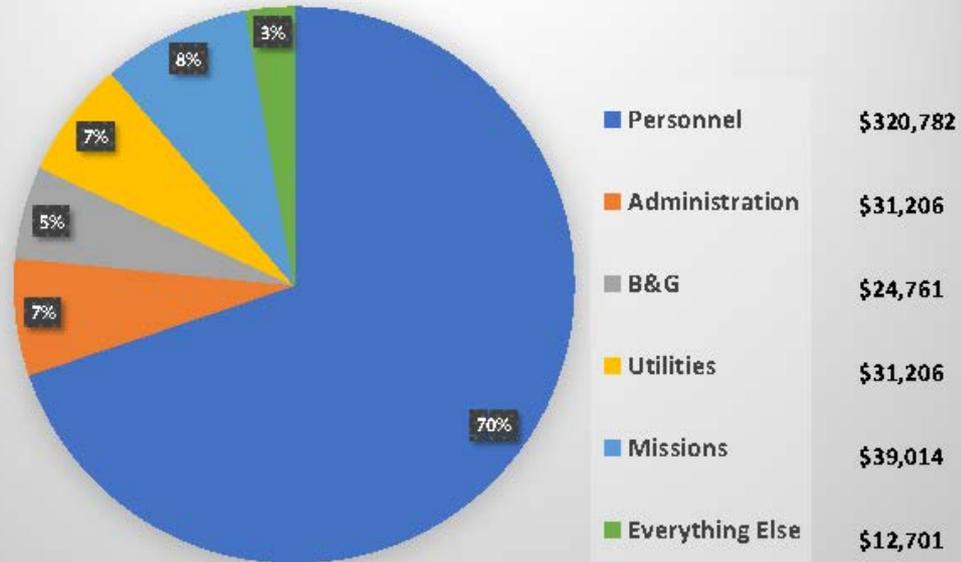
TREASURE'S SUMMARY REPORT

Treasure's Summary Report	January	2022		For December 2021 Data			
	Period	YTD	Monthly	Annual	Monthly Budget	YTD	
Income	Activity	Balance	Budget	Budget	-Period Activity	Balance-Budget	
Pledged/Unpledged Giving	\$ 39,394.59	\$ 433,083.35	\$ 36,336.42	\$ 436,037.00	\$ (3,058.17)	\$ (2,953.65)	
Loose Plate	\$ 244.00	\$ 5,136.25	\$ 312.50	\$ 3,750.00	\$ 68.50	\$ 1,386.25	
Seasonal	\$ 485.00	\$ 2,900.00	\$ 83.33	\$ 1,000.00	\$ (401.67)	\$ 1,900.00	
Pledges/Offerings Other	\$ 556.34	\$ 1,150.00	\$ -		\$ (556.34)	\$ 1,150.00	
Church Use	\$ 90.00	\$ 370.00	\$ -	\$ -	\$ (90.00)	\$ 370.00	
B&G Income		\$ 67.54	\$ -		\$ (67.54)	\$ 67.54	
NA Transfers	\$ -	\$ -	\$ 385.00	\$ 4,620.00	\$ 385.00	\$ (4,620.00)	
Family Ministry Income		\$ 30.00	\$ 2.50	\$ 30.00	\$ 2.50	\$ -	
Worship Income	\$ 442,707.14	\$ 1,248.00	\$ 34.42	\$ 413.00	\$ (442,672.72)	\$ 835.00	
Fellowship Income		\$ 933.30	\$ 58.00	\$ 696.00	\$ 58.00	\$ 237.30	
Caring ministry		\$ 272.41	\$ 22.67	\$ 272.00	\$ 22.67	\$ 0.41	
Admin Income	\$ 0.98	\$ 1,081.05	\$ -	\$ -	\$ (0.98)	\$ 1,081.05	
Misc.		\$ 813.75	\$ 8.83	\$ 106.00		\$ 804.92	
Donations to Support Capital Expend.				\$ 10,680.00			
	\$ -	\$ 447,085.65	\$ 442,707.14	\$ 2,551.25		\$ -	
Total Income	\$ 40,770.91	\$ 447,085.65	\$ 38,133.67	\$ 457,604.00	\$ (2,637.24)	\$ (10,518.35)	
Expenses	Period	YTD	Monthly	Annual	Monthly Budget	YTD	
	Activity	Balance	Budget	Budget	-Period Activity	Balance-Budget	
Total Administration	\$ 2,063.61	\$ 22,122.00	\$ 3,332.42	\$ 39,989	\$ 1,268.81	\$ (17,867.00)	
Total Fellowship	\$ -	\$ 1,167.46	\$ 41.67	\$ 500	\$ 41.67	\$ 667.46	
Total Caring(Stephen)Ministry			\$ 53.33	\$ 640	\$ 53.33	\$ (640.00)	
Total Membership Outreach	\$ 251.31	\$ 744.40	\$ 41.67	\$ 500	\$ (209.64)	\$ 244.40	
Total Church Missions	\$ 3,190.24	\$ 39,014.40	\$ 3,190.25	\$ 38,283	\$ 0.01	\$ 731.40	
Total Stewardship	\$ 64.00	\$ 887.71	\$ 306.67	\$ 3,680	\$ 242.67	\$ (2,792.29)	
Total Parish Ed	\$ 496.11	\$ 3,044.28	\$ 574.17	\$ 6,890	\$ 78.06	\$ (3,845.72)	
Total Buildings and Grounds	\$ 2,003.07	\$ 33,740.51	\$ 3,322.83	\$ 39,874	\$ 1,319.76	\$ (6,133.49)	
Total Personnel Salary	\$ 22,454.84	\$ 320,782.50	\$ 28,510.17	\$ 342,122	\$ 6,055.33	\$ (21,339.50)	
Total Worship	\$ 208.29	\$ 6,309.75	\$ 672.33	\$ 8,068	\$ 464.04	\$ (1,758.25)	
Total Family Ministry	\$ -	\$ 546.75	\$ 125.00	\$ 1,500	\$ 125.00	\$ (953.25)	
Total Utilities	\$ 4,458.71	\$ 31,206.64	\$ 2,587.50	\$ 31,050	\$ (1,871.21)	\$ 156.64	
	\$ 616.75						
Total Expenses	\$35,792.00	\$458,949.90	\$ 42,758.00	\$ 513,096.00		\$ (54,146.10)	
Income-Expense (Operating)	\$ 4,978.91	\$ (11,864.25)	\$ (4,624.33)	\$ (55,492.00)			
Designated Funds	Beg Balance		Cleared Balance	Register Balance		Ending Balance	
	\$ 113,432.41		\$ 114,040.47	\$ 113,185.47		\$ 113,185.47	
General Operating Account	2021 Balance	Dec Beg Bal.	Cleared Balance	Register Balance	New Transactions	Ending Balance	
	\$ 45,250.29	\$ 32,531.62	\$ 36,320.65	\$ 32,048.02	\$ 15,978.90	\$ 48,026.92	
Submitted by: Jonathan R. Brown 1/11/2022							

EXPENSES

Expenses	2021				
Personnel	Administration	B&G	Utilities	Missions	Everything Else
\$320,782	\$31,206	\$24,761	\$31,206	\$39,014	\$12,701

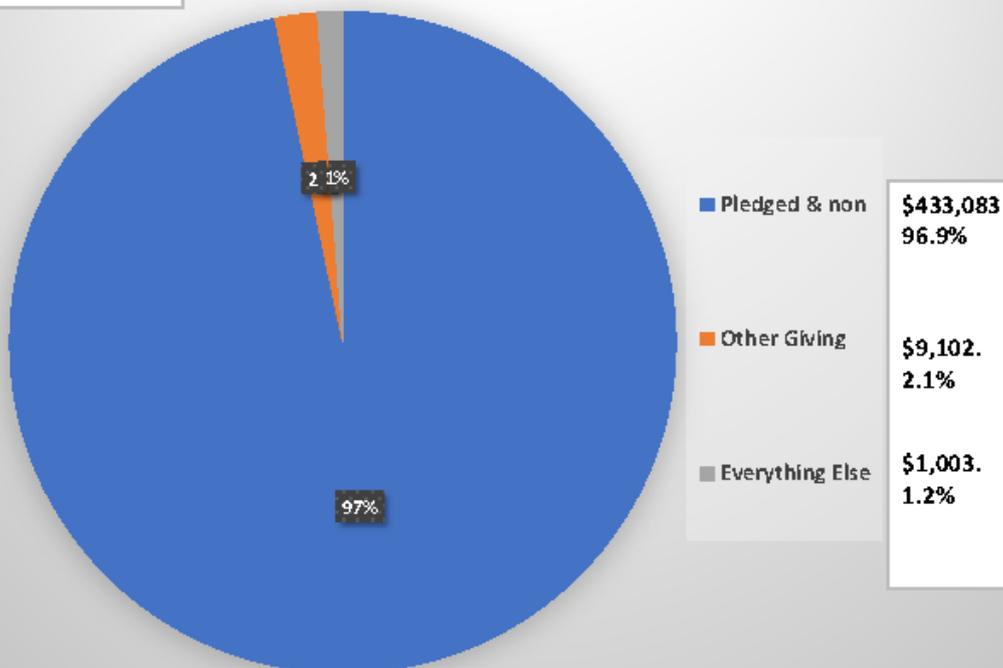
Expenses 2021



INCOME

Income			
Pledged & non	Other Giving	Everything Else	Income
\$433,083	\$9,192	\$5,427	\$447,086
96.9%	2.1%	1.2%	

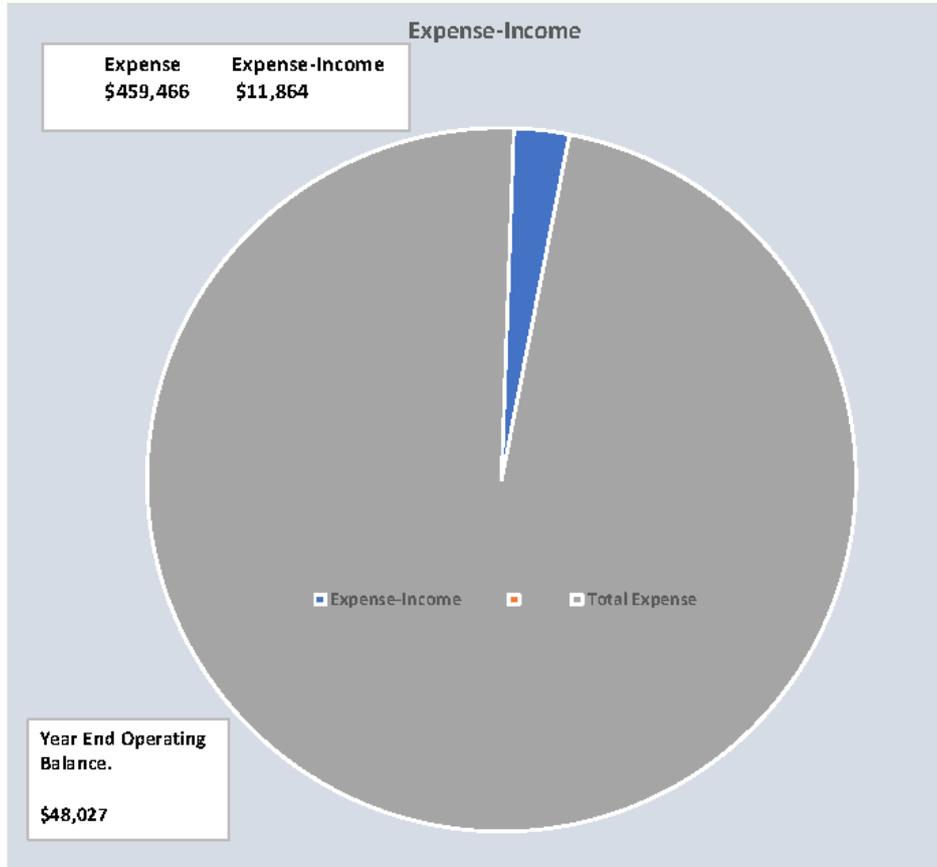
Income. 2021



EXPENSE - INCOME

Expense-Income
\$11,864

Total Expense
\$458,950



FINANCIALS

OPERATING ACCOUNT JANUARY - DECEMBER 2021

Holy Trinity Lutheran Church Treasurer's Report for Operating Account January through December 2021

00003

	Jan - Dec 21	Budget	\$ Over Budget
Ordinary Income/Expense			
Income			
PLEDGES/OFFERINGS (Normal donations)			
4100001 - Loose Plate Income (Cash from the plate not designated to a member.)	5,136.25	3,750.00	1,386.25
4100000 - Pledged/Unpledged Income (Pledge commitments)	433,890.76	446,717.00	-12,826.24
4100002 - Seasonal	2,900.00	1,000.00	1,900.00
Unpledged Support (Money received from a member not pledged)	6.34		
PLEDGES/OFFERINGS (Normal donations) - Other	1,150.00		
Total PLEDGES/OFFERINGS (Normal donations)	443,083.35	451,467.00	-8,383.65
4100006 - CHURCH USE INCOME	370.00		
TEAMS & COMMITTEES INCOME			
4100040 - B & G Income (Income to Offset unbudgeted team expenses)	67.54		
4100038 - Caring Ministry Income (Money received for Grief Share materials)	272.41	272.00	0.41
4100031 - Family Ministry Income (Income to offset unbudgeted team expenses)	30.00	30.00	0.00
4100034 - Fellowship Income (Income to offset unbudgeted team expenses)	933.30	896.00	237.30
4100032 - Outreach Income (Income to offset unbudgeted team expenses)	0.00	86.00	-86.00
4100033 - Worship Income (Income received to offset unbudgeted expenses)	1,248.00	413.00	835.00
Total TEAMS & COMMITTEES INCOME	2,551.25	1,497.00	1,054.25
ADMINISTRATIVE INCOME (Receipts to offset processing fees for direct deposit and credit card donation. --			
4100011 - Amazon Smile (Politors receive through the Amazon Smile program. Money deposited to our Z...	134.22		
4100004 - Interest Income (Bank interest income)	13.21	20.00	-6.79
4100020 - Noah's Ark Transfers	0.00	4,620.00	-4,620.00
ADMINISTRATIVE INCOME (Receipts to offset processing fees for direct deposit and credit card donation...	933.62		
Total ADMINISTRATIVE INCOME (Receipts to offset processing fees for direct deposit and credit card dona...	1,081.05	4,640.00	-3,558.95
Total Income	447,085.65	457,604.00	-10,518.35
Gross Profit	447,085.65	457,604.00	-10,518.35
Expense			
CHURCH MISSIONS EXPENSE			
5120003 - ELCA Synod	35,806.94	34,888.00	723.94
5120020 - EWALU	699.96	700.00	-0.04
5120011 - Missionary Sponsorship	2,707.50	2,700.00	7.50
Total CHURCH MISSIONS EXPENSE	39,014.40	38,288.00	731.40
ADMINISTRATIVE EXPENSES			
5100029 - Background Checks (Background checks for volunteers and employees)	37.00	120.00	-83.00
5100011 - Bank Service Charges (Bank service fees, to include bad check charges, credit card fees or an...	5.05		
5100008 - Communications (Banners, Rack Cards, Birthday Cards, Pew Cards, printed materials orders,...	813.51	2,000.00	-1,147.00
5100004 - Computer Hardware (Computers, laptops, monitors, keyboards, mouse, etc)	863.00		
5100009 - Computer/Server Support (IT support and computer repairs.)	763.00	400.00	363.00
5100002 - Computer/Software Purchases	2,658.24		
5100030 - Continuing Education	367.69		
5100016 - Conventions & Conferences (Costs for attending conferences and meetings)	129.91	5,784.00	-5,654.09
5140004 - Copier Lease (Printing, copies, and other reproduction expenses)	6,390.06	840.00	5,550.06
Credit Card Processing Fee	1,285.41	360.00	925.41
5100015 - Hospitality (Admin)	53.16	600.00	-546.84
5100000 - LOC Interest	0.00	1,140.00	-1,140.00
6380 - Miscellaneous Administrative	2,035.11		

	Jan - Dec 21	Budget	\$ Over Budget
5100005 · Office Supplies (Everything from paper to pens and pencils. Supplies we need to do our job.)	3,366.78	7,400.00	-4,033.22
5100007 · Postage (Postage)	1,442.44	500.00	942.44
Printed Materials	187.00	1,200.00	-1,013.00
5100010 · Meetings/Retreat Expense (Expenses related to Staff meetings and Council Retreats On 12/13...	421.51	167.00	-112.75
5100012 · Staff Mileage	54.25	1,500.00	-867.62
5100017 · Synod Assembly (Expenses related to Synod Assembly. Registration, Travel, Meals and overn...	632.38		
Total ADMINISTRATIVE EXPENSES	21,505.50	22,011.00	-505.50
BUILDING & GROUNDS			
5140010 · Church Buildings M/R (Any repairs or maintenance to the church building)	1,369.23	3,500.00	-2,130.77
5140005 · Church Grounds M/R (Repairs or maintenance to the church grounds (Outside) i.e. lawn care,)	6,239.88	9,400.00	-160.12
5175000 · Cleaning	9,127.10	17,805.00	-8,677.90
5140001 · Custodial Supplies (cleaning supplies, paper towels, toilet paper, etc)	2,018.51	6,500.00	-4,481.49
5140008 · HVAC	839.03	1,000.00	-160.97
5140013 · Inspections & Testing (fire extinguishers DBQ FIRE, Ansd Kitchen hood cleaning & inspection,--	2,834.76	2,670.00	164.76
5140003 · Property Insurance	8,979.50	10,841.00	-1,861.50
5140019 · Snow Removal	2,332.50	2,000.00	332.50
Total BUILDING & GROUNDS	33,740.51	50,716.00	-16,975.49
UTILITIES (Water, electricity, garbage, and other basic utilities expenses)			
5140002 · Alliant Energy	16,914.42	15,000.00	1,914.42
5140006 · Black Hills (Natural Gas)	6,406.19	7,000.00	-593.81
5140009 · Internet and phone	4,106.44	5,550.00	-1,443.56
5140012 · Waste Disposal	1,393.28	1,500.00	-106.72
5140011 · Water	2,386.31	2,000.00	386.31
Total UTILITIES (Water, electricity, garbage, and other basic utilities expenses)	31,206.64	31,050.00	156.64
PASTOR			
5148010 · Cell Phone	750.00	750.00	0.00
5148003 · Continuing Education	985.68	900.00	85.68
5148008 · Disability	1,092.24	1,094.00	-1.76
5148014 · Group Life Insurance	509.76	510.00	-0.24
5148002 · Health	25,704.00	25,704.00	0.00
5148005 · Housing	40,000.08	40,000.00	0.08
5148009 · Mileage	1,947.12	2,000.00	-52.88
5148001 · Pension	8,009.88	8,020.00	-10.12
5148004 · Professional Publications	503.54	700.00	-196.46
5148000 · Salary	29,312.88	28,983.00	329.88
5148005 · SSA Allowance	3,728.40	3,930.00	-201.60
Total PASTOR	112,543.58	112,591.00	-47.42
ASSOC PASTOR			
5149009 · Continuing Education	65.00	900.00	-835.00
5149006 · Disability	790.15	835.00	-44.85
5149007 · Group Life Insurance	368.71	390.00	-21.29
Health Insurance	3,120.00	3,120.00	0.00
5149003 · Housing	19,277.71	20,000.00	-722.29
5149002 · Pension	5,267.33	5,565.00	-297.67
5149000 · Salary	31,423.63	32,473.00	-1,049.37
5149004 · SSA Allowance	2,932.61	3,179.00	-246.39
Total ASSOC PASTOR	63,245.14	66,462.00	-3,216.86

	Jan - Dec 21	Budget	\$ Over Budget
FAMILY MINISTER			
5150035 - Cell Phone	357.50	325.00	32.50
5150034 - Continuing Education	305.97	83.00	222.97
5150032 - Disability/Admin	226.20	226.00	0.20
5150038 - Group Life Insurance	105.55	106.00	-0.45
5150033 - Health	4,265.00	4,265.00	0.00
5150031 - Pension	1,206.36	1,206.00	0.36
5150030 - Salary	17,182.02	15,079.00	2,103.02
Total FAMILY MINISTER	23,648.59	21,290.00	2,358.59
MUSIC			
5160045 - Contemporary Music Leader	15,085.20	14,935.00	150.20
5160046 - Music Minister	21,537.36	21,537.00	0.36
5160047 - Service Accompanist	1,018.00	1,400.00	-382.00
Total MUSIC	37,640.56	37,872.00	-231.44
OTHER PERSONNEL			
FINANCIAL ASSISTANT			
5170020 - Wages	15,984.41	12,549.00	3,435.41
Total FINANCIAL ASSISTANT	15,984.41	12,549.00	3,435.41
MAINTENANCE			
5175010 - Wages	331.50	13,260.00	-12,928.50
Total MAINTENANCE	331.50	13,260.00	-12,928.50
OFFICE ASSISTANT			
5170010 - Wages	11,191.38	11,543.00	-351.62
OFFICE ASSISTANT - Other	128.00		
Total OFFICE ASSISTANT	11,319.38	11,543.00	-223.62
OFFICE MANAGER			
5170002 - Disability/Admin	547.56	548.00	-0.44
5170006 - Group Life Insurance	255.48	256.00	-0.52
5170001 - Pension	2,919.96	2,920.00	-0.04
5170000 - Wage	35,841.48	36,504.00	-662.52
Total OFFICE MANAGER	39,564.48	40,228.00	-663.52
5150037 - YOUTH MINISTER (Part Time)	3,500.00	14,583.00	-11,083.00
Total OTHER PERSONNEL	70,699.77	92,163.00	-21,463.23
6400 - PAYROLL EXPENSES (Payroll expenses)			
Employer Share Medicare	1,691.98	8,557.00	-1,322.25
Employer Share SocSec	7,234.75	1,030.00	209.64
5100031 - HK Payroll Services	1,239.64	3,474.00	-635.50
WorkComp	2,838.50		
Total 6400 - PAYROLL EXPENSES (Payroll expenses)	13,004.87	13,061.00	-56.13
66900 - Reconciliation Discrepancies (Discrepancies between bank statements and company records)			
			-0.01

	Jan - Dec 21	Budget	\$ Over Budget
TEAMS & COMMITTEES EXPENSES			
CARING MINISTRY PROGRAMS			
5155004 - Grief Share (Grief Share Materials)	0.00	240.00	-240.00
5155002 - Stephen Minister Education (Stephen Minister Educational materials)	0.00	400.00	-400.00
Total CARING MINISTRY PROGRAMS	0.00	640.00	-640.00
5215000 - FAMILY MINISTRY (FELLOWSHIP)	546.75	1,500.00	-953.25
5105000 - FELLOWSHIP	1,167.46	500.00	667.46
5115000 - OUTREACH	744.40	500.00	244.40
PARISH EDUCATION			
5130011 - Adult Education (Supplies for Adult Education)	0.00	200.00	-200.00
5130015 - Camps (Camps)	200.00	1,000.00	-800.00
5130032 - Children's Sermons (Supplies for Children Sermons)	0.00	240.00	-240.00
5130003 - Confirmation (Supplies for Confirmation)	189.74	1,750.00	-1,560.26
5130030 - First Communion (Supplies for First Communion)	149.35	300.00	-150.65
5130006 - Gift Bibles (Gift Bibles)	106.45	400.00	-293.55
5130005 - Splash (0-3 Yr) (Supplies for Splash)	173.03	500.00	-326.97
5130012 - Sunday School Curriculum (Sunday School Curriculum)	1,046.09	1,125.00	-78.91
5130031 - Teacher Appreciation (Teacher Appreciation)	0.00	125.00	-125.00
5130016 - VBS (VBS)	597.88	900.00	-302.12
5130013 - Youth Education (Youth Ed)	202.55	150.00	52.55
5130014 - Youth Gathering	104.19	200.00	-95.81
PARISH EDUCATION - Other	275.00		
Total PARISH EDUCATION	3,044.28	6,850.00	-3,845.72
5120030 - STEWARDSHIP (Postage and Supplies)	887.71	1,680.00	-792.29
WORSHIP			
5210014 - Pulpit Supply (use when a pastor is unable to do a service and we need to pay for a substit..)	210.00		
5210000 - Altar Supplies	1,596.58	1,500.00	96.58
5210001 - Bell Choir Supplies	0.00	100.00	-100.00
5210011 - Confining Education Expense	50.55	50.00	0.55
5210003 - Copyright Licenses (CCL and OneLicense)	1,778.21	1,850.00	-71.79
5210009 - Guest Musician	0.00	250.00	-250.00
5210013 - Instrument Maintenance	0.00	200.00	-200.00
5210005 - Music Materials (worship related patron membership)	194.44	400.00	-205.56
5210007 - Organ/Piano Tuning	625.67	2,000.00	-1,374.33
5210002 - Sound System Maintenance	1,854.30	1,718.00	136.30
Total WORSHIP	6,309.75	8,068.00	-1,758.25
Total TEAMS & COMMITTEES EXPENSES	12,700.35	19,778.00	-7,077.65
Total Expense	458,949.90	505,277.10	-46,327.10
Net Ordinary Income	-11,864.25	-47,673.00	35,808.75
Net Income	-11,864.25	-47,673.00	35,808.75

**BALANCE SHEET AS OF
DECEMBER 31, 2021**

	Dec 31, 21
ASSETS	
Current Assets	
Checking/Savings	
1101 • DESIGNATED	113,185.47
1110 • GENERAL OPERATING ACCT (Premier Bank)	32,048.02
Total Checking/Savings	145,233.49
Total Current Assets	145,233.49
TOTAL ASSETS	145,233.49
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
2400 • Payroll Liabilities (Unpaid payroll liabilities. Amounts withheld or accrued, but not yet paid)	
2450 • Other Withholdings	
2452 • 403B Plan	25.79
2451 • Flex Spending	15.00
2453 • Life Insurance	-55.54
Total 2450 • Other Withholdings	-14.75
Total 2400 • Payroll Liabilities (Unpaid payroll liabilities. Amounts withheld or accrued, but not yet paid)	-14.75
Total Other Current Liabilities	-14.75
Total Current Liabilities	-14.75
Total Liabilities	-14.75
Equity	
32000 • Unrestricted Net Assets (Other Income)	26,679.78
Net Income	118,568.46
Total Equity	145,248.24
TOTAL LIABILITIES & EQUITY	145,233.49

DESIGNATED ACCOUNTS

BALANCE SHEET AS OF
DECEMBER 31, 2021

	Dec 31, 21
Other Income/Expense	
Other Income	
*ADMINISTRATIVE	
4504000 • Designated Checking Acct Inter (Interest Income generated by the Designated checking acc...	62.58
4540030 • Flowers	53.40
4540090 • Misc In/Out	-174.97
4540019 • On-Line Giving Page	300.00
4540110 • Staff Reimbursement (Reimbursement by individual staff members for birthay lunches that ...	-51.10
Total *ADMINISTRATIVE	189.91
*B&G	
4011000 • Property Improvement	1,188.48
4507000 • Roof Fund	59,937.91
Total *B&G	61,126.39
*CAMPAIGNS	
4506000 • Organ Fund (Money raised for organ pipe maintenance)	11,889.95
Total *CAMPAIGNS	11,889.95
*FAMILY MINISTRY	
4541006 • EWALU Campership (Money donated to send students to camp)	123.00
Other	14,796.31
Total *FAMILY MINISTRY	14,919.31
*MEMORIALS	
4513000 • Alice Martin	723.01
Basant Persaud	1,425.00
4502014 • Irene Jecklin (to be used for general budget (money transfered to operating *Pledge/Offering...	-50.00
4502005 • Pastor Curtis Miller	20.00
4502002 • Phyllis Cooper	115.00
4503001 • Robert Clark	20.00
4502017 • Robert Smart	855.00
4502011 • William Collings Memorial	125.00
Total *MEMORIALS	3,233.01
*MINISTRIES	
4540000 • Memory Cafe	80.55
4541011 • People In Need	-30.00
4517000 • Prayer Shaw Ministry	500.00
4540015 • Reconcile in Christ Task Force	129.67
4541028 • WELCA Fund	716.95
Total *MINISTRIES	1,397.17
*OTHER Designated Accts	
4505000 • Fellowship Events Fund	564.73
4566001 • Noah's Ark Reserve Fund	793.79
4541022 • Pastor's Emergency Fund	2,948.94
4500000 • Prepaid Pledge	5,005.00
4545000 • Sabbatical Leave	3,179.91
Total *OTHER Designated Accts	12,492.37
*OUTREACH	
4018000 • Free Wash	250.00
4541032 • Hunger Outreach (money received for HTLC minl food pantry, food give away)	8,094.99
4014000 • Neighborhood Patio Events	250.00
Total *OUTREACH	8,594.99
Total Other Income	113,843.10
Net Other Income	113,843.10
Net Income	113,843.10

COMMITTEE REPORTS

PERSONNEL

NO REPORT

STEWARDSHIP

NO REPORT

LUTHER MANOR

NO REPORT

BUILDING AND GROUNDS

Submitted by Darrell Kalmes

Current team members: Chairman-Darrell Kalmes, Finance-Gary Sewell, Alex Beck, Ryan Borchert, John Chesterman

The following large projects were completed or finished in 2021.

LFC clearstory window fix

Rolling River completed flashing of the east-facing windows this year. We now hope the ceiling tile will stay unstained. We have discovered a leak at the north gable of the LFC that still needs to be identified and corrected.

LFC sound improvement

We sold our monster speakers that were difficult to handle and position correctly and used the money to buy two smaller powered speakers that are wall mounted and aimed to reduce almost all echo in the LFC. LifeLine has ordered a new mixer and wall-mount rack for the speakers. This will allow us to further organize the closet that is now cluttered with an antiquated travel-cased amplifier/mixer. This will provide sound for the future to stream services from the sanctuary directly into the LFC.

Noah's Ark improvements

Noah's Ark new two-year-old classroom was completed in early February. The nursery has been redecorated and is now better equipped to serve its original function. Part of the three-year-old room was upgraded for use with more one-year-olds. A grant secured by Jenifer Montgomery paid for the one-year-old expansion project and allowed us to add cabinets and new countertops in the fellowship hall kitchen. Adding the cabinets, allowed us to move Noah's Ark food stuffs out of a closet off the boiler room.



Maintenance area and garage

Once the kitchen had been updated, we reorganize and consolidate all maintenance tools and supplies to the closet formerly used for Noah's Ark food stuffs. All maintenance equipment and supplies are now in that one room, and no longer mixed in the same areas as janitorial supplies and equipment. The garage has been reorganized and tools reconditioned and sorted. Lawn and snow equipment has been serviced and repaired.

Snow removal on weekends

We had a significant snow removal task managed by Alex Beck this year. The snow crew met 7 times in 2021 and was attended all 7 times by Gary Sewell in addition to those below.

The volunteer roster was:

*Sat 12/12 Dave/Ruth Assmus

*Sat 1/16

*Sun 1/17 the video crew (Bill O'Dell and Ryan Borchert)

*Sun 1/23 Martin Lohrmann

*Sun 1/31 Phil Larson and Jack Dye

*Sat 2/13 John Chesterman

*Sun 2/21 Alex Beck and fiancée Sam

Flat roof repair

December of last year the Insurance company invoked a clause in our policy to enter into an appraisal and arbitration process. This process gained us nothing, and the insurance company refused to extend the settlement deadline. At the advice of our Public Appraiser, we hired a law firm at the end of June to represent us in a court suite. The insurance company to date maintains the position that they will only replace the portion of the roof that was directly damaged. Roofing companies we have dealt with tell us old cannot be patched to new. We will continue to monitor and patch the roof as needed until our case works its way through the courts. Like everything else, the courts are backed up because of COVID. At this time our court date has been set for August of 2023.

Volunteers needed

If you are willing to support our mission by properly maintaining and improving our base of our operations and our physical presence in the community, you have all the skill needed.

OUTREACH

SUBMITTED BY GRETCHEN KUETER

Another year with Covid-19 made finishing some of our outreach goals difficult but this is what we accomplished. We had 4 very successful food distributions outside serving an estimated total of 1,707 people, 569 families and 31,057lbs of food. We are so excited and blessed to share in this ministry with St. Stephen's Food bank and several other churches and organizations in our community.

We provided 2 Mission meals, wrote cards and letters to HTLC visitors and inactive members, bought a mini refrigerator to expand our mini pantries, distributed Thanksgiving groceries and supplied a few Christmas gifts to in need families.

We received 2 Foundation Grants which will be used this spring. As we close out another year, we continue to work on projects and are still collecting food and warm clothing (check out the list on the ushers table).

I want to personally thank all of you who have helped your Outreach committee to Live Christ's Call to Love and Serve All!



WORSHIP

SUBMITTED BY DIANE KALMES

Important Events for Worship Team during 2021:

A Return to Worship

- February 7, we began in-person Sunday worship again although that didn't actually happen until 14 February due to weather! There were a lot of restrictions connected to this milestone such as: pre-registration, temperature checks, no communion distribution, roped off pews, and entry and exit changes.
- March, for Lent, worship packets were prepared and distributed. By Holy Week, we started offering communion via prepackaged individual bread and wine cups. We were able to move from streaming Zoom to YouTube with the installation of new equipment purchased from Lifeline.
- Mid-May, more steps forward -- Fewer roped off pews, no signup required, could sing softly with masks on, the offering plate was placed on the table in back of the sanctuary and we began to utilize ushers and readers again.
- June saw the opening of all pews and Altar Guild was reactivated.
- July saw return of hymnals and bibles into the pews.
- Continued steps forward are planned as soon as the latest Covid wave ebbs.



Mid-Week Worship

- Time was moved to 5:30 for Lent and Advent seasons to allow time for church groups to meet afterwards without feeling rushed or getting too late.
- A mid-week non-seasonal Dinner Church format was introduced in September but stopped in November due to increase in Covid numbers. As yet, no date has been discussed for reinstatement.

New Piano in Sanctuary

- In April, we replaced the Clavinova piano with a portable Casio keyboard and a new sanctuary case was built for it.
- The unrepairable Clavinova was sold "as is" and the money from the sale was put into the Worship Budget.
- The cost of the new keyboard was covered by donations.
- This portable Casio was used at the outdoor service in September for Rally Sunday and then again for Dinner Church in the LFC from September through mid-November.

Sacristy Closet

- The bathroom in the sacristy was converted to a closet. All costs associated with the conversion were covered by private donations.

Organ Repairs

- In March, an Organ Repair campaign began and \$5000 was raised for repairs to the stops and some of the pipes.
- In June, these pipes were removed and taken to the Dobson Company for refurbishing.
- A few weeks later, the pipes were destroyed in a fire at the factory.
- Good News! Fifty-percent of the replacement cost for new pipes has been received from the Insurance company with the remainder (less deductible) to be paid out when the pipes are installed.
- The money raised will be used to cover the cost of the deductible and to pay for the stops (done back in June but not yet billed) and any other expenses that may not be covered by insurance.
- Happy New Year – the pipes were installed 17-19 January, 2022!



WORSHIP VOLUNTEER OPPORTUNITIES

Like many volunteer teams, we are struggling to get new people involved. Please consider giving of your time to help us improve and enhance our Worship experience. Per Standing Rule #30.08 membership should rotate in two-year terms.

Opportunities To Get Involved:

Worship Team Committee

Chairperson

Secretary

Council Liaison

Member-at-large

- Funeral Coordinator
- Altar Guild
- Decorating Coordinator/Team
- Music Selection Coordinator/Team for 8:30 Service
- Worship Assistant (communion setup, communion distribution, greeter, usher, reader)
- Audio/Visual Operator
- Altar Supply



2021 Members:

Jill Klinebriel - Contemporary Music Director

Dr. Chuck Barland - Music Director

Tony Quinn (over 2 years - will drop from team in 2022)

Phil Larsen (over 2 years - will drop from team in 2022)

Terry Hoefflin (over 2 years - has dropped from team - September 2021)

Diane Kalmes (2 years - will drop from team in 2022)

PARISH EDUCATION AND FAMILY MINISTRY

SUBMITTED BY TAMI ERNSTER

The following volunteers were members of the committee during 2021 and included Dan Wild, Betsy Wild, Emily Wild, Mary Mills, Amanda Staade, Joni Wlochall, Bill Wlochall, Sara McCaw, Amanda Kelly, Karley Galusha, Kate Stierman, Jenifer Montgomery and Tami Ernster.

Parish Education

Until the Youth Minister position is replaced, small teams were set up to continue the education programming for the elementary, middle school, and high school programs.

The elementary team is Kate Stierman, Jenifer Montgomery, Amanda Staade and Tami Ernster.

The middle school team includes Chris Bode, Andy and Kim Lee and the pastors.

The high school team includes Adam Eikamp, Paul and Sarah Burandt, Sally Haug and the pastors.



PARISH EDUCATION

Sunday School

Due to Covid, the first half of the year again was at-home packets provided by Sara McCaw. The story and projects were put in to take home packets and given to families with Sunday School-aged children. The elementary team rebranded the Sunday School program and renamed the group Trinity Kids. Rally Day occurred on September 12th. Games were set up in the upper parking lot and in the fenced-in grass area. The program purchased a bounce house and the children had a great time there and at the face painting table. There was also a pie-the-pastor event. Burgers, hot dogs, and chips were provided for a meal.

Bibles were distributed to students later in September for 3rd graders, 3-year-olds and bible explorers/confirmation.

Adult Education

Adult Ed opportunities were offered again on Sunday mornings in the fall. A variety of topics were presented. Everyone was encouraged to attend.

Confirmation

Confirmation classes and Bible Explorers were back in person for the fall.

Noah's Ark

This program offers infant and one-year-old rooms for child care and preschool rooms for ages 2 through 5. They continue to participate in the 4/5-year-old free preschool program.

Splash

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



FAMILY MINISTRY



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

Activities for this year included:

February

Students and other volunteers made valentines for the elderly members of our church

April

A holy week walk with 10 stations were set up around the church regarding the last days of Christ.

May

Planting the Gardens of Grace and a Pentecost Party.

June

A party was held to celebrate Sara's 16 years of service and to say goodbye.

July

Movie and popcorn in the fellowship hall, Family swim night at East Dubuque pool.

August

Swiss Valley Park picnic and creek stomping.

September

Rally Day and picnic at the church.

October

Trunk or treat in the parking lot.

Because of increasing Covid numbers, the balance of the year's Family Ministry programming was postponed.

We will start up again in January or February.



NOAH'S ARK

SUBMITTED BY JASON DUBA

Board Members:

Jason Duba – Chair & HTLC Church Council Liaison
Ellen Sinkey – Vice Chair
Kate Stierman – Treasurer
Marina Evanovich – Secretary
April Moldenhauer
Emily Sewell
Jessica Rheault
Lindsay Backhaus

The Noah's Ark Board and Staff are proud of the accomplishments we've made as a team during 2021. This was another year where we were affected by the Covid-19 Pandemic. We strive to focus on our mission as an outreach ministry of Holy Trinity Lutheran Church. We are critical to the Dubuque community in many ways and we thank this wonderful congregation for all your support and encouragement.

Noah's Ark currently has 6 classrooms for children between the ages of 12 weeks through 5 years old. In 2021 we opened two brand new classrooms, thanks to the financial contributions from HTLC Members, Noah's Ark Families, and DHS Grant Funds.

Currently we have 57 students enrolled and 19 staff members – and 36 children under the age of three on our wait list.

Despite the national child care crisis, Noah's Ark was able to remain open for all regularly scheduled days of operation. Covid-19 cases and exposures and lack of staffing is proving to make it difficult for centers to remain open. We are proud of this accomplishment, as we know parents need to get to work, and in order to get to work, they need us caring for their children.



Noah's Ark received an exceptional report during the annual licensing visit in August. We were complimented on our attentive and qualified staff, strong curriculum planning, physical building amenities, reputation in the community, among other celebrations.

There are so many who are deserving of thanks – We thank all the people spreading the good news about Noah's Ark in the community. Word of mouth is essential to our success. We thank those of you in the HTLC Community who supported children at Noah's Ark with scholarships and through our annual "Noah's Ark November" fundraiser. We thank Lorice, Cathy & Lisa in the HTLC office for their unending support as we transitioned our finances to Honkamp. We thank Darrell and Diane Kalmes for their endless support. They served as our "project managers" as we remodeled and made improvements to classrooms and came to our rescue many times in the absence of a Maintenance person. We thank the parents of the children who attend. We thank our incredible, dedicated staff. If you see them around the building please take the opportunity to affirm and thank them for their relentless work on behalf of our children. It is impossible to overstate the importance of being a child care provider – it is not easy work, and it is something truly done from the heart.

To everybody that has played a role in helping Noah's Ark reach its 45th year – as the now longest standing preschool in Dubuque – THANK YOU! More than anything, we thank the children who attend, for giving us a reason to do such important work!



NOAH'S ARK FISCAL BUDGET WITH PROPOSED CHANGES

Acct No.	name	
Income		
4.300.001	tuition	503,700
4.300.003	donations	5,000
4.300.004	misc	
4.300.007	transfer from reserve	
4.300.011	Interest	
	Grants	
		508,700
Expenses		
5.300.000		
0.001	Salaries	80600
0.002	Hourly	335,000
0.003	Phone/Internet	1620
0.004	Continuing Ed	725
0.005	Repairs	1000
0.006	Advertising	500
0.007	Supplies	27600
0.008	Transfer to reserve	0
0.009	Insurance	2500
0.011	FICA	31793.4
0.014	Criminal/Finger Print	400
0.019	Pension	8060
0.02	Health	9000
0.023	Dis/Admin	1200
0.024	Retiree/Survivor	300
0.033	Group Life	125
	Furniture/Fixtures	2000
	Custodial	3082
	Teacher Reimbursement	3000
	Bookkeeping Service	6000
		514505.4
	NET INCOME	-5,805

OFFICE MANAGER

SUBMITTED BY LORICE AMLIN

This past year has been a year of challenges, hopes, and joy.

We have instituted some new procedures in the office with the intention to create a more unified and efficient workplace. In the months to come, we will be evaluating our use of time, the tasks we are asked to do, and the responsibilities we currently have. The purpose of these questions is to create efficiencies, reduce spending and allocate our time in the best possible way.

Looking Ahead

Now on to some exciting news. We are creating a Volunteer Program that will coordinate all church volunteers and the volunteer needs for Holy Trinity. We have created a Volunteer Coordinator position that JoAnn Kopp has graciously agreed to serve for the next year. Ironically this position is a volunteer position.

Is your committee having an event and needs help? Our volunteer coordinator will help. Are you interested in volunteering but not sure where to help? Contact our volunteer coordinator. We are still working out the details but hope to get this up and running soon.

Ok, this is a great one. As you may know, we have a new database called "Breeze". This past year the staff have been getting familiar with the program. In the near future, we plan to launch a "member" portal on our website. This will contain the church directory where you will be able to update your own information, look up an address and view your personal giving statement.

In the coming months, we will be asking your permission to share your information in our directory and ask you for current contact information. As you can imagine this is a huge undertaking. Be patient with us, we will get there!

I personally want thank Cathy Nolan and Lisa Borchert for their hard work and dedication. The office has had many changes. They have been positive and an important part of what happens here at Holy Trinity. The most difficult challenge this year has been the reduction in their hours from 20 hours per week to 15 hours per week. We have found it difficult for them to get their daily tasks and the congregations demands completed within the reduced hours.

I would also like to thank Chuck Barland and Jill Klinebriel. You are a pleasure to work with and bring joy to the office.

Last but not least, I want to thank Pastor Josh and Pastor Derek for their support. I am truly blessed to work with these wonderful and dedicated colleagues.



2021 HOLY TRINITY LUTHERAN STATISTICS

SUBMITTED BY LORICE AMLIN

	2019	2020	2021
Baptized (not including associates)	941	957	686*
Confirmed (not including associates)	608	616	425*
Associate baptized	5	5	0*
Associate confirmed	5	5	0*
Average weekly attendance	193	210	30 in person*
# of households	589	591	430
Baptisms	10	4	3
Funerals	2	7	10
Weddings	0	1	1
Youth confirmed	11	8	11

*When we transferred the data from Church Windows to Breeze, our new data base, we discovered there were many former seminary students and their families that were included in the roles as members. This dates back before 2005. These families were removed from the roles because they are no longer in the area thus changing the totals.

After removing the seminary students that have moved, the information in our data base is:

- Total Active Member & Inactive Members 973 (not all members are baptized or confirmed therefore the number will not match the number in the chart)
- Associate Members: 0
- Friend of the church: 131
- Unassigned: 43
- # of households: 430

As you can see there is more work to be done to identify the unassigned and clean up the roles.

Attendance: attendance was tracked for in-person worship. Online worship was not included in this figure.

Members Received During 2021

By Baptism: (15 years and younger)

- Henry Raymond Rank
- Christopher Raymond Montgomery
- Becca Mary Conway

By Affirmation of Faith:

- Jacob Haug
- Brooke Kelsch
- Mark Kelsch
- Audrey Kilgore
- Isaac Lee
- Brianna Lovett
- Jeremy O'Rourke
- Hannah Pergande
- Cal Reuter
- Julia Stierman
- Sydney Wersinger.

By Transfer from ELCA congregation: 0

Received as Member: 0

Total Members Received This Year: 14

Members Removed During 2021

By Death:

- Irene Jecklin
- Basant Persaud
- Wayne Wohlers
- Robert Clark
- Jean Miner
- Robert Smart
- Alice Martin
- Harland Turner
- Maxine A. Biedermann
- Ihlene Stockel

Removed by Request or
Statistical Adjustment:

- Barb & Bill Schneider – Moved
- Marta Spangler – Moved
- Gerald, Julie & Cal Reuter - Moved
- John & Shirley Wiemers – Moved
- Paul and Deb Herberger – Moved
- Barbara Barker - Moved
- Warren Melchert – statistical adjustment (died in 2012)

**Total Members Removed This
Year: 21**

MUSIC MINISTRY

SUBMITTED BY DR. CHARLES BARLAND

As I type this report, I am concluding 32 years of ministry in church music. That includes 4.5 years of full time work at HTLC, 14 years of contracted work and currently 5 years of part-time employment as Director of Music. Thank you for providing me the opportunity to share the Good News of Jesus Christ these many years at HTLC. I look forward to many more years of making music to the Glory of God.

Trinity Chorale was able to gather again this fall. We began singing in worship in October and are delighted to be back offering music during our services. We welcomed several new singers too but remain very interested in having more volunteers join us.

Our bell choir, Trinity Ringers, was restarted in 2017. Because of budget reductions, this group has been temporarily suspended. When we last met, we had 10 members. We are hopeful that we'll begin meeting again in 2022 if at all possible. If that happens, we would like to add one more person and have a few people who would be willing to serve as substitutes.

Trinity Brass has also had no gatherings since early 2020. When it is deemed safer, I will be reaching out to those members to determine if they are able to prepare music for our services.

Jill Kleinbriel, our Director of Contemporary Music, has been in that position since early 2018. She has been a valued colleague in music ministry at Holy Trinity. I have also enjoyed working our praise team for our annual Christmas Eve service!

In 2021 we began contracting with Dobson Pipe Organ Builders of Lake City, Iowa to service and tune our 1982 Holtkamp pipe organ. Upon inspection of our instrument, it was brought to my attention that a number of our pedal pipes were in need of repair. We embarked on a limited campaign to raise funds and HTLC members rose to the need. Crew members of Dobson came to remove our damaged pipes last summer. A week later, however, the Dobson company suffered a catastrophic fire. Their entire building was destroyed and our pipes were among the property lost. We have been working with the Dobson company and our insurance company and we should have our replacement pipes returned and installed in January 2022.

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 think about a plan to improve and update our pipe organ which is 40 years old this year and has had no major work since its installation in 1982. We are grateful to the members who made the investment in this pipe organ in the early 1980s and now it is our opportunity to make sure our beautiful organ will continue to play for another 50 years.

I'm looking forward to 2022 and beyond!

STEPHEN MINISTRY

"BEAR ONE ANOTHER'S BURDENS."
GALATIANS 6:2

SUBMITTED BY DAN WILD, KATHY LINDENBERG,
AND MAGI WEHNER

Stephen Ministry is focused on providing high quality, confidential, distinctly Christian care to people who are facing some of life's challenging personal situations. Stephen Ministers are patient listeners for those who are struggling through a difficult time in life—experiencing grief, divorce, job loss, chronic or terminal illness, or some other life crisis. When they meet with their care receivers, they bring along with them the good news of Christ's love and forgiveness knowing that God is the "cure giver".

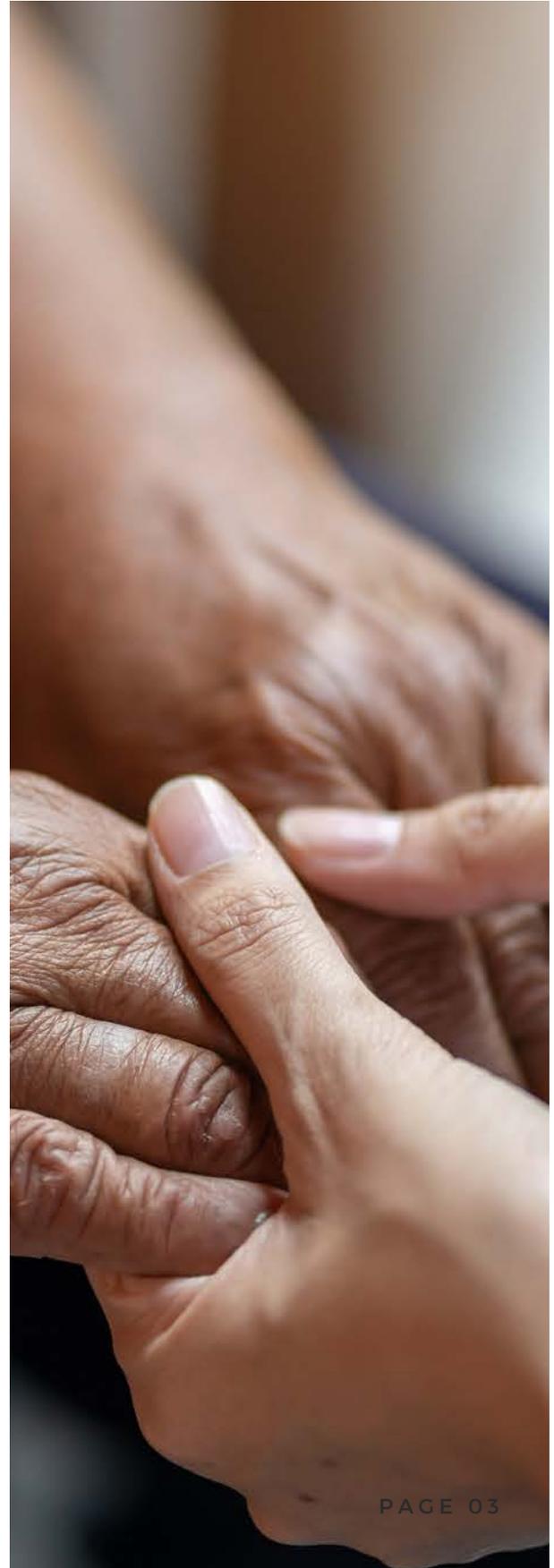
The pandemic has changed the way our Stephen Ministers have been able to provide care. The primary venue is to provide this care in person, and Stephen Ministers have had to adapt to providing care via phone calls only.

We wish to thank all our Stephen Ministers who were actively serving care receivers during 2020, some for many years, and some whose care receivers have passed away. Their dedication is amazing, and we ask that you continue to pray for them.

Dan Wild, Kathy Lindenberg and Magi Wehner are serving as the Stephen Ministry Leaders, and it is our hope to see this important ministry continue to grow and flourish at HTLC, to build more awareness and ownership in our congregation, and then see where God leads us.

This year more than any other in recent times has caused anxiousness, suffering and loss for many in our community. But, we have not seen an increase in requests for Stephen Ministers. We are all called to love and care for one another as part of our caring ministry. Part of that caring is to talk to those you know who would benefit from Stephen Ministry and refer them to the pastors or us.

Please continue to pray for this ministry and pray about whether you would like to become a Stephen Minister yourself.



ADAM EICAMP, COUNCIL PRESIDENT

Hello all HTLC members,
As I write my annual President's report, I am reminded of all the amazing ministries we accomplished this year.

We began the year with an all online version of our annual meeting. We were then able to reopen in person services in February and continue our online services for those not fully comfortable attending.

In March we began Zoom All committee night and were able to do more planning as a group. Our finance team created a new bar chart to better understand Expense vs Income reports at a glance.

As the vaccine was available to more people we returned to in-person council meetings in April.

In May we returned to an 8:30 and 11:00 service schedule. Payroll was changed to Quick books so we can do our own payroll. May also Celebrated Sara McCaw's 16 years of service as the Youth and Family Minister.

Pastor Josh enjoyed a two month sabbatical in June and Pastor Karla Wildberger was able to serve as interim. We added two speakers in the LFC to improve sound quality. Our council did the best we could to work with Guide One (our insurance provider) on the roof claim, but we were unable to come to a solution. A lawsuit was started against the insurance provider with Daly and Black as our attorneys.

The Food pantry has been very successful. In August a small refrigerator was added for dairy and other perishables. We were able to hold the Garage Sale and the money went to the Youth Group.

Trinity Kids was kicked off in September by the Youth and Family team as the new Sunday school program. We were able to come together for Dinner Church on Wednesday's.

In December we celebrated and said good bye to Associate Pastor Derek Rosenstiel as he was called to be a Chaplain in Baraboo Wisconsin.

Our Christmas Eve service was able to be in person and we had good attendance in person and online.

Throughout the year Noah's Ark has been growing. It is a great service to the whole community. A 2 year old room added.

The Worship Committee raised monies to repair the organ. Four pipes were sent to Dobson. Unfortunately they had a major fire at their facility. The 4 damaged pipes are now coming back for installation.

There have been many property repairs and upgrades all year long. Many thanks to those involved to keep our building looking great.

The committees were smaller in number this year but accomplished a lot. Unfortunately, this has exhausted some of those committee members. So if you are looking for somewhere to help, please do. We need Sunday service readers, greeters, ushers, and Sunday school teachers. Ask a council member where help is needed. I feel we did a lot of our work by reaction to what was thrown at us. We now have an excellent opportunity to reset and plan ahead. The new council has plans for a more proactive effort in the upcoming year. For those of you who are worshipping from home, I hope you are all able to attend church in person again soon.

PASTOR JOSH MARTYN

Grace and peace to you from God our Father and our Lord Jesus Christ,

It is hard to believe that it has been 5 ½ years since Holy Trinity Lutheran Church called me to be the pastor of this beautiful community. So much ministry has happened over the past 5 ½ years, from writing a new constitution to a grief support group to mentoring and teaching interns and going out into the community feeding all who are in need of food. It has been a fantastic journey with you all, and I have learned so much about myself, this congregation, and the gospel of Jesus Christ.

As I reflect over the years of ministry with you, I continue to see my leadership style as a Servant Leader. A Servant Leader doesn't lead from the top down but seeks to lead with the people of God. This leadership style doesn't serve well in a pastor-led church or fit in a congregational-led church. A servant leader works best in a community-led congregation, where the pastor and community lead together. A Servant Leader seeks to empower others in their gifts, teach and train them in their ministries, and then step back and watch them and Christ's ministries grow and flourish. It takes a community, the Body of Christ, to come together and proclaim God's love for the world found in Jesus Christ through its many ministries.

And there have been many amazing ministries happening here at Holy Trinity this past year. Within our Youth Program, confirmation had a fantastic year learning about the Creeds, Lord's Prayer, Baptism, and communion. We got to celebrate those who affirmed their faith in Jesus Christ; Jacob Haug, Brooke Kelsch, Mark Kelsch, Audrey Kilgore, Isaac Lee, Brianna Lovett, Jeremy O'Rourke, Hannah Pergande, Cal Reuter, Julia Stierman, and Sydney Wesinger. During this past Fall, the confirmation began to learn about Martin Luther and the Reformation. I am grateful to Chris Bode and Gretchen Kueter for helping to lead and mentor these kids.

I also want to thank Kari Chesterman and Jason Duba for assisting me in leading the Bible Explorer program. Last year the Bible Explorers journeyed through the Old Testament learning about the covenants God made and kept with God's people, and during this past fall, we began our journey through the New Testament.

I also want to thank Kate Stierman and Lisa Borchert for helping me lead the High School program. Throughout the year the High School Youth continued to meet online and in person when they could be outside. We covered a wide range of Bible studies to learn more about what it means to be a community of faith. We currently have ten youth and three adults attending the ELCA National Youth Gathering in Minneapolis, MN, July 24-28. Since this event was postponed a year ago, we have had time to raise even more funds for the kids to attend the trip. We currently need to raise \$5,300 which the parents are forming a plan for future fundraisers.

I want to thank Kate Stierman, Jenifer Montgomery, and Tami Ernster for their hard work with the Trinity Kids Sunday School program. If you have not had a chance to go downstairs to the Fellowship Hall, please go down there and check out the Trinity Kids area. They have done a remarkable job creating a space for the kids and helping them learn more about the abundance of God's love for them.

Our Adult Education program also carried out some great bible studies throughout this past year. I am grateful to Dave Assmus and Lenore Howard for their outstanding leadership. We had many excellent topics we discussed throughout the year while online, then had terrific conversations about "Who are we now" when we came back together in person.

We continued giving thanks and praise to Jesus Christ throughout the year in our worship services every Sunday. We began the year strictly worshipping online and started in-person worship shortly after Easter. Our worship attendance rolled like a wave where we had 80 people in-person at church one Sunday and then 40 the next. Yet our online attendance remains a strong presence with an average of 110 people for the 8:30 am service, and 100 for the 11:00 am service. We continue to have several worshipers staying home because they are not comfortable coming to worship yet. Members have noted that they will feel comfortable returning to in-person worship once COVID cases decrease and remain low. All worshipers are deeply grateful to the church for the ability to worship online. I have also received several emails from people across the country complementing our worship service.

This past Fall we also tried having a Dinner Church on Wednesday evenings before confirmation and choir rehearsal. We had a great time gathering around a meal for fellowship, food, and worship. Throughout the Fall season we found that gathering as the body of Christ around a meal was a holy and sacred moment for everyone. The Worship Team is currently in the midst of conversations about what the Wednesday night worship service will look like for the future. For now, Kate Stierman has volunteered to organize meals on Wednesday nights for anyone wishing to come and gather for fellowship.

With all the ministries that have happened throughout the year, none of them would be possible without those who led with me on council, staff, and committees. Like 2020, this past year had many challenges for the leadership. I am so grateful to Adam Eikamp, Amanda Matson, Jonathan Brown, Ed Borchert, Barb Rank, Jason Duba, Tami Ernster, Gretchen Kueter, Terry Hoefflin, and Lilly Hoefflin. It was a problematic year facing the challenges of safely reopening the church building and continuing the ministries of HTLC. I especially want to thank those coming off of council; Adam Eikamp, Gretchen Kueter, Jason Duba, Terry, and Lilly Hoefflin. Thank you all so much for everything you have done to further the gospel of Jesus Christ here at HTLC.

I am deeply thankful for such a fantastic staff who is always there for anyone who comes to HTLC. Everyone on staff is so strong in their leadership to make sure the ministry of Jesus Christ continued to flow through this congregation during the pandemic. I am deeply grateful to Pastor Derek, Lorice Amlin, Lisa Borchert, Cathy Nolan, Sara McCaw, Dr. Charles Barland, Jill Klinebriel, Al Pline, Jenifer Montgomery, and the teachers of Noah's Ark. I, along with the entire staff, grieve the loss of Sara McCaw and Pastor Derek. I am so thankful for Sara's 16 years of ministry here at Holy Trinity Lutheran Church and all she has done for the children and their families. I am also grateful to Pastor Derek and his support during his 2 years of ministry here at HTLC. It has been difficult not having them with us, and I thank all of you for your support and patience as we work on finding volunteers to continue HTLC's ministries. I also celebrate and grieve the retirement of Al Pline this past year and give thanks for his support, love, and ministry as the church's custodian.

And I am so thankful to the Ministry Teams of HTLC. If it weren't for those who serve on Stewardship, Worship, Building and Grounds, Family Ministry, Parish Ed, Outreach, Fellowship, and Noah's Ark Team, the ministries at HTLC would not be possible. Each team is involved with many unique ministries, and I hope you all will take the time to read their report and see how you can get involved in their ministries with them.

Here at Holy Trinity Lutheran Church, we have so many people who step up and help with worship, mailings, education, and keeping up the church grounds. I honestly cannot thank you all enough for your incredible love and dedication to HTLC. I want to personally thank Darrell and Diane Kalmes for the endless volunteer hours they put in for the past several years, especially this past year. Darrell and Diane were at the church every day, helping complete various building projects and ensuring everything were set up and ready for worship. Anytime something needed to be fixed, replaced, and thrown out, Darrel and Diane were always there taking care of the situation. Thank you, Darrell and Diane, for your love, support, and dedication to the gospel of Jesus Christ here at HTLC.

Along with the community, I also continue to grieve the loss of those who have died this past year. Please continue to join me in praying for the families of Irene Jecklin, Basant Persaud, Wayne Wohlers, Bob Clark, Jean Miner, Bob Smart, Alice Martin, Harland Turner, Maxine Biedermann, and Ihlene Stockel. My heart goes out to all the families, and I continue to pray for each one of you. I spent many days counseling and walking alongside those who lost someone over the years this past year. Many people continue to struggle grieving during the pandemic. Please keep all those who lost someone over the years in your prayers.

As we move into 2022, I remain hopeful that this pandemic will begin to fade away and allow us to move forward into our new future. We are all tired and exhausted of the stress the pandemic has played on our lives, and I pray this coming year will be a year of healing, reconciliation, and reconnecting with God and each other. One of the most important ministries for this community in this coming year will be to come together as the body of Christ to worship our Lord Jesus Christ and reconnect with one another through various fellowship opportunities. I continue to encourage the council, staff, and committees to provide opportunities for this community to come together in fellowship to rekindle or build new relationships. In the weeks and months to come, there will be new opportunities for fellowship. I hope you will join me and participate in these ministries.

Since we have been apart for some time, I will be spending most of my days reconnecting with the beautiful people of this church. Although I will be making many phone calls to set up visitations, please give me a call, text message, email, or better yet, come by the office to set up a time to meet with me. I would love to get together with you and your family.

I am also looking forward to working with the Bible Explorer, Confirmation, and High School Youth programs while managing the office, building our outstanding worship services, supporting the council and committees, and visiting all of you. I am so grateful to all of you here at Holy Trinity Lutheran Church. You all are amazing people. Thank you for all you do here at HTLC. A new adventure begins at Holy Trinity I look forward to what 2022 will bring for all of us. If you have any questions or want to visit me, my door is always open.

Peace in the Light of Christ,
Pastor Joshua Martyn



Living Christ's Call To Love & Serve All



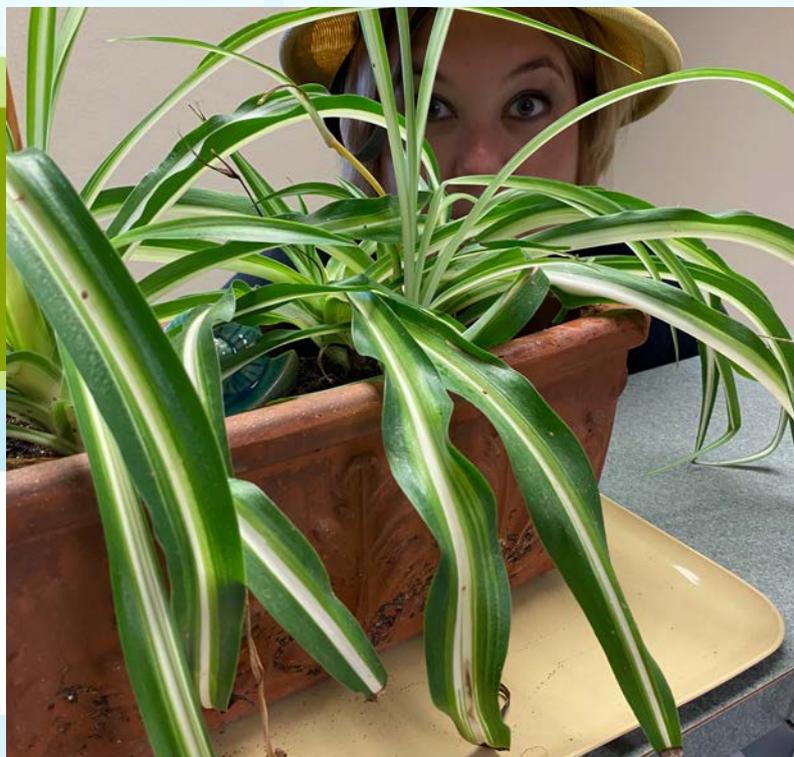














Holy Trinity Lutheran Church
1755 Delhi Street
Dubuque, IA 52001

www.htlcdbq.com | 563-582-3228

Rev. Josh Martyn
Pastor

Dr. Charles Barland
Music Director

Jill Klinebriel
Contemporary Music Leader

Lorice Amlin
Office Manager

Cathy Nolan
*Financial Assistant/
Accounts Receivable*

Lisa Borchert
Accounts Payable

Noah's Ark Child Development Center
1755 Delhi Street - Lower Level
Dubuque, IA 52001
563-557-8629

Jenifer Montgomery
Director

FOR STAFF PHONE NUMBERS AND EMAILS
VISIT WWW.HTLCDBQ.COM OR CALL THE CHURCH.

