

Holy Trinity Lutheran Church Annual Meeting
Annual Meeting minutes
January 26, 2020

President Mark Ryan called the Annual Meeting to order at 12:40 p.m.

Pastor Derek Rosenstiel opened the meeting with a prayer centered on Jesus's words to his disciples, "My peace be with you."

President Ryan declared that we have a quorum as there are 54 Holy Trinity members in attendance, 40 members are required for a quorum. He announced that Jonathan Brown is the parliamentarian and Dave Assmus the secretary for the meeting. Voting on any budget issues will be done by paper ballot; Sue Tigges and Tami Ernster will distribute, collect and count the ballots.

President Ryan reviewed the meeting agenda.

Duane Ernster moved to approve the January 27, 2019 Annual Meeting minutes and the September 8, 2019 Special Congregation meeting minutes. Amanda Matson seconded the motion. The motion carried.

Financial Review: Amanda Matson reported that she had reviewed the 2019 financial records for the months of February, June and October. She examined the records for deposits, expenditures, bank statements and balances in those months. She found that transactions were documented and cross referenced. In her opinion everything looks in very good order.

Treasurer's Report: Treasurer Jonathan Brown referred to the report which is a summary of 2019 income and expenses. In his report he included the data from 2017 and 2018 to see if there were any trends. In 2019 the pledged/unpledged giving was below what was originally pledged which contributed to our deficit. The \$11,304.28 deficit does not include the \$15,000.00 that we owe on our line of credit, nor have we paid back any of the \$22,000.00 loan from the Ora Gremmels fund the Council took in 2018. Treasurer Brown said the sky isn't falling, but it's getting closer. The Ora Gremmel fund balance was \$32,674.53 at the beginning of 2019 and now is at \$9,258.64. The fund was moved from First Community Trust to a designated fund account in Holy Trinity's checking account. We have counted on the Ora Gremmels funds for many years and it will be used up in 2020. He suggested the idea of developing a reserve account for Holy Trinity. He said he is open to ideas or suggestions on how to present the financial summary.

Approval of Committee Reports: President Ryan 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. Duane Ernster moved to approve the reports. Joe Zuccaro seconded the motion.

A question was asked regarding the number of households listed in Holy Trinity's Church statistics, in 2018 293 households were listed, in 2019 589 households are listed. Pastor Josh said that this could be a typing mistake and he is looking into that. It was also pointed out that it has been a while since the membership rolls were updated, it is important that this be done so that our records are accurate. Everyone agreed that the membership rolls and corresponding statistics be corrected for the next

annual meeting. President Ryan asked members to vote on the motion to approve the Committee Reports. The motion carried.

President's Report: President Ryan went through his written report. He noted all the accomplishments in 2019, he especially is grateful that Pastor Derek is now on staff. He remarked how thankful we can be for the gift that Ora Gremmel gave Holy Trinity as the congregation has greatly benefited from it over the years. He pointed out that we are facing some real financial challenges and encouraged everyone to talk with Council members as everyone's input is important.

Pastor's Report: Pastor Josh Martyn asked people to read his report if they haven't had the opportunity to do that. He said that in 2019 the Council has faced a lot of challenges and has taken those challenges with a positive attitude. He thanked outgoing Council members Mark Ryan, Dave Assmus and Kate Stierman. He is very grateful for Pastor Derek, the past interns have been important for Holy Trinity and the church, but the interns were not able to support ongoing programs in specific areas. He will be starting a parenting Bible Study group which can expand into a small group ministry. He is looking forward to the journey of discernment regarding how Holy Trinity can be more welcoming. In 2018 the Council made a decision to form a Task Force to look into becoming a Reconciling in Christ congregation. Task Force members have been appointed by the Council and will lead Holy Trinity in a journey of conversations and discernment about how to be more welcoming to the LGBTQIA+ community.

Associate Pastor's Report: Pastor Derek referred to his written report, he said that he has been here four months and it has been amazing experience. He has been warmly welcomed and has been honored to hear the stories so many have shared with him. His passion is for pastoral care, especially going beyond the walls of Holy Trinity. He has been meeting with government officials, non-profits and other community service agencies. Our food giveaway is a tremendous ministry. He commented that regarding our budget that when we don't take risks, we don't accomplish anything.

Presentation of 2020 budget and approval: Financial Treasurer Marlee Tart pointed out that people have increased their giving, but there were several families that moved out of the area in 2019 the budget as presented has a deficit of \$42,224.05. This deficit includes paying back the \$15,000.00 loan we have through our line of credit. The pastors are getting a raise, but the other staff are not in the proposed budget. She gave the amounts if a 1%, 2% or 3% staff raise was given.

Discussion followed with concerns expressed about a faith-based budget approach, is this the best way to manage our deficit? A question was asked if we needed to pay back the loan to the Ora Gremmel fund, could Holy Trinity decide to forgive the loan the Council had taken from it? More discussion followed and a question was asked if Holy Trinity could legally do this as the congregation accepted the gift with restrictions, would forgiving the loan be breaking the conditions we had agreed to when Holy Trinity accepted the gift. Treasurer Brown suggested that the Council discuss it in 2020 and bring a recommendation to the 2021 annual meeting.

Amy Pasker moved that the Council address the Ora Gremmel's loan payment in the 2021 budget. Joe Zuccaro seconded the motion. The motion carried.

Pastor Josh pointed out that the Council at the January 16 Special Council meeting moved to approve the budget as presented. Brian Leib seconded the motion.

After some discussion Amanda Matson moved to amend the budget by approving a 2% raise for the staff. Ron Hunt seconded the motion. Discussion follow regarding the merit of doing this. It was pointed out that if we operated our personal households this way by living beyond our means we would be evicted from our homes. Comments were shared that we need to get new members, invite people back and clean up our membership rolls as we can't continue to operate with a growing deficit. Sue Tigges and Tami Ernster handed out ballot #1 to vote on amending the budget to include a 2% raise for staff. Congregation members voted, the ballots were collected and tabulated. The results were 4 yes, 49 no and 1 abstained. The motion failed.

The budget as presented was discussed. It was pointed out that the Finance Committee and the Council had spent numerous hours at looking at each line item and that it would take a great deal of work to start the budgeting process all over. Again, it was pointed out that we need more members, we need to engage more people and that we need to all do this together.

Ballot #2 was handed out to vote on the proposed budget. Congregational members voted and the ballots were collected and tabulated. The results were 35 yes, 15 no and 4 abstained. The motion carried.

Nominating Committee Report and Elections:

Wendy Einsweiler presented the ballot as printed in the annual report. She 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.

Wendy Einsweiler moved to elect the individuals on the ballot. Tami Ernster seconded the motion. The motion carried.

The following were elected:

President	Sue Tigges	one-year term—expires 1/21
Vice President	Adam Eikamp	one-year term—expires 1/21
Treasurer	Jonathan Brown	two-year term--expires 1/22
Secretary	Michele Faubel	two-year term—expires 1/22
Council members at Large		two-year term—expires 1/22
	Terry Hoefflin	Worship
	Gretchen Kueter	Outreach
	Lilly Hoefflin	Youth Representative one-year term expires 1/21
	Noah's Ark	to be appointed by Council
Council members at Large fulfilling one-year terms—expires 1/21		
	Darrell Kalmes	Building & Grounds
	Fellowship	to be appointed by Council
Synod Assembly Delegates		one-year term—expires 1/21
	Tami Ernster	
	Three delegates	to be appointed by Council
Alternate Delegates		one-year term—expiers1/21
	Two alternate delegates	to be appointed by Council

Dubuque Area Congregations United one-year term—expires 1/21

Sara McCaw

Lisa Anderson

Luther Manor Board three-year term—expires 1/23

Mark Arnold

Nominating Committee for 2020 one-year term—expires 1/21

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. Holy Trinity members closed by singing. *God of Tempest, God of Whirlwind.*

President Ryan adjourned the meeting at 2:10 p.m.

Submitted by

Dave Assmus

Holy Trinity Council Secretary