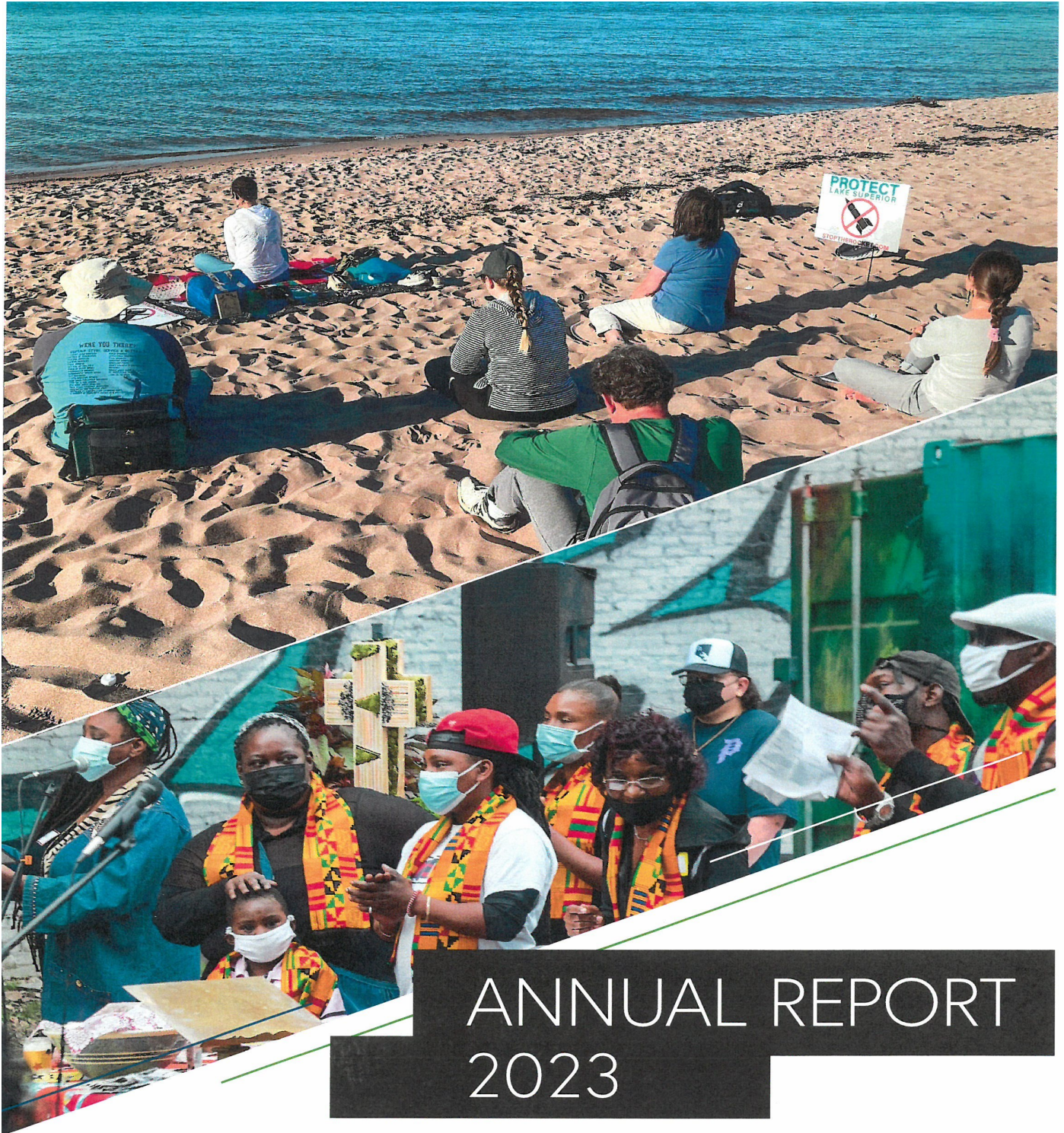


Trinity Lutheran Church 612 N. Water Street, Sparta, WI 54656



ANNUAL REPORT 2023



Evangelical
Lutheran Church
in America

<u>Page</u>	<u>Table of Contents</u>
3	A Message from ELCA Presiding Bishop Elizabeth Eaton
4	Annual Congregational Meeting Opening Liturgy
5	ELCA Message
6	Agenda
7-9	Staff and Leadership
10-12	Minutes from the Annual Meeting—January 29, 2023
13-18	Amendments to the Model Constitution for Congregations
19	Proposed Trinity Consitution changes
20-21	Congregational Statistics
22-23	Pastor's Report
24	President's Report
25-26	Audit Report
27-31	Treasurer's Report
32-33	Proposed Budget for 2024
34-45	Ministry Team Reports
46-47	TLCW/Circle Reports

A MESSAGE FROM PRESIDING BISHOP ELIZABETH EATON



Dear friends in Christ,

Over the past year we have continued to experience changes in the world around us. Even as our church finds ways to adapt to this changing world, we find hope in the unchanging and always present promise of God's love through Jesus Christ. We change and adapt not to conform to the world but because we believe that the gift of God's Son is for the world, and that our congregations and worshiping communities are places to gather and be sent into the world, where we will tell the story of God's love in word and deed.

The ministries of our congregations, our synods and the churchwide organization provide ways for the church to move beyond the boundaries of structures and geography and to share God's love with people in our neighborhoods, our cities, our country and beyond. We engage in this ministry knowing that our church walks by faith, trusting in God's promise in the gospel, and that we exist by and for the proclamation of this gospel word. In John 15:5, Jesus reminds us, "I am the vine; you are the branches. Those who abide in me and I in them bear much fruit, because apart from me you can do nothing." We are connected by the promise that we do all through Christ and can do nothing apart from him.

God gives the Holy Spirit, who uses gospel proclamation — in preaching and sacraments, in forgiveness and in healing conversations — to create and sustain this faith. Just as we rely on God to sustain our faith, we rely on each other to sustain the ministries that offer God's love to the world. Through your generosity to each expression

of this church — your congregation, your synod and your churchwide organization — you add to our collective voice proclaiming God's love for all.

I am grateful for your generosity over this last year. My gratitude spreads far beyond your generous financial gifts. You've shared your gifts of time through countless hours of volunteering, serving and accompanying. You've shared the gifts of your voices as we've tried to discover and learn how God is calling us to be the church now and into the future. And, finally, dear church, you have shared the gift of the realness of God's love with the world around you. Be well, dear church, and stand steadfast in the promise of God's love and grace as you take that promise with you into the world.

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

“I am the vine; you are the branches. Those who abide in me and I in them bear much fruit, because apart from me you can do nothing.” —John 15:5

ANNUAL CONGREGATIONAL MEETING

OPENING LITURGY

Son of God, Eternal Savior

Recognizing that our faith is a living, busy, active and mighty thing, may the grace of our Lord Jesus Christ and the communion of the Holy Spirit be with each of you.

And also with you.

Teach us to love you with all our heart, soul, mind and strength.

Receive our prayer, O God.

Descend on our hearts, that we may love others in the ways Jesus loves us.

Receive our prayer, O God.

Empower us to be enthusiastic in pursuing your vision for our congregation.

Receive our prayer, O God.

Move us to engage issues in our community in Christlike ways, and to pursue deep and authentic relationships with those with whom we serve and partner.

Receive our prayer, O God.

Strengthen us to face the barriers we encounter in doing your work, learning to work with others amid disagreement.

Receive our prayer, O God.

Give us the ability to adapt to the cultural, economic and social changes that occur in the neighborhoods we serve.

Receive our prayer, O God.

Guide us to be a healthy congregation that learns from its failures as well as its successes and offers wisdom to others.

Receive our prayer, O God.

As we strive to become the church that we proclaim to be, raise up leaders who focus on the gospel of freedom, forgiveness and reconciliation as given to us through God's indescribable act of love in the death and resurrection of Jesus Christ. Renew us daily in our baptism, that we may discover vitality in our relationships with you, each other and those we serve in the world.

Amen.

1 Son of God, e - ter - nal Sav - ior, source of life and truth and grace,
 2 As you, Lord, have lived for oth - ers, so may we for oth - ers live.
 3 Come, O Christ, and reign a - mong us, King of love and Prince of peace;
 4 Son of God, e - ter - nal Sav - ior, source of life and truth and grace,

Word made flesh, whose birth a - mong us hal - lows all our hu - man race,
 Free - ly have your gifts been grant - ed; free - ly may your ser - vants give.
 hush the storm of strife and pas - sion, bid its cru - el dis - cords cease.
 Word made flesh, whose birth a - mong us hal - lows all our hu - man race:

you our head, who, throned in glo - ry, for your own will ev - er plead:
 Yours the gold and yours the sil - ver, yours the wealth of land and sea;
 By your pa - tient years of toil - ing, by your si - lent hours of pain,
 by your pray - ing, by your will - ing that your peo - ple should be one,

fill us with your love and pit - y, heal our wrong, and help our need.
 we but stew - ards of your boun - ty held in sol - emn trust will be.
 quench our fe - vered thirst of plea - sure, stem our self - ish greed of gain.
 grant, oh, grant our hope's fru - i - tion: here on earth your will be done.

Evangelical Lutheran Worship, 655

Text: Somerset C. Lowry

Music: IN BABILONE, Oude en Nieuwe Hollandse Boerenlities en Contradansen, 1710;

arr. Julius Röntgen

Text and music are in the public domain. May be reproduced without restriction.

Through your generosity, God is at work across the ELCA. A portion of your offering, called Mission Support, advances the ministry of our church, helping the ELCA nurture Christian community, raise up leaders, serve our neighbors and strive for justice. Read stories and learn more at [ELCA.org/SOFIA](https://elca.org/SOFIA).



Evangelical
Lutheran Church
in America



Trinity Lutheran Church

612 N. Water St

Sparta, WI 54656

608-269-5081

www.tlcsparta.org

office@tlcsparta.org



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

Annual Meeting Agenda

January 28, 2024

10:15 AM

- A. Opening devotions
- B. Approval of minutes of the previous meeting, January 29, 2023
- C. Reports to the Congregation
 - 1. Congregation Council
 - 2. Treasurer
 - 3. Ministry Reports
- D. Elections
 - 1. Officers and council members
 - 2. Personnel committee
 - 3. Sugar Creek representative
 - 4. Synod assembly voting members
 - 5. Nominating committee members
 - 6. Endowment committee Board of Director member(s)
- E Approval of 2024 budget
- F. Unfinished business
- G. New business
 - 1. Vote on changes to the Constitution
- H. Closing prayers and Adjournment

Trinity Lutheran Church ELCA

Sparta, Wisconsin
office@tlcsparta.org
608-269-5081

Staff

Pastor Josh Buzbee— Senior Pastor
Michelle Peterson Hyatt - Youth and Family Minister
Christin Gasner - Ministry/Digital Communications Coordinator
Mary (Myrt) Holte - Administrative Assistant

Council Members

President – Blaine Markuson - January 2025
Vice President – Steve Bernett - January 2025
Treasurer - Tammy Barclay - January 2024
Secretary – Connie Jerome - January 2024

Term expiring 2024—Dan Amundson, Isaac Larson, Jack Miller, Matt Schroeder, Kristine Tock, Bill Herrman
Term expiring 2025—Alton Ask, Jim Moorhead, Bob Emery
Term expiring 2026—Kelly Funk, Brittany Michalski, Joel Opprieht, Jo Ellen Siver

EVANGELISM

Music & Worship—Dennis Glaman, Chair; Carol Glaman, Secretary; Connie Jerome, Julee Hopkins, Jan Jenkins, Diane Dammen, Karen Edwards, Alice Olson, Trevor Tripp, Christin Gasner, Bob Emery, Adell Morton, and Gary Zimmerman

Worship Teams

Accompanists - Adell Morton, Virginia Bolin, Joyce Emery, Wyatt Tripp

Choir/Directors: Dennis Glaman - Chancel Ringers

Michelle Hyatt - Angel Band

Trevor Tripp - Alleluia Choir

Ushers - Chuck Amundson, Paul Amundson, Mark Baltz, Dan Amundson, Alice Olson, Al Jenkins, & Gary Peterson

Altar Team - Diane Dammen (chair), Siri & Taylor Donskey, Judy Schure, Mary Herrman, Nila Larson, Pauline Haug, Linda Erickson, Judy Bernett, Carol Thorsen, Sharon Nelson, Carol Glaman, & Cynthia Lockington

Worship Decorating - Barb Moorhead, Julee Hopkins, Nancy Oswald, Barbara Selbrede, and Marie Grewal

150th Anniversary Committee—Donna Boland, Christin Gasner, Mary Herrman, Cynthia Lockington, Adell Morton, Alton Ask, Jenny Lydon, and Pastor Josh

Little Free Pantry—Dennis & Carol Glaman

Wedding Coordinator - Becky Anderson

Prayer Chain - Jonelle Intihar

Coffee Fellowship Time - Sarah Tripp **Member:** Sherry McClain

Sunshine Club - Debbie Bassett

Luncheon Ladies - Audrey Zebell, Linda Erickson & Alice Olson

Quilters— Joanne Benning, Sherry McClain, Audrey Zebell, Tish Thornton, Karen Edwards, Joyce M. Anderson, Mary Madison, Gale Fisher, Linda Winterton, Janet Lisney, Cynthia Lockington, Robbie Dockerty, Anita Jensen, Althea Stanley, and Alice Olson.

TLCW - Anita Jensen, Chair; Audrey Zebell, Secretary; Tammy Barclay, Treasurer

Education, Youth, & Family Ministry - Chair: Michelle Hyatt & Missy Erickson
Members: Anita Jensen, Christin Gasner, Dawn Jacobson, Kevin Peterson, Amy Stoffregen, Shannon Perry, and Holly Larson - Council members: Jack Miller and Dan Amundson

Faith Formation Guides - 9th Grade: Michelle Hyatt
8th Grade: Sarah Morrow, Jackie Peterson, Jim Peterson
7th Grade: Taylor Donskey & Missy Erickson

Trinity Cares - Education, Youth, & Family Ministry partner together on various projects throughout the year with the help of many volunteers

Family Promise - Anita Jensen—Family Promise Board Member
Maureen Sullivan—Trinity Coordinator (through October, 2023)

Food Pantry - Judy Bernett and Sharon Nelson, Trinity Representatives on the Ecumenical Food Pantry Board

Outreach/New Member Committee —Bob Emery

Joy Circle - Julee Hopkins

Mary Circle - Barb Moorhead

Shalom Circle - Adell Morton/Jo Ellen Siver

Buildings & Grounds/Safety and Emergency Preparedness Committee—Bob Lydon, Jim Moorhead, Dan Amundson, Al Jenkins, Dean Weibel, Brent Gerl, Joel Opprieht, Scott Perkins, and Chuck Amundson

Trinity Grounds Sub-committee: Milt Armstrong, Diane Dammen, Jean Hays, Eldie Erickson, Bill and Mary Herrman, Al Jenkins, and Paul and Nancy Oswald.
Council Liaisons: Jim Moorhead & Joel Opprieht

Stephen Ministry Leader—Jan Jenkins
Stephen Ministers: Deb Bonello, Michael Bonello, Joyce Emery, Pauline Fahning, & Judy Schure

Blood Drive Coordinator—Karen Edwards

Constitutional Committees

Personnel - Anje Schmitz - 2024; Lori Ferries—2025; Chuck Amundson—2026; Blaine Markuson & Pastor Josh

Nominating - Stewardship

Stewardship - Michael Bonello, Chair, Karen Edwards, Kelly Funk, Christin Gasner, Bill Herrman (and Mary when requested), Blaine Markuson and Pastor Josh. Youth Members: Alec Von Ruden & Gus Tripp.

Mission Endowment - Mark Baltz-Chairperson, Thomas Schauer-Financial Secretary, Pauline Haug -Secretary, Nila Larson, and Dennis Glaman. Pauline and Nila share in communication and publicity. Thomas Schauer was replaced by Jeremiah Erickson in the fourth quarter.

College Grants Committee - Linda Frei, Barb Moorhead

Mission Interpreters - Barb Moorhead and Deb Bonello

MINUTES OF THE ANNUAL MEETING JANUARY 29, 2023

TRINITY LUTHERAN CHURCH ANNUAL MEETING MINUTES January 29, 2023

The annual meeting was held in person in the sanctuary and virtual via Zoom.

Council members present in the church building were: Officers-Chuck Hogan-Vice President, Tammy Barclay-Treasurer, Connie Jerome-Secretary, Council members- Alton Ask-Parliamentarian, Gary Haskins, Jack Miller, Jim Moorhead, Jo Ellen Siver, Matt Schroeder, Steve Burnett.

Council members attending via Zoom-Bob Emery, Julee Hopkins

Council members not present were: Bill Herrman, Dan Amundson, Kris Tock, Taylor Donskey.

Vice President Chuck Hogan called the meeting to order at 11:07 A.M. A quorum of 49 voting members were present. There were 8 voting members present via Zoom.

A. Opening Liturgy

B. Approval of the 2022 Annual meeting minutes

- Mick Siver 1st, Jo Ellen Siver 2nd, motion carried.

C. Reports to the Congregation

1. Congregation Council

2. Treasurers Report for the 2022 year-Tammy Barclay

- See pages 18-24 of annual report
- Thank you everyone for your continued financial support to Trinity Lutheran Church. 3.

Ministry Report-Interim Pastor Jim Scaife

- Overview of Church size Theory D. Elections

D. Elections

- Nominations-No additional nominations were added from the floor or from on-line voting members.
- Elected to serve as a Council Officer
 - i. Blaine Markuson as President
 - ii. Steve Bernett as Vice President
- Elected to serve on Church Council
 - i. Kelly Funk
 - ii. Isaac Larson
 - iii. Brittany Michalski
 - iv. Joel Opprecht
- Those continuing their terms on Council are
 - i. Tammy Barclay-Treasurer
 - ii. Connie Jerome-Secretary
 - iii. Dan Amundson
 - iv. Alton Ask
 - v. Bob Emery
 - vi. Bill Herrman

CONTINUED...MINUTES OF THE ANNUAL MEETING - JANUARY 29, 2023

- vii. Jack Miller
- viii. Jim Moorhead
- ix. Matt Schroeder
- x. Jo Ellen Siver
- xi. Kris Tock

Volunteer members to count ballots- Doug Dengel and Larry Larson

E. Approval of the 2023 Budget-Tammy Barclay

● Voting options were discussed-to go through budget, discuss and vote today or to go through budget and wait to vote.

● Doug Dengel made a motion to go through budget, discuss and vote today. 2nd by Mick Siver, motion carried.

● Judy Schure made a motion to accept the budget as passed by the Council, Jack Miller 2nd, motion carried. \$417,109 for 2023.

F. Stewardship Committee shared 125 pledge cards have been turned in with pledge amount of \$268,785 for 2023.

G. Nominating committee for 2024- Pauline Haug, Gary Haskins, Barb Moorhead.

Mick Siver 1st, Cynthia Lockington, motion carried.

H. Closing Prayers and Adjournment at 1:23 P.M.

Motion to adjourn-Tom Schauer 1st, Brittany Michalski 2nd, motion carried.

Prepared by Connie Jerome

Secretary

Trinity Lutheran Church

updates made per Feb. 21 Council Meeting made on Feb. 22.

February 9, 2023

Addendum to the Minutes of the 2022 Annual Meeting

Tellers' Report of the 2022 Annual Meeting Elections of Trinity Lutheran Church

49 voting members were counted as present at the annual meeting.

46 ballots were completed by voting members present at the annual meeting on January 29, 2023.

8 ballots were mailed on Monday, January 30, 2023, to voting members present by Zoom or telephone.

8 votes were counted by the tellers on Thursday, February 9, 2023 at 1:00 p.m.

The results of the election are:

Officers and Council Members, requiring a secret ballot:

President: Blaine Markuson
Vice President, Steve Burnett

Church Council, 4 vacancies:

Jo Ellen Siver
Brittany Michalski
Kelly Funk
Joel Opprieht

Youth Council Member, 1 vacancy:

Isaac Larson

Each elected person received a majority of the 54 votes cast.

Other elections, secret ballot not required; elected:

Endowment Board (2): Tom Schauer & Dennis Glaman
Personnel Committee (1): Chuck Amundson
Male Synod Assembly Reps (2): Matt Michalski & Tom Schauer
Female Synod Assembly Reps (2): Brittany Michalski & Maureen Sullivan
Youth Synod Assembly Rep (1): Kira Markuson
Sugar Creek Reps (2): Rhonda Miller & Wendy Sporie (1 write-in for Chuck Hogan)

Tellers (Signed)

Jim Moorhead
Doug Dengel
Larry Larson

AMENDMENTS TO THE *MODEL CONSTITUTION FOR CONGREGATIONS*
APPROVED BY THE 2022 CHURCHWIDE ASSEMBLY
[WITH RATIONALES]

Prepared by the Office of the Secretary
Evangelical Lutheran Church in America
August 2022

Following are amendments to the *Model Constitution for Congregations* that were approved by the 2022 Churchwide Assembly. Additions are underlined; deletions are ~~struck through~~.

Provisions within the *Model Constitution for Congregations* are of two types:

- **Those provisions marked with an asterisk are required when a congregation amends its governing documents.** They must be used without alteration or amendment of the text in any manner (i.e., neither additions nor deletions are permissible). Such provisions go into effect immediately upon approval by a majority vote of those voting members present and voting at any legally called meeting of the congregation, provided that they have been presented to the congregation at least 30 days prior to the meeting.
- **Provisions not marked with an asterisk are non-required provisions.** These provisions represent wording recommended by the Churchwide Assembly. If the congregation chooses to incorporate them into the congregation's constitution exactly as presented here, these provisions require a majority vote of those voting members present and voting at any legally called meeting of the congregation, provided that they have been presented to the congregation at least 30 days prior to the meeting.

If the wording of non-required provisions is altered or amended from the text presented here, the provisions must be approved at one congregation meeting by a majority vote and then must be ratified *without change* by a two-thirds vote at the next regular meeting of the congregation. (See *Model Constitution for Congregations*, *C16.04. for more detail.)

For convenience, the rationale that was presented to the Churchwide Assembly for each amendment is provided in italics following the amendment. These rationales are *not* part of the amendments with which they are associated, they are *not* part of the *Model Constitution for Congregations*, and they are *not* intended to be incorporated into the constitutions of congregations. They are here only to give context for the amendments.

The Office of the Secretary would like to express gratitude for your faithful attention to your congregation's constitution!

Chapter 4: STATEMENT OF PURPOSE

***C4.02.** To participate in God's mission, this congregation as a part of the Church shall:

[...]

- d. Serve in response to God's love to meet human needs, caring for the sick and the aged, advocating dignity, and, justice, and equity for all people, working for peace and reconciliation among the nations, caring for the marginalized, embracing and welcoming racially and ethnically diverse populations, and standing in solidarity with the poor and powerless oppressed and committing itself to their needs.

Rationale: [This amendment was proposed on the assembly floor during the 2019 Churchwide Assembly; consequently, no rationale was provided prior to the assembly.]

Chapter 6: CHURCH AFFILIATION

***C6.05.** This congregation may terminate its relationship with the Evangelical Lutheran Church in America by the following procedure:

- a. A resolution indicating the intent to terminate its relationship must be adopted at two legally called and conducted special meetings of this congregation by a two-thirds vote of the voting members present at each meeting. The first such meeting may be held no sooner than 30 days after written notice of the meeting is received by the bishop of the synod, during which time this congregation shall consult with the bishop and the bishop's designees, if any. The times and manner of the consultation shall be determined by the bishop in consultation with the Congregation Council. Unless he or she is the bishop and/or the bishop's designees are a voting members of this congregation, the bishop and the bishop's designees, if any, they shall have voice but not vote at the first meeting.

[...]

- d. If this congregation, after such consultation, is still considering termination of its relationship with this church, such action may be taken at a legally called and conducted special meeting by a two-thirds vote of the voting members present. Notice of the second meeting shall be sent to all voting members and to the bishop at least 10 days in advance of the meeting. Unless he or she is the bishop and/or the bishop's designees are a voting members of this congregation, the bishop and the bishop's designees, if any, they shall have voice but not vote at the second meeting.

Rationale: Inclusive language.

Chapter 9: ROSTERED MINISTER

***C9.03.** Consistent with the faith and practice of the Evangelical Lutheran Church in America,

- a. Every minister of Word and Sacrament shall:

[...]

- 8) speak publicly to the world in solidarity with the poor and oppressed, calling for justice and proclaiming God's love for the world-advocating dignity, justice, and equity for all people, working for peace and reconciliation among the nations, caring for the marginalized, and embracing and welcoming racially and ethnically diverse populations.

Rationale: [This amendment was proposed on the assembly floor during the 2019 Churchwide Assembly; consequently, no rationale was provided prior to the assembly.]

- *C9.05.** The provisions for termination of the mutual relationship between a minister of Word and Sacrament and this congregation shall be as follows:
- a. The call of this congregation, when accepted by a pastor, shall constitute a continuing mutual relationship and commitment, which shall be terminated only by the pastor's death or, following consultation with the synod bishop, for **any of** the following reasons:
 - 4) **inability to conduct the pastoral office effectively in view of physical** disability or **mental** incapacity of the pastor;
 - b. When allegations of **physical** disability or **mental** incapacity of the pastor under paragraph a.4) above, or ineffective conduct of the pastoral office under paragraph a.3) above, have come to the attention of the bishop of this synod,
 - 1) the bishop, **in his or her who has** sole discretion, may investigate such conditions personally together with a committee of two rostered ministers and one layperson, or
 - c. In case of alleged **physical** disability or **mental** incapacity under paragraph a.4) above, the bishop's committee shall obtain and document competent medical opinion concerning the pastor's condition. When a disability or incapacity is evident to the committee, the bishop of this synod may declare the pastorate vacant. When the pastorate is declared vacant, the Synod Council shall list the pastor on the roster of Ministers of Word and Sacrament with disability status. Upon **removal resumption** of the **disability and the restoration of the pastor to health, ability to conduct the office effectively** the bishop shall take steps to enable the pastor to resume the ministry, either in the congregation last served or in another appropriate call.

Rationale: These changes parallel changes being made elsewhere in the Constitutions, Bylaws, and Continuing Resolutions of the ELCA. Language related to disability has been changed to reflect current understandings and to clarify that inability and incapacity to conduct the pastoral office effectively are the standard to be considered. In addition, the words "any of" have been inserted for precision, and references to the synod bishop have been made inclusive.

- *C9.12.** The pastor of this congregation:
- a. shall keep accurate **parochial** records of all baptisms, confirmations, marriages, burials, communicants, members received, members dismissed, or members excluded from this congregation;

Rationale: The deletion of "parochial" is for consistency of usage.

- *C9.13.** The pastor(s) shall submit a report of **his or her** ministry to the bishop of the synod at least 90 days prior to each regular meeting of the Synod Assembly.

Rationale: Inclusive language

- *C9.14.** The **parochial** records of this congregation shall be maintained by the pastor and shall remain the property of this congregation. The secretary of this congregation shall attest in writing to the bishop of this synod that such records have been placed in **his or her the secretary's** hands in good order by a departing pastor before the installation of that pastor in another call or approval of a request for change in roster status.

Rationale: These changes parallel changes being made elsewhere in the Constitutions, Bylaws, and Continuing Resolutions of the ELCA. The deletion of "parochial" is for consistency of usage. The second change is for inclusive language.

- *C9.23. Consistent with the faith and practice of the Evangelical Lutheran Church in America, every minister of Word and Service shall:

[...]

- c. Speak publicly to the world in solidarity with the poor and oppressed, calling for justice and proclaiming God's love for the world, witnessing to the realm of God in the community, the nation, and abroad advocating dignity, justice, and equity for all people, working for peace and reconciliation among the nations, caring for the marginalized, and embracing and welcoming racially and ethnically diverse populations;

Rationale: [This amendment was proposed on the assembly floor during the 2019 Churchwide Assembly; consequently, no rationale was provided prior to the assembly.]

- *C9.25. The provisions for termination of the mutual relationship between a minister of Word and Service and this congregation shall be as follows:

- a. The call of this congregation, when accepted by a deacon, shall constitute a continuing mutual relationship and commitment, which shall be terminated only by the deacon's death or, following consultation with the synod bishop, for any of the following reasons:

[...]

- 4) inability to conduct the office effectively in view of physical disability or mental incapacity of the deacon;

[...]

- b. When allegations of physical disability or mental incapacity of the deacon under paragraph a.4) above, or ineffective conduct of the office of minister of Word and Service under paragraph a.3) above, have come to the attention of the bishop of this synod,

- 1) the bishop, in his or her who has sole discretion, may investigate such conditions personally together with a committee of two rostered ministers and one layperson, or

[...]

- c. In case of alleged physical disability or mental incapacity under paragraph a.4) above, the bishop's committee shall obtain and document competent medical opinion concerning the deacon's condition. When a disability or incapacity is evident to the committee, the bishop of this synod may declare the position vacant. When the position is declared vacant, the Synod Council shall list the deacon on the roster of Ministers of Word and Service with disability status. Upon removal resumption of the disability and the restoration of the deacon to health ability to conduct the office effectively, the bishop shall take steps to enable the deacon to resume the ministry, either in the congregation last served or in another appropriate call.

Rationale: These changes parallel changes being made elsewhere in the Constitutions, Bylaws, and Continuing Resolutions of the ELCA. Language related to disability has been changed to reflect current understandings and to clarify that inability and incapacity to conduct the pastoral office effectively are the standard to be considered. In addition, the words "any of" have been inserted for precision, and references to the synod bishop have been made inclusive.

- *C9.31. The deacon(s) shall submit a report of his or her ministry to the bishop of the synod at least 90 days prior to each regular meeting of the Synod Assembly.

Rationale: Inclusive language

Chapter 15: DISCIPLINE OF MEMBERS AND ADJUDICATION

***C15.02.** The process for discipline of a member of this congregation shall be governed as prescribed by the chapter on discipline in the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*. If the counseling, censure, and admonitions pursuant to *C15.01. do not result in repentance and amendment of life, charges against the accused member(s) that are specific and in writing may be prepared by the Congregation Council, signed, and submitted to the vice president of the synod. The vice president shall select from the synod's Consultation Committee a panel of five members (three laypersons and two **rostered ministers of Word and Sacrament**). A copy of the written charges shall be provided to the consultation panel and the accused member(s). The consultation panel, after requesting a written reply to the charges from the accused member(s), shall consider the matter and seek a resolution by means of investigation, consultation, mediation, or whatever other means may seem appropriate. The panel's efforts to reach a mutually agreeable resolution shall continue for no more than 45 days after the matter is submitted to it.

Rationale: Change for inclusion of both rosters.

***C15.11.** When there is disagreement between or among factions within this congregation on a substantive issue which cannot be resolved by the parties, members of this congregation may petition the synod bishop for consultation after informing the president **[vice president]** of this congregation of their intent to do so. The synod bishop shall seek a timely resolution of the dispute. If the issue relates directly to the pastor, the bishop may begin the process in †S14.18.d. In all other matters, if the bishop's consultation fails to resolve the issue, the bishop shall refer the matter to the Consultation Committee of the synod, which shall undertake efforts to find an appropriate solution. If the Consultation Committee's efforts fail to resolve the dispute, the entire matter shall be referred to the Synod Council for adjudication by whatever process the Council deems necessary. The Synod Council's decision shall be final.

Rationale: This change allows congregation members in situations in which the pastor is also president of the congregation to inform the vice president of their intent to petition the synod bishop for consultation.

Chapter 16: AMENDMENTS

***C16.02.** An amendment to this constitution, proposed under *C16.01., shall:

- be approved at any legally called meeting of this congregation by a majority vote of those voting members present and voting; **and**
- be ratified without change at the next regular meeting of this congregation **held pursuant to C10.01** by a two-thirds vote of those voting members present and voting; **and**
- have the effective date included in the resolution² and noted in the constitution.**

[Footnote also deleted]

²Such an effective date must be stated in relation to the requirements of *C16.03. to allow time for the synod's review of the amendment.

Rationale: "Regular meeting" has already been defined elsewhere in the Constitutions, Bylaws, and Continuing Resolutions of the ELCA. In addition, C10.01 is not a required provision, so it is not advisable to make reference in a required provision to a non-required provision.

- *C16.04.** This constitution may be amended to bring any section into conformity with a section or sections, either required or not required, of the *Model Constitution for Congregations of the Evangelical Lutheran Church in America* as most recently amended by the Churchwide Assembly. Such amendments may be approved by a majority vote of those voting members present and voting at any legally called meeting of this congregation without presentation at a prior meeting of this congregation, provided that the Congregation Council has submitted by mail or electronic means, as permitted by state law, notice to this congregation of such an amendment or amendments, together with the council's recommendations, at least 30 days prior to the meeting. Upon the request of at least two (2) voting members of this congregation, the Congregation Council shall submit such notice. Following the adoption of an amendment, the secretary of this congregation shall submit a copy thereof to the synod. Such provisions shall become effective immediately following **the congregation's a** vote of approval.

Rationale: Change for precision. This has often been incorrectly interpreted to mean that the synod must vote to approve amendments that are designed to bring the congregation's constitution into alignment with the Model Constitution. In fact, amendments to bring any section or sections, either required or not required, into conformity with the Model Constitution go into effect immediately upon the congregation's vote to amend.

PROPOSED TRINITY CONSTITUTION CHANGES

The following changes to Trinity's Constitution were approved at a special congregational meeting held on October 8, 2023 and must be ratified at Trinity's annual meeting to be held on January 28, 2024:

C10.09 "Ex officio" as used herein means membership with full rights of voice and vote unless otherwise expressly limited.

C13.01 The officers of this congregation and the pastor shall constitute the Executive Committee.

C13.10 The pastor of this congregation shall be ex officio member of all committees of this congregation and as an advisory member of the Nominating Committee. The president of this congregation shall be ex officio a member of all committees of this congregation except the Nominating Committee. In the absence of the president, the vice president may assume this role.

CONGREGATIONAL STATISTICS

FUNERALS

Members:

Luella M. Greeno
Shirley Harris
Larry D. Hopkins
Allen Huber
Eleanor Hansen
Virginia Hagen
Lois Robaczewski

Date of Death:

January 5, 2023
April 1, 2023
April 27, 2023
May 14, 2023
June 11, 2023
November 18, 2023
December 7, 2023

Date of Funeral:

January 14, 2023

May 5, 2023
May 20, 2023
July 1, 2023
November 22, 2023
January 5, 2024

Non-Members:

Mary Ellen (Peterson) Lemelin

August 2, 2023

August 8, 2023

BAPTISMS

Baptized:

Kaiyla Endres
Owen Lee-Frederick Endres
Emilia Jean Endres
Everly Rae Endres
Kortney Irene Steinhoff
Isaiah Leis
Zayda Marie Holliday

Baptismal Date:

February 26, 2023
February 26, 2023
February 26, 2023
February 26, 2023
April 30, 2023
August 13, 2023
October 8, 2023

CONFIRMED

Jakob Arnold—Joshua Arnold—Sawyer Deters—Milo Everson-Riley
David Fabry—Gabrielle (Gabby) Hyatt—Elexa Jones—Colby Martin
Isabella (Izzy) Mickelson—Mackenzee Perry—Gustaf (Gus) Tripp
Wyatt Tripp—Alec Von Ruden

GRADUATES

Charlie Anderson—Lily Bloyer—Madisynn Bolen—Payton Eilers
Kayla Fabry—Vanessa Gavilan—Braylee Hyatt—Kaden Leis
Ella Manske—Jenna Martin—Sarah Noble—Erin Perry
Dawson Riley—Abby Schell—Josh Smith—Maddi Sprain
Morgann Steinhoff—Charles Tempski—Mya Von Ruden—Logan Walley

Baptized Roll - 629

Members lost by death—7

Average Attendance - 118

PASTOR'S REPORT

I began my time at Trinity on July 1st and hit the ground running. The first six months have been a chance to accomplish much and begin to plan for the future together. I have been inspired by the welcome I received, and the partnerships that have been formed in our work together. I am excited for the year ahead of us as we continue to expand our ministry and outreach.

The Year in Review

Worship

- We enjoyed several outdoor worship services in the park.
- In September we reintroduced the singing of the liturgy.
- We have begun to include youth in worship services, as assisting ministers, ushers and greeters
- We have consistently worship between 100-150 people on a Sunday.

Youth Ministry

- I shared meals with many of our youth to get to know them and what they are looking for at church.
- We had two trips to Mt. Olympus, as well as an end of the summer pizza and pool party.
- I have worked with Michelle in leading Faith Formation, which sees approximately 50 youth in the building on Wednesday evening.
- Michelle and I are working together to prepare to take 28 high schoolers to New Orleans for the Youth Gathering in July.

Pastoral Care

- I led monthly worship and communion services at Rolling Hills and Morrow Home.
- I visited numerous members in their homes and hospital rooms.
- I presided over 2 baptisms and 2 funerals.

The Year Ahead

I am excited for the year to come. As we begin 2024 we have new things to try and areas for growth as we move forward together.

Worship

- I am excited to be using Eddie Kim's new liturgy in worship, and look forward to trying other liturgies throughout the year.
- We are continuing to increase our participation by youth in our Sunday services.
- I look forward to the return of previous pastors to preach throughout the year for our 150th celebration.

Youth Ministry

- We are continuing to grow in numbers at faith formation.
- We are excited for our trip to New Orleans in July.
- We are beginning to take seriously our planning for a mission trip in 2025, and an adventure trip in 2026.

PASTOR'S REPORT (CONTINUED...)

Additionally I am excited by the resources we have received through RightNow Media. I am exploring ways this can be used in worship, youth ministry, and the leading of Bible studies throughout the year.

Growing Edges

As we do ministry together in the years ahead it is my hope that each year will be better than the last. As we celebrate our ministry and accomplishments it is important that we remember we can always improve. This year there are three places I would like to focus our growth.

- Inter-generational interactions. We have a lot of faithful adults and a lot of faithful youth. It is my goal to help facilitate ways to bring those groups together in worship, fellowship, and fun with one another.
- Outreach to our community. Sparta is a fertile ground for outreach and evangelism to our neighbors. This year it is my goal to bring together our current outreach ministries to strengthen one another and identify ways that we can be making ourselves better neighbors, and servants of those in our community.
- Worship. While we have a solid foundation for worship, the loss of our worship team has been felt. I hope to focus in the new year on exploration of new liturgies, new music, and invitations for our congregation to share its many gifts and talents in the realm of worship.

2024 is shaping up to be a joyful and exciting year for Trinity. I hope you are as excited as I am to see what lies in store for us. May you be blessed in this new year to be a blessing for others.

~PJ

Pastor Josh

PRESIDENT'S REPORT

*And let us consider how we may spur one another on toward love and good deeds.
Hebrews 10: 24*

January 2024

“WOW, I didn’t know that” was my common internal refrain in 2023. Whether it was the number of youth in Faith Formation (45) or the number of ministries, committees and groups that come together at Trinity monthly (20+), there are so many wonderful things about Trinity I am still learning.

Every time I learn something new, I find there is either one of our staff, or youth/adult member behind that extraordinary effort. There is so much to be proud of here at Trinity; many ministries make connections within our walls, throughout Sparta and some that even touch other continents.

The biggest news of 2023.... **Trinity called Pastor Josh Buzbee!!! Hallelujah!** His installment in July marked the beginning of what I know will be an outstanding ministry at Trinity. In the Spring, Trinity dedicated the Larson grand piano and celebrated seventy years of worship in our sanctuary. In the Summer, we sang hymns and worshipped in Evans-Bosshard Park. In the Fall, we tapped our toes to Polka in the pews.

2023 started with Interim Pastor James Scaife in the pulpit. Pastor Jim recounted a story about a group of Italian sisters who lived centuries ago with a dream to build a church, with the intention it would be a beacon to the world (was there ever a service where you didn’t learn something about world history from Pastor Jim??)

2024 ended with Pastor Josh in the pulpit. He recited the story of Jesus’ birth. The disciple Mark described events happening, “immediately” and “suddenly.” Pastor Josh contrasted Marks’ observation with the Lutheran way of patience and slow tempo best described as “planning a meeting to discuss a meeting to discuss what we will talk about at the next meeting.”

I find these two sermons instructive for 2024. Trinity will celebrate 150 years. Like the Sisters of Italy, a group of Christ’s followers aimed to build a church intending it to be a beacon in its community: to care for, to shelter and to welcome all. Although, many things occurred “immediately” and “suddenly” in Trinity’s life these past 150 years, discernment and the Holy Spirit continue to guide us to accomplish God’s Work with our Hands. And yes.... sometimes the Holy Spirit requires a meeting to accomplish these Works!

As you will read in this report, Trinity’s ministries are vibrant and inspiring. Be curious as you turn the page. Where do you feel God calling you to serve in his Church? You all have gifts, talents, abilities, and interests dear to your heart that God has blessed you with and that can be used to strengthen Trinity, our community, and the world at large. Some of you have been doing this for years and some of you (like me) are still trying to figure it out.

Blaine Markuson
President

Trinity Lutheran Church
Report of the Audit Committee
January 16, 2024

Audit Committee Members: Donna Boland, Mark Baltz, Joyce Putnam

The Audit Committee reviewed the following items:

IRS Filings: Supporting documentation was reviewed to confirm that the Federal Form 941 was filed quarterly and that 941 deposits were made by the 15th of each month. State tax withholding reports were matched and no discrepancies were noted. W-2 reporting and 1099-MISC reporting will be sent out to recipients by January 31st.

Portico: Portico reports were reviewed and change information was verified to reflect appropriate changes to employee's salaries.

Checking Account Reconciliation: Checking account reconciliation is being performed monthly. Statements were reviewed to confirm monthly balancing. Samples of drafts were matched to verify that they have cleared. The Audit Committee tracked giving from the counter sheet for the month of October back to the amount deposited. A sample of expenses were reviewed for the month of October to verify that justification was present in the A/P file and that expenses matched the monthly reconciliation.

Youth Account Reconciliation: The reconciliation spreadsheet developed by Treasurer Tammy Barclay is a great way to verify activity of the Youth Account. The month of October was reviewed and verified.

General Fund: In 2023, there were significantly less transfers between fund accounts than in previous years. Treasurer Tammy Barclay explained the transfers between each of the fund accounts. It is the belief of the Audit Committee that transfers were accurate and justified.

General Comments: During the audit, it was noted that Treasurer Tammy Barclay has put good systems in place to ensure that tax payments are being made on time, A/R and A/P files are highly organized, and that a separation of duties exists when handling cash, making deposits, and reconciling the books.

The audit committee would like to thank Tammy Barclay for her attention to detail and for the highly organized manner in which information was presented and questions were answered during the audit process.

Donna K Boland
Mark Baltz
Joyce Putnam

Trinity Lutheran Church
Report of the Audit Committee
January 16, 2024

Audit Committee Members: Donna Boland, Tammy Barclay, Joyce Putnam

The Audit Committee reviewed the following items:

- Endowment Investment fund:
- Mission Investment checking
- River Bank checking account

The committee found that all receipts and expenses were documented and reconciled to the bank.



TREASURER'S REPORT

Trinity Lutheran Church - Sparta WI
Consolidated Fund Activity Report as of 12/31/2023

Thursday, January 18, 2024

Account Name	Beg Balance	Receipts	Disbursements	Transfers/JE's	Page 1 of 1 End Balance
Altar Team Fund	1,381.36	180.00	0.00	0.00	1,561.36
Anniversary Celebration Balance	0.00	750.00	0.00	0.00	750.00
Bell Choir Balance	323.26	0.00	0.00	0.00	323.26
Building Capital Fund	3,345.00	4,171.00	3,345.00	0.00	4,171.00
Building Maintenance Fund	1,541.73	3,150.00	1,661.73	0.00	3,030.00
Caring Ministry Literature Balance	0.00	40.00	0.00	0.00	40.00
Coffee Fund Balance	261.11	669.03	251.92	0.00	678.22
Contingency Reserve Balance	20,000.00	0.00	0.00	0.00	20,000.00
Decorating Fund balance	0.00	220.00	0.00	0.00	220.00
Education Ministry Fund	533.37	20.00	102.27	0.00	451.10
Endowment Balance	3,480.91	9,127.93	12,388.84	0.00	220.00
Family Promise Program Balance	1,471.32	124.06	624.06	0.00	971.32
Fellowship Fund	2,980.65	1,141.83	1,558.85	0.00	2,563.63
Flower Fund	595.59	1,591.40	1,309.48	0.00	877.51
Furnace Replacement Fund	170.00	0.00	0.00	0.00	170.00
General Fund Balance	8,621.61	375,554.65	368,127.50	0.00	16,048.76
Helping Hands Fund Balance	1,411.30	300.00	200.00	150.00	1,661.30
Historical Balance	686,103.94	0.00	0.00	(150.00)	685,953.94
Kitchen Balance	2,198.33	0.00	225.08	0.00	1,973.25
Lent Soup Supper	0.00	330.00	330.00	0.00	0.00
Matching Grant College Balance	2,636.91	188.32	0.00	0.00	2,825.23
Memorial Balance	8,759.98	2,035.00	7,416.96	(1,000.00)	2,378.02
Misc Undesignated Fund	22,409.54	7,039.46	29,197.36	0.00	251.64
Money Market Savings Balance	11,698.73	71,161.20	33,276.73	(49,000.00)	583.20
Net Mortgage Fund Balance	195,904.64	0.00	0.00	21,055.27	216,959.91
North Wall Fund Balance	135.00	0.00	0.00	0.00	135.00
Outreach Fund Balance	855.38	0.00	0.00	0.00	855.38
Restricted Estate Fund Balance	0.00	610.56	0.00	26,394.87	27,005.43
Sabbatical Fund Balance	6,295.99	0.00	0.00	0.00	6,295.99
Sanctuary/Interior Refurbish	2,200.00	0.00	0.00	1,000.00	3,200.00
Sunday School Balance	3,633.90	158.00	252.75	0.00	3,539.15
Thrivent Choice Fund Balance	5,843.91	942.00	850.95	0.00	5,934.96
TLCW Quilters Balance	497.83	223.31	0.00	0.00	721.14
Unrestricted Estate Funds Balance	0.00	1,133.45	0.00	49,000.00	50,133.45
Worship & Music Fund	1,849.17	2,256.67	1,767.33	0.00	2,338.51
Youth Checking Balance	0.00	2,751.00	2,316.00	0.00	435.00
Total	\$997,140.46	\$485,868.87	\$465,202.81	\$47,450.14	\$1,065,256.66

Trinity Lutheran Church - Sparta WI
Balance Sheet as of December 31, 2023

Thursday, January 18, 2024

Page 1 of 2

Account #	Account Name	YTD Balance
Assets		
1.100.100	1st Community Credit Union	51,837.96
1.200.100	Money Market Savings - 1st Community Credit Union	35,341.20
1.200.125	CD-Weeden Estate - restricted	27,005.43
1.200.150	CD-Yeske Estate	50,133.45
1.300.100	Helping Hands Checking Balance	1,661.30
	Current Assets	\$165,979.34
1.700.100	<i>Projects in Progress</i>	
1.700.201	Interior remodeling	9,434.07
1.700.203	Sound System	7,752.33
	<i>Total Projects in Progress</i>	<i>\$17,186.40</i>
1.800.100	Building	823,103.00
1.800.200	Parking Lot Completed	65,870.19
1.900.100	Furniture and Equipment	7,178.00
	Fixed Assets	\$913,337.59
	Total Assets	\$1,079,316.93
Withholding		
2.100.101	State Withholding	356.66
2.200.101	Federal Withholding/FICA	1,937.95
	Total Withholding	\$2,294.61
2.500.108	<i>Holding Acct Pass Thru \$</i>	
2.500.126	Kwik Trip Scrip Card	1,491.82
	<i>Total Holding Acct Pass Thru \$</i>	<i>\$1,491.82</i>
	Current Liabilites	\$3,786.43
2.900.100	Mortgage Payable	10,273.84
	Long Term Liabilites	\$10,273.84
	Total Liabilites	\$14,060.27
Fund Balance		
3.100.115	Building Capital Fund	4,171.00
3.100.117	Sanctuary/Interior Refurbish	3,200.00
3.100.120	North Wall Fund Balance	135.00
3.100.180	Furnace Replacement Fund	170.00
	Building Capital Fund	\$7,676.00
3.100.185	Anniversary Celebration Balance	750.00
3.200.105	Fellowship Fund	2,563.63
3.200.111	Outreach Fund Balance	855.38
3.200.112	Caring Ministry Literature Balance	40.00
	Fellowship and Outreach	\$4,209.01
3.100.189	Decorating Fund balance	220.00
3.100.195	Bell Choir Balance	323.26
3.100.210	Altar Team Fund	1,561.36
3.200.102	Worship & Music Fund	2,338.51
	Worship and Music	\$4,443.13
3.100.177	Sunday School Balance	3,539.15
3.100.702	Matching Grant College Balance	2,825.23
3.200.103	Education Ministry Fund	451.10
	Parish Education	\$6,815.48
3.100.175	Kitchen Balance	1,973.25
3.200.101	Building Maintenance Fund	3,030.00
3.200.106	Flower Fund	877.51
3.200.109	Coffee Fund Balance	678.22

Trinity Lutheran Church - Sparta WI
Balance Sheet as of December 31, 2023

Thursday, January 18, 2024

Page 2 of 2

Account #	Account Name	YTD Balance
Building General Expenses		\$6,558.98
3.100.212	TLCW Quilters Balance	721.14
3.200.108	Family Promise Program Balance	971.32
Community Outreach		\$1,692.46
3.800.100	Net Mortgage Fund Balance	216,959.91
3.900.100	Historical Balance	685,953.94
Balancing Accounts		\$902,913.85
3.100.101	General Fund Balance	16,048.76
3.100.102	Helping Hands Fund Balance	1,661.30
3.100.171	Memorial Balance	2,378.02
3.100.173	Endowment Balance	220.00
3.100.380	Restricted Estate Fund Balance	27,005.43
3.100.399	Contingency Reserve Balance	20,000.00
3.100.400	Misc Undesignated Fund	251.64
3.100.401	Youth Checking Balance	435.00
3.200.100	Money Market Savings Balance	583.20
3.200.104	Unrestricted Estate Funds Balance	50,133.45
3.200.107	Thrivent Choice Fund Balance	5,934.96
3.200.110	Sabbatical Fund Balance	6,295.99
Total Fund Balance		\$1,065,256.66
Total Withholding and Fund Balance		<u>\$1,079,316.93</u>

Benevolences Paid out from "Pass-through" Accounts

	1st qtr	2nd qtr	3rd qtr	4th qtr	Cumulative Total
ELCA World Hunger		\$916.83			\$916.83
Sugar Creek Horse Prj				\$380.00	\$380.00
Food Pantry	\$850.91		\$500.00	\$1,578.50	\$2,929.41
Total paid out	\$850.91	\$916.83	\$500.00	\$1,958.50	\$4,226.24

Total Mortgage Principal and Interest Paid - 2023

Beginning balance - 1/1/2023	\$31,329.11
Regular principal payments	(\$17,710.27)
Extra principal payments	(\$3,345.00)
Total interest paid	\$946.73
Ending Balance - 12/31/2023	<u>\$10,273.84</u>

**Trinity Lutheran Church - Sparta, WI
Treasurer's Report as of December 2023
(Total Operating Income and Expense)**

Thursday, January 18, 2024

Page 1 of 2

<u>Account Name</u>	<u>YTD Balance</u>
<i>Income</i>	
Christmas	\$ 1,080.00
Easter	180.00
Good Friday	181.55
Interest Earned on Money Market	1,153.15
Lent Offering	1,563.00
Loose Offering	3,083.39
Maundy Thursday	128.00
New Year Offering	120.00
Pledges	366,649.56
Thanksgiving Inc.	285.00
Use of Church	172.00
Visitor/Non-member	959.00
Budget Income	<u>\$375,554.65</u>
Total Income	<u>\$375,554.65</u>
<i>Expense</i>	
Boy Scout Charter	200.00
ELCA Benevolence	30,000.00
Lutheran Social Service	2,500.00
Sugar Creek	2,500.00
Total Further Kingdom Work	<u>\$35,200.00</u>
Health Ins—Sr. Pastor	17,428.02
Housing—Sr. Pastor	16,364.92
Pension—Sr. Pastor	8,713.20
Salary—Sr. Pastor	52,052.13
Self Emp FICA—Sr. Pastor	4,929.86
Senior Pastor	<u>\$99,488.13</u>
FICA—Youth Director	3,945.80
Health Ins—Youth Director	2,000.00
Pension—Youth Director	5,665.64*
Salary—Youth Director	49,576.84
Youth Director	<u>\$61,188.28*</u>
FICA—Secretary	2,064.48
Health Ins—Secretary	12,326.28*
Pension—Secretary	1,752.28
Salary—Secretary	26,987.93
Secretary	<u>\$43,130.97</u>
FICA—Custodian	420.27
Salary—Custodian	5,493.75
Custodian	<u>\$5,914.02</u>

Trinity Lutheran Church - Sparta, WI
Treasurer's Report as of December 2023
(Total Operating Income and Expense)

Thursday, January 18, 2024

Page 2 of 2

Account Name	YTD Balance
FICA—Organists	190.56
Salary—Organists	2,490.00
Organists	\$2,680.56
FICA—Worship Coordinator	1,268.36
Salary—Worship Coordinator	16,579.46
Worship Coordinator	\$17,847.82
Continuing Ed—Support Staff	1,725.32*
Pulpit Supply	250.00
Total Support Leadership	\$232,225.10
Altar Supply	663.62*
Church Lit/Lutheran Magazine	598.63
Conv. & Conferences	1,350.00
Fees	840.16*
Fellowship	607.45*
Moving Expense	1,616.39
Offering Envelopes	2,230.87*
Office Supply	3,652.75*
Parish Ed. Committee	3,089.30
Phone Stipend—Sr. Pastor	825.00
Phone Stipend—Youth Director	600.00
Piano and Organ Repairs	165.32
Postage	1,884.04*
Professional Fees	685.08*
Stewardship Committee	102.00
Travel—Sr. Pastor	3,492.49*
Travel—Youth Director	1,749.51
Youth Ministry	10,000.00
Total Tools & Materials	\$34,152.61
Building Maintenance	4,580.48
Building Maintenance—Current Projects	69.18*
Exterior Gardens Maintenance	1,040.00*
Insurance	10,272.00
Janitor Supply	1,071.60*
Office Equip. Maint.	5,800.59*
Snow Removal	3,232.90*
<i>Utility & Fuel</i>	
Electric	9,420.63
Gas	8,742.58
Telephone	2,039.64
Water	1,623.19
<i>Total Utility & Fuel</i>	<i>\$21,826.04*</i>
Total Maintain Property	\$47,892.79*
Mortgage—Interest	946.73
Mortgage—Principal	17,710.27*
Total Debt Service	\$18,657.00
Total Expense	\$368,127.50
Difference	\$7,427.15

* = Income/Expense exceeds amount budgeted to date

**Trinity Lutheran Church -
2024 Budget**

Total Budget Income	\$347,607	\$346,287	\$353,469	\$375,555	\$0
Total Budgeted Expense	\$340,574	\$344,804	\$349,949	\$368,128	\$371,384
Account Name	Actual 2020	Actual 2021	Actual 2022	Actual 2023	Proposed 2024
Total Giving					
Christmas	3,065.00	1,850.00	2,745.00	1,080.00	
Easter	375.00	50.00		180.00	
Interest-Money Market	205.42	126.39	528.15	1,153.15	
Good Friday	345.00	325.00	130.00	181.55	
Lent	2,566.68	1,885.00	1,485.00	1,563.00	
Loose Offering	790.15	909.60	1,732.19	3,083.39	
Maundy Thursday	125.00	35.00	105.00	128.00	
New Year offering	965.00	130.00	110.00	120.00	
Thanksgiving	675.00	295.00	230.00	285.00	
Pledges	337,384.86	339,929.38	344,390.29	366,649.56	
Use of Church	2.50	67.00	397.91	172.00	
Visitor/Non-member	1,107.25	685.00	1,615.00	959.00	
Total Budget Income	\$347,606.86	\$346,287.37	\$353,468.54	\$375,554.65	\$0.00
Further Kingdom Work					
Boy Scout Charter	200.00	200.00	200.00	200.00	200.00
ELCA Mission Support	30,000.00	30,000.00	30,000.00	30,000.00	30,000.00
Habitat for Humanity	250.00	250.00	0.00	0.00	0.00
Lutheran Social Service	2,500.00	2,500.00	2,500.00	2,500.00	2,500.00
Sugar Creek	2,500.00	2,500.00	2,500.00	2,500.00	2,500.00
Total Further Kingdom Work	\$35,450.00	\$35,450.00	\$35,200.00	\$35,200.00	\$35,200.00
Total Support Leadership					
Health Ins - Sr Pastor	40,659.48	43,299.36	21,366.51	17,428.02	7,665.24
Housing - Sr. Pastor	18,499.89	18,499.98	13,860.09	16,364.92	15,750.00
Pension - Sr. Pastor	6,883.92	6,942.12	8,044.11	8,713.20	7,043.75
PreTax FSA per contract					1,500.00
Salary - Sr. Pastor	46,220.94	46,756.00	44,894.53	52,052.13	48,925.00
Self Emp FICA - Sr. Pastor	4,118.31	4,165.92	4,416.06	4,929.86	5,762.54
Senior Pastor	\$116,382.54	\$119,663.38	\$92,581.30	\$99,488.13	\$86,646.53
FICA - Youth Director	3,125.24	3,184.90	3,399.32	3,945.80	4,549.82
Pension - Youth Dir.	4,876.38	4,835.04	4,960.11	5,665.64	5,308.00
Salary - Youth Dir.	38,854.78	39,631.76	42,435.03	49,576.84	51,064.15
Health Ins Allowance	1,999.98	1,999.90	1,998.62	2,000.00	2,000.00
Youth Director	\$48,856.38	\$49,651.60	\$52,793.08	\$61,188.28	\$62,921.97
FICA - Secretary	1,885.96	1,923.44	2,059.71	2,064.48	2,476.76
Pension - Secretary	1,479.12	1,508.76	1,555.44	1,752.28	2,886.00
Salary - Secretary	24,652.06	25,145.16	26,923.53	26,987.93	27,797.57
Health Ins - Secretary	11,644.68	11,725.20	10,963.82	12,326.28	12,336.00
Payout sick leave					1,000.00
Secretary	\$39,661.82	\$40,302.56	\$41,502.50	\$43,130.97	\$46,496.33
FICA - Custodian	151.37	0.00	0.00	420.27	701.93
Salary - Custodian	1,978.90	0.00	0.00	5,493.75	7,878.00
Custodian	\$2,130.27	\$0.00	\$0.00	\$5,914.02	\$8,579.93
FICA - Organists	126.27	152.27	245.59	190.56	397.80
Salary - Organists	1,650.00	1,990.00	3,210.00	2,490.00	5,200.00
Organists	\$1,776.27	\$2,142.27	\$3,455.59	\$2,680.56	\$5,597.80
FICA Ministry Coordinator	466.56	507.20	996.99	1,268.36	824.71
Salary- Ministry Coordinator	6,098.50	6,630.51	13,032.46	16,579.46	9,256.00
Ministry Coordinator	\$6,565.06	\$7,137.71	\$14,029.45	\$17,847.82	\$10,080.71
Supplemental Help (Janitorial service)	240.00	4,072.00	1,440.00	0.00	0.00
Pulpit Supply	130.00	0.00	1,089.80	250.00	130.00
Supplemental Help	\$370.00	\$4,072.00	\$2,529.80	\$250.00	\$130.00
FICA- Digital Comm Coordinator	0	included in ministry	included in ministry	included in ministry	843.72
Digital Communications Coordinator	0	coordinador line	coordinador line	coordinador line	9,469.20
Digital Communications Coordinator	0.00	0.00	0.00	0.00	\$10,312.92
Total Support Leadership	\$215,742.34	\$222,969.52	\$206,891.72	\$230,499.78	\$230,766.19

Tools and Materials					
Altar Supply	453.96	651.78	1,008.36	663.62	400.00
Books - Sr. Pastor	0.00	0.00	0.00	0.00	300.00
Call expenses	0.00	0.00	0.00	0.00	0.00
Celebration Committee				used designated funds	5,687.50
Church Lit/Lutheran Magazine	757.55	777.42	771.05	598.63	450.00
Continuing Ed - Sr Pastor	0.00	0.00	477.26	0.00	400.00
Continuing Ed - Youth Director	0.00	0.00	110.00	1,725.32	400.00
Continuing Ed - Secretary	0.00	0.00	0.00	0.00	200.00
Conv. & Conferences	65.00	1,220.00	1,140.00	1,350.00	1,400.00
Family Promise	0.00	use designated funds	use designated funds	use designated funds	use designated funds
Fees	604.75	648.44	658.28	840.16	701.00
Fellowship	0.00	use designated funds	262.50	607.45	use designated funds
Kitchen Supplies	0.00	0.00	491.93	use designated funds	use designated funds
Layleader Training	0.00	0.00	0.00	0.00	0.00
Moving Expense	0.00	0.00	0.00	1,616.39	0.00
Milestone Ministry	398.47	0.00	221.01	0.00	400.00
Offering Envelopes	1,063.88	1,531.00	1,431.81	2,230.87	1,000.00
Office Supply	3,352.38	2,757.01	3,527.73	3,652.75	3,500.00
Outreach	0.00	0.00	0.00	0.00	0.00
Parish Ed. Committee	3,209.11	2,507.29	4,018.14	3,089.30	4,600.00
Phone Stipend - Sr Pastor	900.00	900.00	750.00	825.00	900.00
Phone Stipend - Youth Director	600.00	600.00	600.00	600.00	600.00
Piano and Organ Repairs	0.00	330.00	0.00	165.32	1,000.00
Postage	1,288.26	1,664.95	1,443.20	1,884.04	1,300.00
Professional Fees	419.00	419.00	419.00	685.08	680.00
Sabbatical Reserve	1,200.00	0.00	0.00	0.00	0.00
Stewardship Committee	2,360.00	964.34	439.47	102.00	700.00
Synod Assembly offering	0.00	0.00	600.00	from designated funds	0.00
Thanksgiving offering	0.00	0.00	0.00	0.00	0.00
Travel - Secretary	595.02	0.00	31.88	0.00	500.00
Travel - Sr. Pastor	398.47	0.00	4,808.90	3,492.49	3,200.00
Travel - Youth Director	2,405.23	1,873.76	2,521.89	1,749.51	2,200.00
Worship/Music Com.	0.00	569.00	779.80	use designated funds	use designated funds
Youth Ministry	3,140.12	9,960.00	12,000.00	10,000.00	15,000.00
Total Tools & Materials	\$23,211.20	\$27,373.99	\$38,512.21	\$35,877.93	\$45,518.50
Building Maintenance					
Bldg. Maintenance	2,458.85	3,681.48	3,804.77	4,580.48	5,000.00
Bldg. Maintenance - current projects		126.53	5,058.84	69.18	
Bldg Projects: Capital Expense					
Gutter covers, North window replacement					1,500.00
North Wall narthex	7,500.00	0.00	0.00	0.00	0.00
Concrete Maintenance	2819.46	0.00	0.00	0.00	0.00
Concrete Repairs	0.00	0.00	0.00	0.00	0.00
Courtyard Modification	0.00				
Exterior Gardens Maintenance	0.00	0.00	68.31	1,040.00	500.00
HotWater Heater Replacement					
Insurance	11,766.00	12,153.00	12,636.00	10,272.00	13,399.00
Janitor Supply	747.66	613.63	700.06	1,071.60	900.00
Office Equip. Maint.	5,170.84	4,851.99	5,219.85	5,800.59	5,000.00
Snow Removal	1,636.60	1,485.80	2,249.90	3,232.90	2,000.00
Utility & Fuel:					
Electric	7311.01	7438.78	9,533.72	9,420.63	
Gas	4920.91	6268.04	7,802.53	8,742.58	
Telephone	2153.10	2126.32	1,989.64	2,039.64	
Water	1028.75	1608.36	1,624.69	1,623.19	
Total Utility & Fuel	15,413.77	17,441.50	20,950.58	21,826.04	21,000.00
Total Building Maintenance	\$47,513.18	\$40,353.93	\$50,688.31	\$47,892.79	\$49,299.00
Mortgage - Interest	3,705.13	2,818.27	1,858.90	946.73	200.00
Mortgage - Principal	14,951.87	15,838.73	16,798.10	17,710.27	10,400.00
Total Debt Service	\$18,657.00	\$18,657.00	\$18,657.00	\$18,657.00	\$10,600.00
Total Expense	\$340,573.72	\$344,804.44	\$349,949.24	\$368,127.50	\$371,383.69
Difference	\$7,033.14	\$1,482.93	\$3,519.30	\$7,427.15	(\$371,383.69)

2023 Ministry Team Reports

FUNERAL LUNCH 2023 ANNUAL REPORT

Audrey Zebell, Linda Erickson, and Alice Olson presently coordinate the service of preparing and serving funeral lunches here at Trinity. Three menu choices are offered to the families. This year four lunches were provided.

Thank you to everyone who helped in any capacity, whether preparing, serving, setting tables, cleaning up, or providing cakes or bars. All of you are very much needed and appreciated.

Respectfully Submitted,
Alice Olson

QUILTERS 2023 ANNUAL REPORT

Our mission quilts are loaded on semi trailers for shipment to people in need through Lutheran World Relief annually in October, therefore, this report runs from October 2022-October 2023. Trinity quilters completed 149 quilts for LWR. Our 20 Trinity graduates each received a quilt, 5 were donated to Sleep in Heavenly Peace, 2 for Sparta Area Cancer Support (SACS) fundraiser, 1 for a local cancer benefit, 1 for Sugar Creek Quilt Auction, 1 for Salvation Army through WELCA, and 2 for fundraising for Trinity's Fall Fest.

Currently we are meeting in the Fellowship Hall the first, third, and fifth Thursdays of the month from 8:30-11:30. We have plenty of supplies which we are grateful for, however, we could use more help! Please come and join us!

Respectfully Submitted,
Alice Olson

SUNSHINE 2023 ANNUAL REPORT

It has been my Blessing to take time to send heartfelt greetings to members of Trinity for so many years!

Cards go out to those who are having birthdays at 80 and older.

I send Congratulations to those who are Baptized.

Sympathy cards to members who lost loved ones.

I also tried to get a card out to members who had health concerns, letting them know they were being lifted up in prayer.

People love receiving handwritten notes in the greeting cards, so I write about some of my projects, ask about their gardens or the view from a window, and write about other general things that come to me.

Submitted by,
Debbie Bassett

MUSIC AND WORSHIP 2023 ANNUAL REPORT

The Music and Worship team had an interesting year with the highlight being the addition of Pastor Josh. With his encouragement and support, we have returned to full liturgy and started with a familiar setting in the hymnal. New selections to follow next year. We have also introduced a hymn of the month to familiarize our congregation with seldom selected tunes. It's amazing how strong we get at singing them by the third and fourth weeks of the month.

To best accommodate all schedules, we have gone to Communion offered on the first and third Sundays of each month. Returning to weekly would require more help with the Altar Team and/or easier clean up with disposable cups that do not go into the landfill. We are exploring options.

Scheduling for the best selection of worship and education times, we have decided on one service each Sunday at 9 AM with Sunday School at 10:15. This seems to be working well.

We are fortunate to have three regular accompanists with a fourth potential. Working with Pastor Josh, they select the hymns for each service to complement the readings. Our Alleluia Choir normally sings on the first Sunday of the month with Handbells playing on the second. Because of schedule changes and lack of numbers, we do not presently have a contemporary worship team. There is potential for some youth to fill this lack.

There were several notable worship sessions this year including the piano dedication and Polka Mass.

Faith Formation youth have recently responded to options for participating more in worship from usher duties to assistant to the Pastor. Their participation has been well received.

The Usher teams continue with faithful service but it would be desirable to recruit more members.

Our team would always welcome interested members.

Submitted by,
Carol Glaman

ALTAR TEAM 2023 ANNUAL REPORT

The Altar Team has prayerfully and carefully prepared the chancel area for all our worship services. This includes cleaning the furnishings of the chancel area, changing the paraments and banners according to the seasonal calendar and special services, care of all linens, filling the candles with oil and setting up for communion.

We have returned to receiving Communion at the altar with Communion cups and wafers. This involves more work for our Altar Team. It was decided to serve Communion on the first and third Sundays of every month. Hopefully more members will volunteer to join our team.

We are grateful and thankful for everyone who has worked on this team. Thank you to the team members Mary Herrman, Judy Bennett, Nila Larson, Carol Thorsen, Pauline Haug, Linda Erickson, Judy Schure, Sharon Nelson, Carol Glaman, Siri and Taylor Donskey, Cynthia Lockington and Diane Dammen.

Please consider joining the Altar Team. We are always happy to welcome new members.

Respectfully submitted,
Diane Dammen

FAMILY PROMISE 2023 ANNUAL REPORT

Trinity Lutheran Church continues to be a strong advocate for the homeless in Monroe County. We were the second congregation to commit to the program. Seventeen volunteers currently offer hospitality to families who are in the program. That hospitality includes providing meals and shelter to families who have qualified for the program. Families are always well vetted, so volunteers can feel safe in their work. No alcoholics, drug addicts, or criminals are accepted into Family Promise. It is designed exclusively for families experiencing homelessness.

In October, we lost our long-time coordinator, Maureen Sullivan, who with her husband Tom Schauer, had been the "stay overnight volunteers" since the program's conception. We are now seeking to fill that void with volunteers who can commit to staying one or two nights during our designated time, which is four weeks out of the year. Anita Jensen has assumed coordinator duties as well as being on the Family Promise board.

Family Promise of Monroe County offers homeless prevention and diversion, shelter, and stabilization. The prevention program is designed to prevent a family from becoming homeless and the diversion program provides an alternative to shelter when a family is already experiencing homelessness. The shelter program is a rotational program that offers safe and secure shelter to families for up to 90 days, and the stabilization program offers continued support for a family after they have found housing.

The Day Center opened in June of 2022 and a new executive director was hired that September. This year, Family Promise was able to add two people to the staff: an office administrator and a case manager. These additional people have enabled Family Promise to broaden their impact in the community. Twenty-nine families have been served, which equates to 115 individuals. On average, a family spends just 26 days in the shelter program. Family Promise has a success rate of 86% among the people it serves.

Repeat: We are always looking for more volunteers!

Respectfully submitted,
Anita Jensen

FOOD PANTRY 2023 ANNUAL REPORT

The Ecumenical Food Pantry has been operating in Sparta for over 30 years as a joint effort of four local churches. Staffed by volunteers and receiving no government funding, the Pantry's mission is simple – to help those with food needs in the Sparta community. This past year brought continued reductions in federal program benefits to families. As a result, the Food Pantry experienced significantly increased use. Total number of household visits to the Pantry during 2023 reached an all-time high of 2,179 compared to approximately 1,350 in 2022. Total individuals served averaged 646 per month. Of the total individuals served, 39% were children and 11% were over age 65. The Hunger Task Force provides some perishable grocery items and canned foods each week. However, the Food Pantry depends on monetary and food donations to keep the shelves stocked with basic items including meat, dairy, bread, breakfast items, and basic personal hygiene products. Through the generosity of our community, the Food pantry continues to help meet the needs of those individuals and families who require food assistance.

Thank you to all of Trinity's Food Pantry Volunteers and all members who have made cash and food donations throughout the year.

Food Pantry Board Members – Judy Bennett and Sharon Nelson

Submitted by,
Judy Bennett

150th COMMITTEE 2023 ANNUAL REPORT

During one of the first meetings of the committee, it was discovered that 2023 was the 70th anniversary of the construction and dedication of the original part of the current church building. It was also discovered by the 150th Committee that the gift of the grand piano from the Larson family in memory of Jan Larson had not been dedicated so the committee combined the celebration of the two events on April 16, 2023. The order of Service of Thanksgiving for Seventy Years of Worship in our Sanctuary and the Gift of a Grand Piano was based on the 1953 Dedication Service for the new Trinity Lutheran Church building. Bishop Malpica participated in the combined service and the Larson family provided special music. A copy of the Dedication program booklet of 1953 was provided for congregation members. A noon lunch followed the service.

According to the October 1954, Trinity Tidings, “The records are not conclusive as to when the congregation was officially organized, but baptisms, weddings, and funerals are listed from the year 1874 in the earliest record book” (written in Norwegian). A constitution was first adopted at the annual meeting on January 11, 1885.

The 150th committee has chosen the theme for the year to be “JOYFUL PAST – FAITHFUL FUTURE”.

The committee chose and the council approved Trinity’s 150th gift be given to the ELCA Fund for Leaders, a scholarship fund for seminarians.

For the celebration in 2024, Bishop Malpica will be the first visiting pastor in January. All former living pastors have been invited to participate in a Sunday service. A schedule will be announced as soon as one is available. In addition, various displays will be set up featuring various aspects of Trinity’s life, a supplement to the 125th anniversary history publication including the past 25 years is being compiled, a new picture directory was developed, a new display of former pastor’s will be located in the narthex, and two banners are being made to be displayed in the worship area of the church and outside the church building announcing the special celebration. A special visit is being planned to Norskedalen on Sunday, August 25, 2024 to worship in the original church building of Trinity which was known as “the little white church” located on South Water Street. The details of that visit are still being worked out. **SAVE THE DATE: August 25, 2024.**

Committee members: Donna Boland, Christin Gasner, Mary Herrman, Cynthia Lockington, Jenny Lydon, Adell Morton, Alton Ask, Pastor Josh

BLOOD DRIVE 2023 ANNUAL REPORT

- 6 blood drives held in 2023
- 247 blood donors
- 217 whole blood donations, 30 dual red cell donations
= **711 total blood products (lives saved)**

Thanks to our wonderful donors. Thanks to the support also of our local nursing home staff. Thanks to Kwik Trip for donated bananas and Morrow Home and Hansen’s IGA for donated cookies.

Happy & Blessed New Year to all.

Respectfully submitted,
Karen Edwards

STEPHEN MINISTRY 2023 ANNUAL REPORT

Trinity's Stephen Ministry program continues to be on hold until more Stephen Leaders are trained. Jan Jenkins is the sole Stephen Leader and cannot administer this ministry alone. Our five Stephen Ministers are Deb Bonello, Michael Bonello, Joyce Emery, Pauline Fahning, and Judy Schure. I pray that during 2024 our Stephen Ministry will be activated again.

The Stephen Ministers, Stephen Leader, and other congregation members are making phone calls to members of the congregation who are either homebound, alone, or do not have access to the Internet to join our worship services. In this way, these members are reminded that they are still a vital part of our church and are still connected with us. These members are so appreciative of these calls to share prayer, Scripture, and Trinity news. Jan Jenkins, in her Stephen Leader role is sending out the four Journeying through Grief books over the course of a year to Trinity members who have lost loved ones. Seventeen people received their last books this year and eleven people began receiving books after losing a loved one in 2023. People who have received these books have found them to be very helpful during the grieving process.

If you are interested in becoming a Stephen Leader by participating in the online Stephen Ministries' Bridge Leader's Training Course, please contact Jan Jenkins. It is only through having more Stephen Leaders that our Stephen Ministry can be reactivated.

God has blessed our congregation members through caring relationships with Stephen Ministers that have helped them through difficult times in their lives. I thank God for those caring relationships and ask Him to further bless Trinity's Stephen Ministry.

Submitted by,
Jan Jenkins

BUILDINGS & GROUNDS/SAFETY AND EMERGENCY PREPAREDNESS COMMITTEE 2023 ANNUAL REPORT

2023 Building & Grounds Annual Report

We experienced, yet again, a very busy year in 2023. The committee wishes to thank Dean Weibel for his knowledge and time donated to Trinity. Dean leaves this committee as he and his wife are moving to the Lake Petenwell area. His impact is truly appreciated and he will be greatly missed.

2023 Building Maintenance & Projects in Review

Fellowship Hall flooring was installed
Narthex furniture delivered
Sidewalks repaired and replaced
Sale of extra retractable projection screen
Rooftop furnace replaced
New locks and keys for church exterior and office

2024 Building Maintenance & Projects Requests

Standard building maintenance	\$5,000
Gutter covers for Education Wing	\$1,000
Replace north window	\$ 500
Two-Stage snowblower	Donated
Lawnmower	Repairs by Mark Baltz

Respectfully submitted,
Bob Lydon

MISSION ENDOWMENT COMMITTEE 2023 ANNUAL REPORT

Officers and members of the committee include Mark Baltz-Chairperson, Thomas Schauer-Financial Secretary, Pauline Haug -Secretary, Nila Larson, and Dennis Glaman. Pauline and Nila share in communication and publicity. Thomas Schauer was replaced by Jeremiah Erickson in the fourth quarter.

Sunday February 5th, Cynthia Halverson, Director of Lutheran Planned Giving of Wisconsin/ Regional Gift Planner at ELCA Foundation, was here at Trinity and talked to us about legacy giving methods and ideas. 11 members of the congregation were present for the informative presentation.

The committee received scholarship applications from five high school seniors and five college students. We were able to award \$2000 total to the 5 seniors and \$500 total to the five college students.

Throughout the year, we were able to support six groups. The organizations selected were Sugar Creek Bible Camp \$500 (approved in 2022), St. Claire Health Mission \$250, La Crosse Area Synod in support of the Ukrainians \$250, Trinity 150th Celebration \$750, Lutheran Disaster Response \$250, and Sparta Ministerial Association \$250.

All members of the committee are very dedicated and involved with the workings of the group. Members of the congregation have been generous with your memorials and other donations. Thank-you to all for your participation!

Current balances:

River Bank Checking (Nov 30, 2023): \$306.57

Mission Investment Fund Checking (Nov 30, 2023): \$2,323.86

Endowment Fund Pooled Trust (Sep 30, 2023); \$120,346.87

Trinity is blessed to return the dividends from the fund to our youth, the community, and the world.

Mark Baltz-Chairperson

MATCHING FUNDS FOR COLLEGE GRANTS COMMITTEE 2023 ANNUAL REPORT

2023 was the sixteenth year of Trinity Lutheran church's participation in the "Matching Funds for College Grants" program. As members of Trinity Lutheran Church, we have an opportunity to help students who choose to attend an ELCA college. The Matching Funds for College Grants Fund program is a cooperative venture between participating ELCA Lutheran colleges and congregations. The colleges agree to match grants given to students from local congregations up to \$750 per student each year. The grants may be given to students for a total of four years per student.

For the 2023 – 2024 school year Trinity has no students benefiting from the Matching Funds program. A list of ELCA colleges and universities is listed below. Please contact the committee if you know of any Trinity members who plan on attending a listed school.

Thank you to everyone who contributed in some way to the Matching Funds for College Grants Fund through donations, memorial gifts, and recycling aluminum cans. We appreciate your support. Please continue to support the Matching Grants Fund.

Anyone interested in knowing more about this program, please contact us.

Linda Frei Barb Moorhead

ELCA colleges and universities:

Augsburg University
Augustana College (Illinois)
Augustana University
Bethany College (Kansas)
California Lutheran University
Capital University
Carthage College
Concordia College (Moorhead, Minnesota)
Finlandia University
Gettysburg College
Grand View University
Gustavus Adolphus College
Lenoir–Rhyne University
Luther College (Iowa)
Midland University
Muhlenberg College
Newberry College
Pacific Lutheran University
Roanoke College
St. Olaf College
Susquehanna University
Texas Lutheran University
Thiel College
Wagner College
Wartburg College
Wittenberg University

STEWARDSHIP 2023 ANNUAL REPORT

A generous thank you goes to the members of the Stewardship Committee for their very active involvement in 2023. The committee members are Michael Bonello (chair), Karen Edwards, Kelly Funk, Christin Gasner, Bill Herrman (and Mary when requested), Blaine Markuson and Pastor Josh. In 2022 the Stewardship Committee added two youth members. In 2023 Alec VonRuden and Gus Tripp were our youth members. All appreciate these younger views. We accommodate all members' schedules, and even tried to accommodate school schedules with our regular monthly meetings. We are always recruiting more dedicated volunteers to serve on stewardship.

We met monthly except for July and December. Our meetings normally last between one hour and one and a half hours. We have an agenda and review previous minutes. We start and end each meeting with a prayer. One of our goals is to make stewardship an all-year program; not just during the Annual Appeal.

Our successful 2023 appeal was titled **"A Place to Gather and Grow in Christ"**. We called people back to Trinity to continue to grow their faith. In plain language the goal was: **"Come back to Trinity and experience God's Love."** After covid, we truly missed many smiling faces and faithful Christian worshippers in our pews. Around 150 members or families pledged almost \$300,000. Trinity normally receives between 18% and 30% more than pledged.

Due to our approved 2023 budget being much higher than in the past, in May and June of 2023 we had an additional appeal titled, **"Forward in Christ"**. We had 31 members and families step up and donate an additional \$4,303 for 2023.

Our 2024 appeal is titled **"150 Years and Still Counting Our Blessings"**. We truly have been blessed for 150 years. We still are counting our blessings. As of January 1st, 2024 we have 136 members/families who have pledged \$253,000. Our goal is to obtain around \$300,000 from around 150 members/families. In January Stewardship Committee members and Council volunteers will call members who have not returned Intent Cards and or Time & Talent forms and gently remind them to do so.

In 2024 we are also highlighting the need for Time and Talents, in addition to your Treasures. We have received over 70 Time & Talent forms. These forms and Intent Cards are always available in the office, on-line, and upon request.

We thank Pastor Josh and Blaine Markuson for their stewardship input and guidance. As all working committees, we are continually looking to expand our committee with more faithful members. If you are interested, please contact one of our committee members listed above.

Trinity is so blessed with a wonderful and generous Christian history along with great and excited volunteers and the resources to show and experience God's Love. Your Time, Talents and Treasures are vital to fulfil our mission of:

"God's Love, Our Hearts. God's Work, Our Hands."

Submitted by,
Michael Bonello, Stewardship Chair

WORSHIP DECORATING TEAM 2023 ANNUAL REPORT

The purpose of our committee is to provide seasonal décor for our church home.

We follow the Liturgical church year calendar to provide season decorations to enhance our worship together.

We are very appreciative of members' donations towards the Easter service flowers each spring, remembrance geraniums for summer outside landscape decorations, and for the poinsettia plants that decorate our Christmas altar. Winter front door decorations from Mary and Bill Herrman are enjoyed by all who visit. We are thankful also for members' donations at these times for our local food pantry.

Many thanks to faithful committee members Julee Hopkins, Nancy Oswald, Barb Moorhead, and Barb Selbrede for their assistance. We are so appreciative of the many volunteers who assist to put up and take down the Advent and Christmas decorations. Your time and assistance are greatly appreciated.

Respectfully submitted,
Marie Grewal

LITTLE FREE PANTRY 2023 ANNUAL REPORT

On November 30 Trinity Lutheran Church installed a new Little Food Pantry on its Water Street side. The project was started when several members of the congregation approached the church council with the idea. After having worked as volunteers in the Food Pantry for years and seeing the need that people have for keeping food on the table and thinking about the proximity to the Middle School and being on the path home for many students the idea was hatched. The council approved the idea and a grant was obtained from Thrivent Insurance to purchase the materials. Al Jenkins constructed the pantry and he and Jim Moorhead installed the box. Another Thrivent grant was obtained to purchase initial items for the pantry. Before those items could be bought, someone began stocking the pantry.

One little box cannot solve the hunger problems of the many people in Sparta who may need food, but it can help a few. It is already being used and restocked on almost a daily basis. For the winter, items will be those things that are shelf stable and non-freezable like pouches and boxes of soup mixes, mashed potatoes, tuna and more along with other items. If someone needs something they should feel free to take what they need and can use. If someone wants to help provide food for the pantry, they can put it in the box or take it to the church office.

Since the Free Pantry was installed it has seen constant use. People have been taking food items and others have left food items in the pantry. Thanks to those who have placed items in the pantry. One of the biggest use days seems to be Thursday when the Ladles of Love meal is served. A second Thrivent Action Grant has been obtained to help continue to provide food but the continued stocking will need the help of Trinity members providing some items.

Thank you again for supporting this outreach project of Trinity.

Respectfully submitted,
Dennis Glaman

MISSION MOMENT 2023 ANNUAL REPORT



Trinity Annual Report: January 2024
Mission Interpreters--"ELCA Mission Moment"
Barb Moorhead, Deb Bonello

Mission Interpreters: Telling the story of our hands doing God's work in the world.

Trinity's Mission Interpreters tell the stories of how Trinity is a partner in the wider ELCA mission and ministry at home and throughout the world. Mission Interpreters submit "Mission Moment" stories each month in the Tidings to highlight how communities and people are impacted by the ELCA ministries and world-wide outreach programs.

Our offerings and gifts to ELCA ministries are our hands doing God's work in the world. The goal of mission interpreters is to advocate for member support of the mission and ministry we share beyond Trinity, through the La Crosse Synod, and then on through the work of the ELCA churchwide organization.

The Mission Moment stories describe how we make a difference in Christ's mission and the work of the church. Stories in 2023 remind us of our care for people in Kentucky and Hawaii through Lutheran Disaster Response and through human services by Lutheran Social Services of Wisconsin and Upper Michigan. Gifts to the La Crosse Synod Hunger Team supports projects in nearly 60 countries around the world. ELCA quilt ministries support humanitarian services by the Lutheran World Relief.

Thanks to Trinity members for their faithful service and giving in reaching out to our neighbors in God's world. Join the Mission Interpreter Team! Together we learn and share more about how Trinity is a mission minded congregation supporting a worldwide ministry. You only need a desire to tell the stories of what God is doing in; the world.

Respectfully submitted,
Deb Lutjen-Bonello

EDUCATION, YOUTH, & FAMILY MINISTRY 2023 ANNUAL REPORT

Chair: Michelle Hyatt, Missy Erickson

Council Member(s): Jack Miller, Dan Amundson

Members: Anita Jensen, Christin Gasner, Dawn Jacobson, Kevin Peterson, Amy Stoffregen, Shannon Perry, Holly Larson

Mission/Purpose: The Trinity Lutheran Church Education, Youth, & Family Ministry will strive to build a biblical foundation in the lives of individuals that will transform families, friends, and the community for the Kingdom of God.

The Education Ministry and Youth & Family Ministry, along with Milestone Ministry officially combined to become one ministry per a constitutional resolution.

Sunday School

- Simply Loved is the new curriculum that was implemented in the Spring of 2023 and continued in the Fall of 2023
- 3rd Grade Bibles were blessed and distributed at worship
- Currently there are 35 children enrolled. Classes are made up of the following groups: 3yr old/PreK/K (6), Grades 1 & 2 (9), Grades 3 & 4(9), Grades 5 & 6 (11).
- Sunday School children shared music during 4th Sunday worships at 9:00
- Christin Gasner and Dawn Jacobson work together to plan lessons, plan music, and keep families informed
- Trinity's Christmas Program - 27 students participated in the Christmas program this year. A huge special THANK YOU to Kevin Peterson, Christin Gasner, Dawn Jacobson, and all Sunday School teachers for their planning, preparation, time, and dedication in delivering another wonderful Christmas Program with singing and readings to retell the Christmas story! Thank you to Adell for accompanying the children on piano as well.
- Sunday School offerings have been used to purchase ELCA Good Gifts

Faith Formation

- 50 young people in grades 7-9 for Faith Formation & 10 "Triple A" adult guides
- Faith Formation small groups led worship each Wednesday evening throughout the Lenten Season
- The annual Palm Sunday Breakfast & Egg Hunt was held
- 13 confirmands affirmed their baptism on May 7

Continued Education Events/Opportunities:

- Birth-3 kits continue to be given to young families to help grow the faith of Trinity's little ones; every 6 months families receive items to help faith grow in the home beginning at birth, up to the age of 3
- God's Family: All Are Welcome - family activities were offered after worships at Evans-Bosshard park during the summer (June theme: Noah's Ark; July theme: Jonah & the Whale; & August - carnival theme) Each event was followed by a grill-out lunch
- Graduate Sunday honored our 12 high school graduates with a special worship, quilt blessing, & recognition during coffee hour
- Sugar Creek Bible Camp - 20 of our young people experienced this fun-filled, Spirit-led camp!

EDUCATION, YOUTH, & FAMILY MINISTRY 2023 ANNUAL REPORT (continued...)

- Trinity Family Night at Sparta Aquatic Center - Pool pizza party
- A Family Fun Day was held at Mt. Olympus
- Blessing of the backpacks and school supplies occurred during the month of August with a Back to School worship on August 27
- Adult Education opportunity - Jan Jenkins led a Bible Study on forgiveness & Cynthia Lockington led a Bible Study on fasting
- Youth continue to lead worship on the 4th Sunday of the month during the school year
- 4G (God, Girls, & Guys R Gr8T) continues to be a hit on Sunday mornings for grades 7-12. Food, digging into God's Word, & face-to-face time is what it is all about! 15-20 participate each week.
- Weekly Wednesday evening meals have continued for our Trinity Family - ALL ARE WELCOME to gather around the table for a meal, games, Bible time, & fellowship
- Trinity Cares Giving Tree & Coins Because We Care - helping our brothers & sisters in Christ to have a brighter Christmas season.
- New Orleans Youth Gathering - 28 young people are registered for the Gathering in the summer of 2024. Plans are being made and fundraising began with a successful tailgate and basket silent auction on October 8.
- Trinity's Trunk or Treat was successfully held on October 28 with roughly 60 children attending this in-door event.
- A Youth Lock-In was held overnight on October 28. 25 young people participated in this awesome event! The youth acted out a skit at worship the following morning.

Education, Youth, & Family Ministries meets on the first Monday of each month at 5:30. All are welcome to join at any time!

Submitted by Missy Erickson & Michelle Hyatt

TRINITY LADIES BREAKFAST

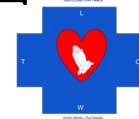
Trinity Ladies Breakfast started in June, 2023. We meet at Super Restaurant first Tuesday of each month. We have had a low attendance of 5 and a high attendance of 22! A great group of ladies, good conversation and lots of laughs! Join us the first Tuesday of each month at Super Restaurant. All are welcome!

Trinity Ladies had a busy 2023. In addition to the quilts and items donated by Shalom, Mary and Joy Circle groups, the following items were donated.

227 Little Dresses to Children's Vision
37 Tote Bags to Children's Vision
4 Lap robes to Food Pantry
4 Baby Blankets to Food Pantry
1 Quilt to Freedom Honor Flight
1 Quilt to Lion's Club Fund Raiser
13 Red, White and Blue Knit Lap Robes to Veterans; Red, White and Blue quilt to Freedom Honor Flight; Sport themed quilt to Lion's Club; and Baby blankets were made by Audrey Zebell.

Submitted by Audrey Zebell

TRINITY LUTHERAN CHURCH WOMEN/CIRCLE REPORTS



WELCA REPORT

All confirmed women of Trinity essentially belong to Women of the Evangelical Church in America and as such, ALL are invited to join a Circle, attend meetings, and participate in events organized by the women's ministry. WE are WELCA!

In January 2023, WELCA ladies of Trinity met and distributed \$4,300 in funds that had accumulated during Covid-19. The disbursements of those funds are itemized in Tammy's WELCA treasurer's report. We were pleased to help so many different organizations.

Trinity currently has three circles that meet regularly: Joy, Shalom, and Mary, whose primary focus is bible study. Each circle also supports some mission work. Individual reports from those circles are found at the end of this report.

Collectively circles are instrumental in planning, organizing and hosting the FALL FESTIVAL. Fall Festival is the main fundraiser for Trinity's women's ministry which supports missions locally, nationally and internationally. This year's event, held on November 11, 2023, raised a total of \$2,153.95. Interested women will meet in January, 2024 to distribute these funds.

Submitted by Anita Jensen

MISSION STATEMENT: As a community of Women created in the image of God, called to discipleship in Jesus Christ, and empowered by the Holy Spirit; we commit ourselves to grow in faith, affirm our gifts, support one another in our callings, engage in ministry and action, and promote healing and wholeness in the church, the society, and the world.

TRINITY LUTHERAN CHURCH WOMEN TREASURER'S REPORT FOR 2023

Receipts 2023

Donations from circles	\$ 239.25
Funerals	\$ 750.00
Bazaar proceeds	\$2,353.95
Miscellaneous donations	\$ 187.00
Memorials	\$ 40.00
<u>Total proceeds</u>	<u>\$3,570.20</u>

Beginning balance 1/1/2023	\$5,364.39
Receipts 2023	\$3,570.20
Subtotal	\$8,934.59
Disbursements 2023	(5,000.00)
Year end Balance 12/31/2023	\$3,934.59

Disbursements 2023

La Crosse Synod—Missy	\$700.00
WELCA offering—Spring Convention	\$250.00
Trinity Youth—campership	\$250.00
Triannual Convention—Michelle	\$700.00
Lutheran Campus Ministry	\$250.00
Lutheran World Relief	\$250.00
YAGM—raising up leaders	\$250.00
Change for bazaar	\$200.00
Faith in Action	\$250.00
Family Promise	\$250.00
Families First	\$250.00
Sparta Backpack Program	\$700.00
<u>Sugar Creek Bible Camp</u>	<u>\$700.00</u>
<u>Total disbursements</u>	<u>\$5,000.00</u>

Respectfully submitted,
Tammy Barclay, Treasurer—WELCA

WOMEN'S CIRCLES

2023 Shalom Circle Annual Report

We were able to meet every month in 2023 in the Mary Crest conference room for Bible Study and fellowship. Adell Morton sent everyone beautiful, uplifting cards. With everyone's help we had enough donations to prepare 61 baby care kits.

Sandy Perry and Jo Ellen Siver gathered and organized the components prior to the assembly day. Rita Bernett, Gretchen Grewal, Pauline Haug, Linda Mull, Adell Morton, Audrey Zebell, and Jo Ellen Siver assembled and packed 61 baby care kits. Mick and Jo Ellen Siver weighed, labeled, and taped the 8 boxes.

The Shalom Circle donated funds for the Youth Group's camperships. For Christmas the Shalom Circle chose a family from the Trinity Giving Tree to provide a wonderful variety of needed household and toiletry items. We also gave some gloves and hats.

Thank you everyone for all your help, generosity and support. Pauline Haug and Gretchen Grewal assisted in rotating Bible studies. We are blessed to have their excellent abilities that have been shared with us.

We are thankful that God blessed us with new members this year: Sheila Ladwig, Linda Mull, and Shirley Vandervort.

We welcome anyone interested in joining us. We meet the second Thursday of the month in the conference room next to the dining room of the Mary Crest building at the Morrow Home.

Submitted by
Jo Ellen Siver

2023 Joy Circle Annual Report

Joy Circle meets the second Thursday of each month for Bible study, fellowship and stewardship in the Shalom Room. Our study starts at 10 a.m. and lasts for about an hour. Our monthly offerings have been used for local as well as worldwide needs. During the past year our monies were given to ELCA Disaster Relief, Ecumenical Food Pantry, Sugar Creek Bible Camp, The Backpack Program and Good Gifts.

We welcome you to join us in our Bible study and fellowship. Our Bible study is found in the "Gather" magazine. A copy of the lesson can also be picked up in the office. Watch the Tidings for the date and time and if you would like, bring a friend!

We wrapped up 2023 with a time of fellowship at the home of Jean Hays. Now we look forward to 2024 as we continue our study of the Bible.

Submitted by,
Julee Hopkins

2023 Mary Circle Annual Report

Mary Circle is scheduled to meet the 1st and 3rd Mondays of each month at 6:30 in the Shalom Room. This year, 2023-2024, we are using the book *Liturgy of the Ordinary* by Tish Harrison Warren for the Mary Circle Bible Study. Our offering at each meeting is given to the TLCW for local mission donations and we forward another portion of our monthly offering to the Pioneer Club to assist the general fund at Sugar Creek Bible Camp where many of us attend retreats.

In the summer months we meet once a month at individual member homes for informal gatherings.

Our 2023 Christmas party was a potluck at Kathy Peterson's home where we enjoy an evening of fellowship.

We always welcome new people to Mary Circle!
Barb Moorhead