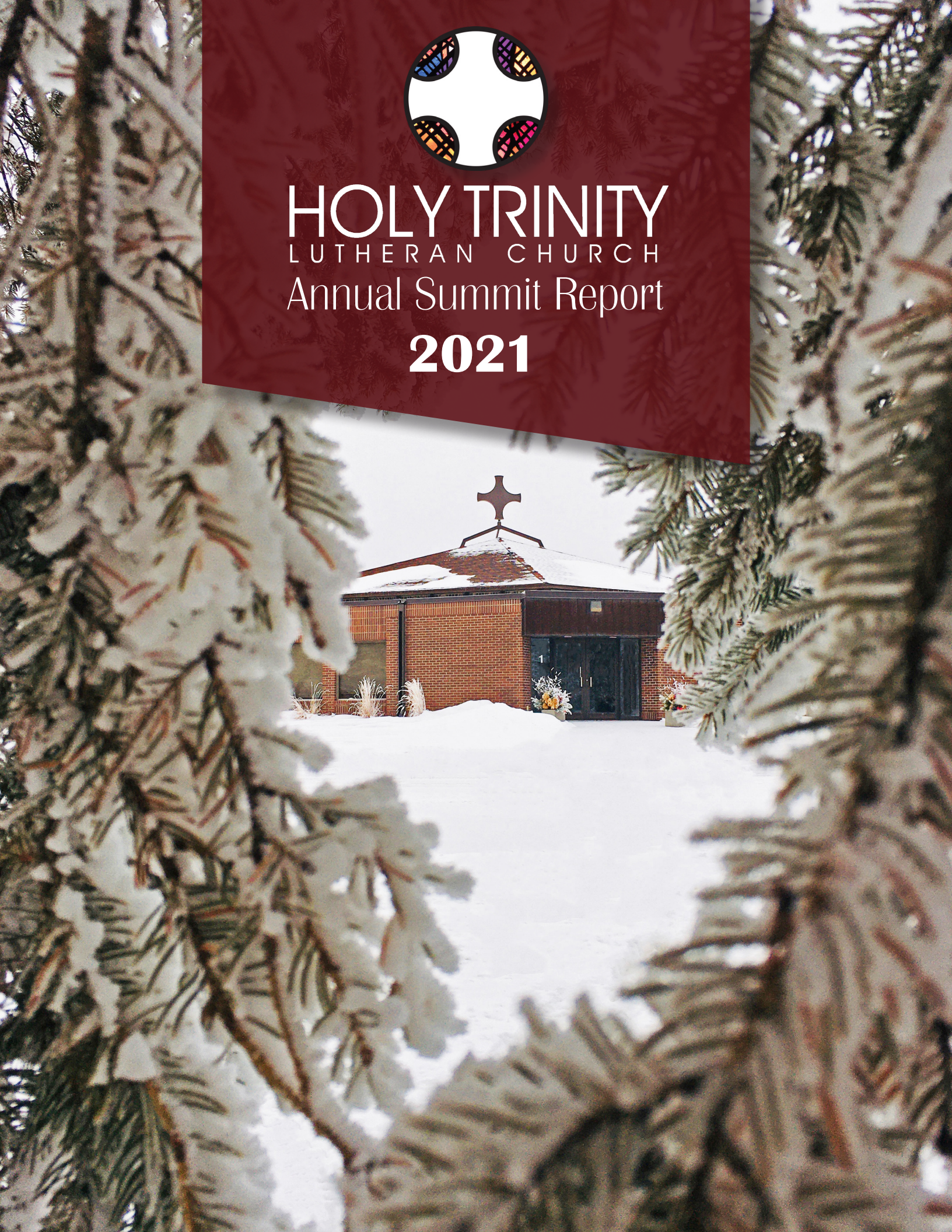




HOLY TRINITY
LUTHERAN CHURCH
Annual Summit Report
2021



PASTOR WORDS

2021 was a year full of highs and lows, challenges and opportunities. In 2020, we moved completely online. This year, we navigated church life both online and in-person, which has prompted us to exercise our muscles of intentionality, flexibility, and adaptability.

Despite having the building closed until June, and taking cautious steps in response to the COVID-19 pandemic, it has actually been a really good year for this church. We had 25 baptisms, 27 confirmands, and 34 new members. Financially, we've been in the black all year. We took on the digital sign project above budget, and paid for it within a month.

While our church may feel a bit scattered, we are confident that God will continue to bring us back together, as well as lead us forward in wonderful ways. After all we've been through the past 20 months, we want to say "thank you."

- Thank you to those who have faithfully returned to in-person worship and in-person ministries... And thank you to those who continue to add their reactions, comments, shares and quiet solidarity with our online worshipping community.
- Thank you to those who have voiced support when our church listens to public health recommendations and takes cautious measures in response to the pandemic... And thank you to those who, despite your own frustration, have eagerly awaited the "arrival moments" (first service in-person, first coffee hour, first meal in the Fellowship Hall, etc.).
- Thank you to those who have brought your kids to church, to Crew Time, to Confirmation, and to those who bravely lead these youth ministries as well... And thank you to those who have engaged in Confirmation and Crew Time on Zoom and submitted Scripture and music videos for our online services.
- Thank you to those who have not wavered in your giving to this church and those who have responded to these trying times with an increase in your giving... And thank you to those who have continued to financially support this church family, even when you feel disconnected.
- Thank you to those who confidently wear masks in our church, who plan social gatherings that are safe, and voice your gratitude for prepackaged Holy Communion packets... And thank you to those who remind us that masks aren't a preferred solution for any of us, who keep pushing for next steps, and who voice your discontent with prepackaged Holy Communion packets.
- Thank you to those who are "all in" with Holy Trinity, excited for whatever the future brings... And thank you to those who despite feeling confused, upset or worried, continue to faithfully commit yourselves to this church.

Honestly, we are simply grateful. Thank you for your cooperation and perseverance. Thank you for the various ways each of you have made faith a priority in your life. We thank God for this wonderful church, and we look forward to navigating the next steps of the journey with each and every one of you. Good days are indeed ahead.

God's blessings,

Pastors Ben & Alicia Hilding

KEY STATS

4 - Weddings

7 - Funerals

25 - Baptisms

27 - Confirmands

34 - New Members

1,368 - Total Membership

\$59,557 - Given away to outside organizations (Mission Outreach Tithe + Endowment)

STAFF:

Michael Beatrez (Musician, A/V)

Jed Becher (Volunteer Staff, Technology Coordinator)

Jon Bergquist (Volunteer Staff, Facilities Manager)

Jamie Bisek (Office Manager), Jim Cody (Custodian)

Gina Fadden (Graphic Designer/Photographer)

Donna Galvin (Hospitality Coordinator)

Diane Goulson (Visitation Pastor)

Alicia Hilding (Co-Pastor)

Ben Hilding (Co-Pastor)

Lex Lammers (Musician, A/V)

Michael Lunder (Online Children's Choir Director/Musician)

Deb Miller (Volunteer Staff, Interior Space)

Tim Price (Musician, A/V)

Rita Sapp (Worship Leader)

Jonathan Sayler (Media Specialist)

Angela Schoenbauer (Video & Media Production Coordinator)

Karen Taylor (Ministry Coordinator/Web Manager)

Toby Thietje (Musician, Choir Director)

COUNCIL:

Tim Dittberner (President)

Jackie Mackenthun (Vice President)

Mary Hanson-Busch (Secretary)

Jesse Hemann (Treasurer)

Robyn Smithson

Sande Schoenecker

Mark Walser

Michelle Newman

Chris Hauck

PRESIDENT'S REPORT

This past year has been unusual, to say the least. It feels like 2021 lasted longer than 12 months; COVID mandates, quarantines, hospitalizations, church attendance at partial capacity, and finally a return to a semblance of normality - before reverting to higher cases of COVID, increased quarantines, hospitalizations, and continued mitigation measures.

How do we evaluate a year that has been unlike any other in our lives? I think it is important to reflect on all that has swirled around us this year. Ask God to help you to find joy and peace in whatever has caused turmoil or distress. Thank Him for the blessings, expected or unexpected, that have come your way. We should desire to go into the new year with confidence, grace, and healed hearts. A desire to move forward, not backward. Let's be eager to put the past behind and to press on toward loving, serving, and making God's name known in the coming year.

Our church council thanks you all for your continued support and commitment to Holy Trinity. I would also like to thank Pastor Alicia, Pastor Ben and our incredible staff for their dedication, ingenuity, and aspiration to continue our journey and vision to share God's love for all people from one generation to the next.

It has been an honor to serve on our congregational council for the past three years and as the President in 2021.

Sincerely,

Tim Dittberner

BISHOP'S REPORT

God's grace, peace, and hope be with you through our Savior, Jesus Christ. I begin by sharing my profound gratitude to you – for your faithfulness, perseverance, and compassion revealed in countless ways during this global pandemic, now nearing the start of its third year. As I reflect on the ministry of our synod in 2021, I am surprised to discover a number of “firsts” – something I did not expect in a pandemic year. In 2021:

- We received an unprecedented \$285,000 gift to provide educational debt relief to synod rostered leaders who are Black, Indigenous, and People of Color (BIPOC). Currently, 12 percent of rostered leaders serving synod congregations are BIPOC, a sign of growth which will be strengthened by this gift.
- With our first ever million-dollar grant from the Lilly Endowment, we called Nick Tangen and Maya Bryant to lead our Faith and Neighboring Practices program, currently working with 13 congregations.
- In October, we set a goal to raise \$500,000 in three months to partner with our global companion synod in launching the first ever Lutheran University in Nigeria. As of this writing, we have \$298,000 in gifts, \$56,000 in pledges, and are awaiting word about a significant gift from the ELCA World Hunger Program!
- We rejoiced with Alleluia! Lutheran Church in St. Michael as they dedicated their brand-new church building. We have celebrated many remodeling projects in our synod, this was the first completely new structure built in more than ten years.
- We welcomed Holy Cross Lutheran Church, originally a Missouri Synod congregation, into the synod.
- Led by VP Felecia Boone and Eric Howard, a task force has been working to apply a racial equity lens to the way our synod distributes funds and utilizes resources.
- We helped launch the Center for Leadership and Neighborhood Engagement (CLNE) led by Rev. Kelly Chatman. CLNE convened a virtual prayer tent for 77 straight days during the trial of Derek Chauvin. Now, they host “Come Together,” a virtual conversation on the third Thursday evening of each month.
- We held our first Zoom Synod Assembly with speakers Dr. Drew Hart and Michael Osterholm; offered our first online Toolkit (to be expanded in 2022); and provided four online worship services to provide respite and build unity across the synod.
- Listening to the weariness of our rostered leaders, we cancelled Bishop's Theological Conference for the first time and organized the whole staff in a caring process for our leaders, “Tending Weary Souls.”
- We are preparing to host the ELCA Youth Gathering – the first time it's ever been held in Minneapolis, July 21-28, 2022.

Though a list of “firsts” can make for an interesting annual report, the ministries that continue day-in and day-out are the work that sustains. We are blessed with over 675 rostered leaders, 307 serving in calls and 370 retired or without call. We work hard so the church has the loving, faithful, and theologically well-formed ministers it needs.

Our monthly conference meetings and other synod gatherings continue to reveal a real hunger for leaders to stay connected and discern best practices for ministry in these times. We are honored and humbled by our calling to serve as convener of such holy conversations.

It is the generosity of congregations like yours that make the synod's work possible. Thank you! We seek to be careful stewards of every gift.

A year of firsts. More importantly, we gather around the unique, first-ever, Word made flesh – the Christmas miracle of God becoming human for us and our salvation. And even more, this Word made flesh abides with us – through all our firsts and lasts and everything in between.

With a grateful heart, **Bishop Ann Svennungsen**

CHILDREN, YOUTH AND FAMILY

Children, Youth and Family Ministry Report by Casey Fremstad, Director of CYF Ministry

CHILDREN'S MINISTRY: After a year of being online, we resumed in-person Faith Formation for our Children's Ministry in September. We offer in-person and virtual lessons for our Crew Time children ages 3-years-old through 5th grade due to the hybrid nature of our ministry. 76 students registered for Crew Time in the fall. Both in-person and online groups meet on Wednesday evenings for Faith Formation. Our core curriculum consists of crafts, storytelling, and games to help kids better understand the character of God. Students are divided into small groups based on grade, and classrooms are co-led by volunteers who share the teaching responsibilities on a bi-weekly rotation. This ministry would not be possible without the leadership and dedication of our 14+ Crew Time teachers. We celebrated several faith milestones this year including First Communion for our 4th and 5th graders and the Presentation of 3-year-old Bibles. And despite a historic December storm, we closed out the year with our Early Family Christmas service on December 15. For the time being, we paused Sunday School, but dedicated teacher Karen Hoylo continues to faithfully send lessons through the mail each week to her students.

CONFIRMATION: Like Crew Time, our Confirmation students now have the option of attending lessons in-person or virtually on Wednesday evenings. A total of 85 students in grades 6th - 9th registered in the fall. In-person students meet for their large group time in the sanctuary followed by grade-specific small group time with their Confirmation leaders. Students are assigned to various service teams to remain active in the HTLC community: Music Team, Bell Choir Team, Scripture Reading Team, Little Free Food Pantry Team, Kitchen Team, and Worship Support Team. Students spent the fall learning about the Ten Commandments and how they apply to our lives today as Christians. Prior to their Confirmation, our 9th grade students met with Pastor Ben to review everything they learned throughout confirmation. They attended a lock-in with their leaders in early October to prepare their faith statements. Like 2020, our Confirmands did an at-home blessing and shared parts of their faith statements via video during their Confirmation Service on Sunday, October 31 and Wednesday, November 3. Our 6th - 8th grade students ended the year with their "Adopt-A-Senior" Service Project in December. They collected over 600 items and packed gift bags that were delivered to 79 seniors in the community.

HIGH SCHOOL YOUTH GROUP: With the help of two very dedicated volunteers, we host a weekly High School Youth Group for students grades 9th-12th. Students meet in the Youth Room after the worship service for Bible study, discussion, games, and check-in time. In May, we celebrated our graduating seniors with a "Senior-Led Worship Service." We hope to continue to expand our high school ministry in 2022.

SUMMER FAMILY FUN DAYS: This summer, out of caution due to the pandemic, we did not host Vacation Bible School. Instead, we hosted monthly "Family Fun Days" to help our church stay connected during the summer months and to encourage opportunities to share God's love from one generation to the next. We held a "Parking Lot Party" in June, a "Movie Night" in July, and a "Hiking Day @ Prairie Oaks" in August.

ADULT MINISTRIES

SIGNATURE EVENTS: Traditionally, Holy Trinity has three signature events: RibFest, Trunk or Treat, and Christmas Tea. Unfortunately, RibFest was cancelled in 2021. Trunk or Treat resumed with gusto as 100 children attended and approximately 14 trunks decorated by volunteers. Christmas Tea took a break this year, but plans to resume in 2022.

HOSPITALITY: After patiently waiting to resume meals, Holy Trinity's Hospitality Team masterfully navigated the return of Wednesday evening meals. First, outdoors from June - October, and then indoors in November. In addition, thanks to the HTLC Endowment fund, they came together to distribute 100 free Thanksgiving meals (each one serving a family of 4-6).

RACIAL JUSTICE TASK FORCE: Together, they read "Dear Church", participated in Amplifying Black Voices Series through the MN Humanities Center, joined the UNITE Table through the Minneapolis Area Synod, created a video for MLK Jr Day and Black History Month, participated in Next Faithful Move Learning Series with Joe Davis and David Scherer, read "The Racial Healing Handbook" and wrote a vision/mission/values for the team. They hosted a movie night in September to watch "Just Mercy", and in November took a field trip to the Shakopee Mdewakanton Sioux Community's Hocokata Ti cultural center. They are referencing the synod's "Faithful Steps" document to guide and focus their important work.

GOOD BOOK CLUB: In January, a group of women set a goal to read the Bible in a year. Each day, Pastor Alicia posted reading assignments and summaries to an online Facebook group, and they met once a month to discuss themes and books.

SMALL GROUPS: Once the building opened in June, groups resumed their meetings. Groups that meet at HTLC include: Prayer Shawl, Amazing Grays, Ladies Sewing, Grief Support, Mission Outreach, Racial Justice. Community Groups include: AA, Al-Anon, Girl Scouts, PFLAG, Separated/Divorce Support, Suicide Grief Support and Kreger Taekwondo.

CONGREGATIONS IN A SECULAR AGE: In February, Holy Trinity was accepted into a cohort of 12 faith communities working with Luther Seminary to implement Dr. Andrew Root's theological framework. In addition to quarterly gatherings with Luther Seminary, Holy Trinity team members Luke Friendshuh (chair), Maggie Arko, Casey (Fremstad) Niemeyer, Rose Fife, Samanthan Halverson, and Pastor Ben Hilding met bi-weekly to work through the project assignments.

CARING MINISTRIES: Visitation Pastor Diane Goulson continued overseeing the care concerns of Holy Trinity. Pastor Goulson hosted a weekly "Pop in to Pray" event on Facebook, made regular phone calls and visits to homebound members as pandemic restrictions eased, resumed hosting an in-person grief group, and started a monthly service at Mala Strana.

REKINDLE GRANT: Holy Trinity was one of eight congregations (out of 62 applicants) to receive a \$15,000 grant from Columbia Theological Seminary by way of a Lilly Endowment grant. This ReKindle grant supported our efforts at launching our Strategic Plan 2.0 work.

WORSHIP

JANUARY-APRIL, ONLINE: After beginning the year with Epiphany, Baptism of our Lord, MLK Celebration, and the Transfiguration, we explored the question “Why Lutheran?” during the season of Lent. Following an at-home Ash Wednesday experience with self-imposed tattoo crosses, congregation members participated in daily devotions, weekly online worship services, and also a few small groups. Holy Week was largely celebrated online, with a pre-recorded Palm Sunday service, a Maundy Thursday Zoom Holy Communion service, a Good Friday online Tenebrae service, an Easter Kit Pick-up event (distributing Easter lilies, an Easter card, homemade cinnamon rolls, and children’s activities), a private, outdoor Easter Vigil Baptism service, an Easter Countdown special, and an Easter Morning worship service that was also broadcast on Fox 9+ across the state and region.

APRIL-MAY, ONLINE + OUTDOORS: On April 14, we had our first full outdoor worship service, with approximately 140 people in attendance, wearing masks and remaining physically distant. April and May, we continued our pre-recorded online services on Sunday mornings, and hosted outdoor parking lot services on Wednesdays. Confirmation groups met their small groups outdoors after Wednesday worship. Thanks largely to an anonymous generous donation, in April we purchased a new Yamaha Clavinova digital keyboard as we prepared to return to indoor worship.

JUNE-AUGUST, ONLINE + OUTDOORS + INDOORS: Beginning June 1, Holy Trinity transitioned from Phase 2 to Phase 3 of the COVID Preparedness Plan with a “soft launch” into the building. An open house was held on June 2. Worship continued online Sunday mornings premiering at 9am, outdoors Wednesdays at 6pm, and in June we added indoor worship on Sundays at 9am. During this phase, we purchased three outdoor picnic tables so that outdoor worship could include an individually packaged meal option beginning at 5:30 pm. Casey (Fremstad) Niemeyer, Jonathan and Carson Saylor, Mandi Becher, and Jeffrey Price led weekly outdoor worship services. Special services were sprinkled throughout the summer - “Blessing of the Bikes” on June 16, “Blessing of the Pets” on July 21, and “Blessing of the Backpacks” on August 18. On August 25, we hosted a Lakeside Worship service at Cedar Lake Regional Farm Park with 5 non-infant baptisms. Special thanks to Jim and Barb Niemeyer for lending the 36’ gooseneck trailer as a stage for our outdoor worship services. During this time, indoor worship eliminated passing offering plates and bulletins, and proceeded with individually prepackaged communion packets, masks worn, and coffee hour available outside.

SEPTEMBER, ONLINE + INDOORS: With masks strongly recommended, we moved worship indoors and eliminated the outdoor service (hospitality remained outdoors until November.) Throughout the fall, our worship theme focused on the “10 Commandments”, but paused for Confirmation and All Saints worship services. Advent included at-home devotionals with advent logs and tea lights. In addition to the typical Advent services, we hosted an Early Family Christmas service on December 15, and a Blue Christmas service on December 22. Christmas Eve services were held in-person at 2pm, 4pm and 10pm, with the 6pm service premiered online. Throughout this season, a faithful group continued to meet online each week for worship either on Facebook or YouTube.

MISSION/OUTREACH

CONGREGATIONAL TITHE: Holy Trinity is committed to giving 10% of all offerings away as a congregational tithe. The Mission Outreach team donated a total of \$49,405 in 2021 to the following organizations:

Minneapolis Area Synod

New Prague Area Schools' social workers

School Supply Drive

River Valley Health Services

Little Food Pantry

Cristo Obrero (Christ the Worker)

HTLC leadership discretionary funds

National Alliance on Mental Illness (NAMI)

Duck Cup Memorial Fund

Bega Kwa Bega, our companion synod relationship with the Iringa Diocese of the Evangelical Lutheran Church in Tanzania

Gideons International

HTLC Confirmation student Christmas project for community seniors

Cuddle+Kind dolls for baptism gifts and to support women in Peru

ELCA Lutheran Disaster Relief

Southern Valley Alliance support for domestic violence victims

Lutheran Social Services support for Afghan refugee housing

IN-KIND DONATIONS: Holy Trinity is a very generous congregation and regularly made in-kind donations which totaled approximately \$1970.

Food for the Little Food Pantry

Household and personal care items for the Little Household Pantry

Easter candy and trinkets for Cristo Obrero

Diapers for Baby Space

School supplies for local elementary school students

Backpacks for Cristo Obrero

Bread items donated by HyVee

Toys for Santa Anonymous

MISSION/OUTREACH TEAM: Mary Eagen, Rose Fife, Pastor Ben Hilding, Amber Kahnke, Tim Miller, Liz Nelson, Julie Popple, Sande Schoenecker, Dennis Tietz, and George Winn

STRATEGIC PLAN 2.0

Submitted by Pat Remfert, Strategic Plan 2.0 Chairperson

Holy Trinity launched a successful Strategic Plan in 2015, and benefited from a number of its results. With the conclusion of the Vision 2020 process, we have a clarified vision statement to “share God’s love for all people from one generation to the next.” Our mission is to Welcome, Worship, Respond. With our unifying vision and mission, we are well-positioned to have a subsequent process that refines our goals and ministry initiatives, which we have titled, “Strategic Plan 2.0”.

We have commissioned five teams, each composed of seven members. These teams correspond to five particular ministry areas: Welcome, Worship, Respond, Children, Youth and Family (CYF) Ministry, and Facilities with the team leaders as follows:

Welcome Team - *Jamie Sticha*, Worship Team - *Christa Smith*, Respond Team - *Matt Goldade*, CYF Team - *Jay Schoenebeck*, Facilities Team - *Jackie Lee*.

Our Strategic Plan 2.0 project shares the privilege and responsibility of experimentation with our congregation. HTLC was awarded the reKindle Congregational Development Program grant of \$15,000 from Columbia Theological Seminary. This grant is giving us permission to wonder “What if?”. We have teams of people generating creative ideas, fueling collective passion, and fostering collaborative discernment regarding our purpose and activity going forward.

We began our work with these five teams by simply gathering together and having discussions on the scope and objectives for each of the five teams.

After formulating these teams, we hosted a congregational event called a “huddle” (congregational dinner) on October 3 with a rainbow theme. With approximately 100 people in attendance, we commissioned these teams for their important work.

Each team has been tasked with four primary points of discernment: 1) Deepen understanding and decision making efforts through the lens of the vision/ mission/ core values. 2) Circle back to the “further considerations” left on the table from the 2015 Strategic Plan. 3) Create intentional conversations with in-house voices of expertise. 4) Discern what we’ve learned and how we’ve been changed as a result of the digital ministry reformation.

In addition, on December 30 we launched a congregational survey to obtain input into the ideas, needs and desires of the congregation. The results of this anonymous congregational survey will be shared with the teams to help them formulate their individual team recommendations.

At the conclusion of this process, these teams will present 2-3 recommendations for “next steps” within their respective realms of ministry. Strategic Plan 2.0 Team Leaders will present their recommendations to the Church Council on Monday, March 21, 2022 for approval. A congregational huddle will be on Sunday, April 3, 2022 where the Strategic Plan 2.0 teams will present their recommendations to the congregation.

FACILITIES

HTLC MAINTENANCE: The cooling coils of the sanctuary HVAC system were pressure washed to remove a heavy coating of pollen. After a calcium buildup accumulated during the shut down, the water softener system was restarted and has returned to normal operation. The parking lot and exterior lights were all updated to be LED. The large windows in the Narthex have been showing signs of rot and age deterioration. After a contractor inspection, it was noted that the windows don't need to be replaced, but need to be deep sanded, stained and resealed.

ROOFS: We experienced hail damage on the Fellowship Hall shingled roof. A claim was made, and the shingles were replaced. When the roof was removed, it was determined that the roof sheathing was rotten and would need to be replaced as well. This was due to poorly designed and inadequate ventilation of the roof when it was originally installed. With the new shingles, that issue has been corrected. When the Fellowship Hall roof inspection was completed, the inspector found the Sanctuary roof shingles from 2017 to be prematurely failing. The roof contractor contacted the shingle supplier and after reinspecting, they agreed the shingles were faulty. Sanctuary roof will be replaced next year at no cost.

PARKING LOT: The church parking lot is in need of resurfacing within the next two years. This is dependent on finish grade height of the future road (south of HTLC) that connects Praha Village to Coborns. This topic is being taken under consideration through the Strategic Plan 2.0 process.

EXTERIOR LANDSCAPING: Even when the church building was closed, our faithful team of mowers continued to take care of the lawn over the past couple years. In 2021, longtime mowing scheduler Jake Jacobson moved out of state after finishing his last year coordinating this team. Thank you for your service, Jake! As we look to 2022, we need to prioritize an exterior maintenance plan that includes mowing, landscaping, and weed mitigation.

AUDIO/VISUAL UPDATE: In 2021, we began exploring Live-streaming capacities. Larger TV's were added in the nursery, the south entry and Narthex to match existing TVs. All streaming elements are in place and have been tested. We are troubleshooting audio issues for live-stream events, but feel confident in all the video elements being produced. 2021 Livestream events included a large funeral, the Early Family Christmas program, and the special congregational meeting (August).

NETWORK UPDATE: Upgraded to a "Business Class" router to maximize our fiber optic internet connection. It protects our church data on our server and staff computers by creating a barrier between the streaming equipment and staff equipment. Staff Wifi was added to allow printing from laptops and access to the server. This also separates public wifi from staff network activity.

FACILITIES

REMOTE LARGE FILE SHARING: An inexpensive storage device was purchased to allow staff to easily share large files (cell phone videos) with each other and members of the congregation.

INTERIOR SPACE TEAM: Provides a calm, warm, welcoming setting for the HTLC community as well as those who visit and utilize HTLC spaces for variable meetings and gatherings. The team collaborates with the staff and congregation to create a harmonious and coordinated interior space for HTLC and invites congregational volunteers to assist, and thereby build a sense of community in our church home. The team initiates, provides for, and participates in liturgical seasonal decorating of all areas. They also update/improve aesthetics of the interior space and the utilization of spaces with paint, decor and furnishings.

DIGITAL SIGN: In January 2021, Dennis Jaspersen made a significant gift to Holy Trinity for the purposes to kickstart the purchase of a new digital sign on Highway 19, in memory of his spouse, Dorothy. Councilperson Mark Walser took the lead in researching digital sign options, forming a sign committee, and communicating a preferred product selection to the congregation. At a special congregation meeting on September 12, the vote to purchase a 5x10ft digital sign, with an 8mm resolution, passed with a vote of 114 yes, 6 no. Over the next month, gifts came in to fully fund the \$85,800 purchase. The sign was installed on December 15, and dedicated on December 22.

DISHWASHER: Jerry and Shirley Privratsky organized an effort to purchase a new dishwasher as a memorial gift in honor of Jim Reemts. Worth noting, this dishwasher included a heating element to secure an element of consistent hot water. Purchased in May, installed in the summer, the dishwasher was commissioned and blessed for use in December.

OFFICE WING ADDITION & INTERIOR RENOVATIONS: With the building closed due to the COVID-19 pandemic, construction finished on the office wing addition late 2020, and renovation concluded on the Fellowship Hall and four bathrooms early 2021. Staff began working in the building in March 2021 with staggered times. We invited the congregation to tour the new office wing and renovations during an open house on June 2. Following the addition of “warm touches” over the next few months, an official ribbon cutting event was held on December 17.

PEACE GARDEN: In partnership with New Prague Rotary, Holy Trinity applied for a \$10,000 grant through the Southern Minnesota Initiative Foundation for the capacity to build a Peace Garden on site, where the proceeds would be given to the Peace Center food shelf. Construction is expected to begin spring 2022.

ADMINISTRATION

RISK MANAGEMENT: The COVID Risk Management Team's focus through 2021 was to continue to prioritize the well-being of our faith community and surrounding neighbors. Looking to our vision, mission and values we were frequently reminded, "we are called to work together to contribute to the health of the church and the good of the world." The team stayed abreast to the current recommendations from the CDC, MDH, ELCA, and our local health professionals, making monthly recommendations to the Church Council for how we live out our life of faith as a congregation. We began the year in Phase 2 (online/outdoors) of our COVID Preparedness Plan. On March 30, the COVID vaccine was made available to all people in MN, age 16 and over. After many had a chance to reach full vaccination, we moved from phase 2 to 3 on June 1 with a soft launch into indoor worship. This decision was made with a commitment to retain online worship for any who may need or prefer this option. Hospitality Ministry (Sunday coffee/Wednesday meals) re-started on Wednesday, November 17th. Members who served in 2021: Jackie Mackenthun, Dr. Rob Taylor, Janet Morris, Jim Morris, Sam Miller, Paul Newton, Kim Gassner, Pastor Alicia Hilding.

SYNOD EVENTS: Sande Schoenecker, Casey (Fremstad) Niemeyer, Jackie Mackenthun, and Pastor Ben Hilding represented Holy Trinity at the Minneapolis Area Synod Toolkit event on Zoom on March 13. The Minneapolis Area Synod hosted a virtual Synod Assembly on April 23-24, where Pastor Alicia Hilding, Luke Friendshuh and Liz Nelson participated as voting members from Holy Trinity. The Minneapolis Area Synod cancelled the Bishop's Theological Conference, as a response to a survey given to clergy from the synod. In lieu of the conference, the synod offered support to congregational leaders, such as pre-recorded worship services and other support.

GUSTAVUS ASSOCIATION OF CONGREGATIONS (GACAC): On April 24, the Annual GACAC business meeting was held, with Pastor Alicia Hilding, Tracy Torgerson, and Jay Schoenebeck representing Holy Trinity. Pastor Alicia was nominated President of the Gustavus Association of Congregations, which includes responsibilities on the Gustavus Board of Trustees.

ANNUAL REVIEWS: In October and November, each supervisory position conducted annual reviews with their staff members. Tim Dittberner and Jackie Mackenthun conducted reviews for Pastors Ben and Alicia Hilding.

STAFFING: In May, Tim Price announced his resignation as staff musician, in order to pursue full-time his Faith, Recovery and Music ministry. Also in May, Karen Taylor announced her family was moving to Zumbro Falls, but she has continued serving on staff as Web Manager. In June, Michael Lunder was hired as Digital Children's Choir Director. Drew Hemann served as a temporary employee during the summer, tending to various outdoor caretaking tasks. In August, Jonathan Sayler joined the staff as Media Specialist, and we invited our resident "technology coordinator", Jed Becher, to join the church staff on a volunteer basis. In November, Rose Fife announced her resignation as both communications specialist and musician, as their family moved to Duluth following a new employment opportunity for her husband, Jason. In December, Casey (Fremstad) Niemeyer announced her resignation as Director of Children, Youth and Family Ministries. A blessing was held for both Rose and Casey on December 19. In December, Michael Beatrez was hired as a staff musician.

FINANCES / ENDOWMENT

STEWARDSHIP: This year's stewardship theme was "Cheerful Giving" based on 2 Corinthians 9:7 (NRSV) "Each of you must give as you have made up your mind, not reluctantly or under compulsion, for God loves a cheerful giver."

of Pledges: 128

Pledge Total: \$373,065

of Electronic Givers: 126

ENDOWMENT: In 2021, Holy Trinity was able to grant eight requests for different causes which totaled \$9,865.83. The gifts went to:

- Changing Gaits Horse Ministry - \$1,000
- Fox9 Easter Service - \$400
- Bethlehem Lutheran Church Meal Ministry - \$1,000
- Let's Go Fishing - \$1,500
- Faith, Recovery & Music - \$1,600
- HTLC School Supplies Give-Away - \$2,000 (in partnership with the Mission Outreach Team)
- Hymnals for Praha Village & Binders for Mala Strana Worship - \$401.69
- Thanksgiving Meal Giveaway - \$1964.14.

The Jan 1, 2021 balance carried by the Endowment Fund was \$2971. The Endowment team received \$9,969 from the Saint Paul Foundation in 2021. A contribution was made in 2021 to the Saint Paul Foundation in the amount of \$6,000. Team Members include: Jed Trachte (Chair), Joanna Hansen (Financial Secretary), Dan Popple (Recording Secretary), Dean Podratz, and Pat Sticha. Church Council President Tim Dittberner and Pastor Alicia Hilding served as advisory members.

LAND SALE INVESTMENT: In November 2015, Holy Trinity sold land and invested that money in a laddered bond portfolio for future ministry. Each year, the land sale investment proceeds are designated by the Land Sale Team. This year, the Land Sale investment earnings (\$11,707) were given to the Capital Savings Account. One of our bonds went insolvent at the end of 2020. In response, the team has increased controls to monthly bond rating reviews. In August 2021, the team decided to sell a bond early because it's rating had been downgraded and the bond could still sell at a premium. In November, an additional bond matured (11/6/21) and another was called by the company early (11/8/21). In August 2021, the team approved utilizing a \$32,149.80 bond to help pay for the new digital sign in front of the church. At the end of 2021, the Land Sale Investments that matured have a cash value of \$66,174 which the team has recommended to wait to reinvest this money until rates improve. Five bonds ranging from \$30-34k each, and maturing between 2022-2030, remained at the end of 2021. Team Members include: Jed Becher, Luke Friendshuh, Jim Heckenlaible, Jerry Privratsky, Jeremy Torgerson, Jed Trachte (Chair), Dr. George Winn.

AUDIT COMMITTEE: HTLC Audit Team Members (Nate Kahnke, Dan Popple, Daryl Thietje) completed a successful audit of the congregation's financial practices in August 2021 and found all accounts in good standing. Recommendations to consider were brought to the Finance Team.

FINANCIALS – GENERAL FUND

REVENUE	2019 Actual	2020 Actual	2021 Budget	2021 Actual	2022 Budget
Member Contributions (General Fund)	451,029	425,331	481,350	452,167	540,108
Member Contributions (In Kind)	1,391	244	0	138	0
Member Contributions (Building Fund)	11,402	9,760	9,600	9,729	9,984
Loose Offering	18,658	3,621	10,764	2,944	12,000
Radio Broadcast	2,717	3,059	3,108	2,561	3,204
Rent	11,618	3,035	1,750	3,540	11,400
Noisy Offering	2,949	535	800	113	1,200
Hospitality	15,535	4,377	6,468	1,369	14,004
Signature Events	6,025	0	4,225	0	6,500
CYF	2,327	1,700	1,000	1,864	1,500
Outreach Specific	8,238	3,400	0	2,910	0
Miscellaneous	6,010	5,977	48,214	56,999	23,179
Land Sale Income	18,479	16,932	12,439	11,707	9,123
TOTAL REVENUE	556,377	503,970	579,718	546,040	632,202

EXPENSE	2019 Actual	2020 Actual	2021 Budget	2021 Actual	2022 Budget
Operating Expenses	120,152	92,662	103,359	90,181	102,408
Personnel	298,867	343,385	369,316	353,520	404,852
CYF Ministry	5,346	6,549	7,508	7,271	7,000
Faith Formation	1,461	751	1,500	495	1,740
Worship & Music	5,912	4,785	4,988	8,706	4,988
Hospitality	18,358	3,509	8,250	5,128	14,004
Property	6,725	10,644	5,000	6,331	8,000
Congregational Council	2,512	2,188	2,004	572	2,004
Mission/Outreach	48,403	49,899	50,244	49,405	56,329
Stewardship	1,275	2,077	2,124	2,292	2,400
Signature Events	5,566	370	5,325	0	7,500
Vision	0	5,294	1,000	986	5,000
Capital Improvement Transfer	28,989	20,928	12,439	16,435	9,123
Bishop's Theological & Synod Assembly	980	40	1,300	111	1,300
Continuing Ed	1360	927	2,256	1,500	2,256
Radio Broadcast	3,102	3,102	3,105	3,104	3,200
TOTAL EXPENDITURES	549,007	547,110	579,718	546,040	632,103

Excess Revenue over Expense	7,370	(43,140)	0	0	98
PPP Loan Forgiveness		0	0	44,200	0
Excess Revenue over Expense	7,370	(43,140)	0	44,200	98

FINANCIALS: COMBINED BALANCE SHEET

Assets	General Fund	Short Term Designated Fund	Endowment Fund	Building Capital Improvement Fund	Plant Fund	Grand Total All Funds
Cash/Checking (General)	14,893	28,124	3,074	0	0	46,091
Cash/Checking (Cares Act)	0	0	0	0	0	0
Capital Reserve	0	0	0	48,488	0	48,488
Mission Term Investment Fund	0	0	0	247,821	0	247,821
Investment- St. Paul Foundation	0	0	0	0	309,117	309,117
Church Building	0	0	0	0	1,689,713	1,689,713
Total Assets	14,893	28,124	3,074	296,309	1,998,830	2,341,231

Liabilities	General Fund	Short Term Designated Fund	Endowment Fund	Building Capital Improvement Fund	Plant Fund	Grand Total All Funds
Accounts Payable	7,631	0	0	0	0	7,631
Accrued Payroll	12,947	0	0	0	0	12,947
PPP Loan Payable	0	0	0	0	0	0
Line of Credit- First Bank and Trust	100,000	0	0	0	0	100,000
Due to Capital Fund- Loan Payment	0	0	0	0	0	0
Total Liabilities	120,577	0	0	0	0	120,577

Fund Balances	General Fund	Short Term Designated Fund	Endowment Fund	Building Capital Improvement Fund	Plant Fund	Grand Total All Funds
Net Investment in Plant	0	0	0	0	1,689,713	1,689,713
Designated	0	28,124	3,074	296,309	309,117	636,625
Undesignated	(105,684)	0	0	0	0	(105,684)
Total Fund Balances	(105,684)	28,124	3,074	296,309	1,998,830	2,220,654
Total Liabilities and Fund Balances	14,893	28,124	3,074	296,309	1,998,830	2,341,231

ANNUAL MEETING AGENDA

Date: January 23, 2022, In-person/Zoom

CALL THE MEETING TO ORDER

OPENING PRAYER

NOMINATE PARLIAMENTARIAN

DISTRIBUTION OF MATERIALS

DECLARATION OF QUORUM

APPROVAL OF AGENDA

APPROVAL OF 2021 ANNUAL MEETING MINUTES

PRESIDENT'S REMARKS

PASTORS' REMARKS

2021 YEAR IN REVIEW

MISSION OUTREACH UPDATE

ENDOWMENT UPDATE

LAND SALE INVESTMENTS UPDATE

FINANCIAL REPORT

2022 OPERATING BUDGET & APPROVAL

ELECTIONS & ELECTION RESULTS

CLOSING PRAYER

ADJOURNMENT

2022 Nominations

CHURCH COUNCIL (3 years): Brian Gieseke, Heather Nybo, Sharon Steinhoff-Smith

NOMINATING TEAM (1 year): Mary Hanson Busch (chair), Tim Dittberner, Dennis Jaspersen, Joe Malecha, Shari Solheim, Barb Warner

ENDOWMENT TEAM (3 years): Adam Cornell, Gary Eagan

AUDIT COMMITTEE (3 years): Eric Fiala

MINNEAPOLIS AREA SYNOD CONVENTION (1 year): Linnea Hautman, Ron Solheim, Christie Will

Notes: