



HOLY TRINITY
LUTHERAN CHURCH
Annual Summit Report
2023



CO-PASTORS REPORT

Greetings, good people of Holy Trinity!

Before moments of reflection, a word of gratitude. Thank you for being a committed congregation that cares so deeply about your church and the work that we share. We sincerely appreciate each of you, and the opportunity to serve as your pastors, and to serve with you as we seek to share God's love for all people from one generation to the next. We look back on 2023 as a year of blessings, challenges, and answered prayers.

Holy Trinity has been blessed in so many ways. We were blessed to return onsite for Vacation Bible School. We have been blessed with a very successful RibFest and increased worship numbers, particularly on holidays. We have been blessed with many baptisms and not as many funerals. We have been blessed with a steady council, a trusted staff, gifted and passionate leadership teams, and devoted and energized congregation members.

It's also fair to say this year had some challenges. A winter storm postponed Ash Wednesday. Inclement weather moved all of the Lakeside services indoors. A building project with numerous iterations challenged our patience and stamina. But God has been faithful through it all.

We can't help but share that at numerous points throughout the year when we prayed for God to raise up leaders to help the church forward, God answered our prayers. We needed someone who could serve on council immediately as president, and lead the church through a significant year. God brought forward the trusted and capable leader named Dan Jacobson. We had transitions with the Capital Campaign team, and each step of the way, just when we didn't know how to go forward, God kept answering prayers with just the right leaders at just the right time. With Lauren Petersen resigning in August from her position as Director of Children, Youth, and Family Ministries, we needed a whole team of volunteers to carry the ministry forward (on short notice). God answered our prayers, and we had a full slate of leaders just in time for fall programming. In the same way, with each staffing transition of the year, God brought forward just the right leaders when we needed it. For example, the lead sound engineer for the city of Eden Prairie, serving as our sound tech both Wednesdays and Sundays?! Thank you, God, for Ella Murphy!

Many additional examples that are equally important come to mind as well. The bottom line is... Holy Trinity is a wonderful congregation with a viable mission. We cherish the chance to partner in ministry with you.

God's blessings,
Pastors Alicia and Ben Hilding

KEY STATS

4 - Weddings

6 - Funerals

17 - Baptisms

20 - Confirmands

58 - New Members

1,429 - Total Membership

\$68,411.68+ Given away to outside organizations

- \$51,196 - Mission Outreach Tithe
- \$737.04 - Free-will Offering from Thanksgiving Meal & Christmas Caroling event shared with Peace Center Food Shelf and Lutheran Social Services
- \$5,000 - In-kind Mission Outreach donations
- \$11,478.64 - Endowment Gifts

STAFF: Jed Becher (Volunteer Staff, Technology Coordinator), Jon Bergquist (Volunteer Staff, Facilities Manager), Jamie Bisek (Office Manager), Jim Cody (Custodian), Gina Fadden (Graphic Designer/Photographer), Donna Galvin (Hospitality Coordinator), Alicia Hilding (Co-Pastor), Ben Hilding (Co-Pastor), Mallory Jirik (Musician), Lex Lammers (Musician), Deb Miller (Volunteer Staff, Interior Space Coordinator), Ella Murphy (Sound Technician), Rita Sapp (Worship Leader/Musician), Carson Sayler (Musician), Angela Schoenbauer (Video Production Coordinator), Christa Smith (Music Coordinator, Musician), Karen Taylor (Communications Manager), Toby Thietje (Adult Choir Director/Musician)

COUNCIL: Dan Jacobson (President), Sharon Steinhoff Smith (Vice President), Heather Nybo (Secretary), Brian Gieseke (Treasurer), Chris Hauck, Jackie Lee, Michelle Newman, Dennis Tietz, Mark Walser.

PRESIDENT'S REPORT

Greetings, Holy Trinity,

I would like to begin by saying "Thank You" to each and every one of you. Thank You from not only myself but on behalf of your church council as well. Thank you for your continued support for Holy Trinity. I also want to thank our amazing staff and all those who volunteer their time and talents. From the lawn mowing crew to all the smiling faces of the Hospitality Team we all see every Wednesday serving the meals before worship. There are also many thanks to all those involved in the Council, teams & committees that have collectively worked together to get us to where we are today. And last but not least, thank you to our amazing pastors, Pastor Ben & Pastor Alicia.

We should all be very proud to be a member of this amazing congregation and to witness all that we do for this community. From a school supply giveaway to a bunch of gentlemen working together to build a shed in the back of our parking lot, the Community Thanksgiving Dinner to the 159 quilts given away to families in need. It truly is amazing what HTLC does for this community.

All of us here at HTLC have so much to be thankful for. Unlike most churches in our world, we are growing! In 2023, we welcomed 58 new members to our congregation which is amazing. In my opinion, that growth is attributed to all the members of this congregation, as well as our Pastors and our amazing staff. In other words, our growth is attributed to all of us here at Holy Trinity!

We have had a very eventful year at Holy Trinity. If you recall back in April, I asked for your permission to determine the scope and feasibility of a proposed facility project and to launch a capital campaign to support it. Since April, the scope of the proposed facility project has been revised multiple times. God Bless you, Laura Magnuson! The revised plan allows us to make a very significant impact on our church by utilizing what we raised from the Capital Campaign to focus on three main areas: the kitchen, CYF, and the Sanctuary. There was a lot more than just dollars that were raised from going through a Capital Campaign and a Proposed Facility project process, there were also many partnerships and friendships that were created along the way. I feel that going through this process has shown us what we all can accomplish together as a congregation, and I am truly amazed at all the passion for this church that I have witnessed as well as the many talents and all the collaboration that has taken place this past year.

It has truly been an honor for me to be your President this past year and I want to wish blessings to you all!

Thank you,

Dan Jacobson

BISHOP'S REPORT

Grace, peace, and hope through our Savior, Jesus Christ.

In May, we meet for our 2024 Synod Assembly under the theme “With Glad and Generous Hearts.” The phrase describes the early church as they gathered on Pentecost. It is also an appropriate description of the past year of our life and ministry together.

In 2023, our hearts were gladdened by:

- Your congregation, along with the other 136 congregations in our synod, faithfully proclaiming the Gospel of Jesus Christ in Word and Sacrament, nurturing community, and loving neighbors and neighborhoods.
- The privilege of accompanying congregations in 72 Call Processes; presiding at 14 Ordinations and 30 Installations; and walking with 34 people preparing to become pastors or deacons.
- 142 lay leaders and 28 clergy from 31 congregations learning to be church in the 21st century through our Faith Practices and Neighboring Practices intensive learning communities.
- 6,500 people receiving our weekly enews. (Sign up at mpls-synod.org/sign-up)
- 100s of rostered/ lay leaders involved in synod-sponsored peer groups, conferences, & retreats.
- 100s of leaders from synod congregations helping pass the state’s “100% Clean Energy By 2040” and “Restore The Vote” legislation that advances both climate justice and racial justice.
- 100s of leaders faithfully serving as Deans, on Synod Council, and Candidacy, Audit, Program Committees.
- 15 gifted and devoted synod staff members: 10 funded by Mission Support from you and other congregations, and 5 funded by Lilly Endowment and other external grants.

We praise God for the congregational generosity that makes all this happen. At the same time, we recognize that mission support from congregations has declined 16% over the past 10 years, resulting in a reduction in synod staff hours. Especially as we prepare to elect a new bishop this spring, we invite you to consider strengthening your support for the future of the synod’s work.

Conference Assemblies are just around the corner: Saturday, February 10, 9:30 a.m. – Noon. Of particular importance will be conference nominations for bishop as well as for voting members to the ELCA Churchwide Assembly, July 28 - August 2, 2025. We encourage congregations to send the same voting members to both the Conference and Synod Assemblies.

As we look at declining mission support or grieve the closing of a congregation, we can become discouraged. In such moments, I encourage you to [listen to a remarkable conversation from our 2023 Synod Assembly](#) (4:57:27 of the second day). Our keynote speaker, the Rev. Otis Moss III, was asked: “What do you say to those who think the church is dying?” Filled with courage and hope, Moss responded, “The church is not dying, it is being born, refashioned, and remade. The early church was an alternative community. Today we use the metrics of the market to evaluate the church – buildings, budgets, numbers. But, the early church looked at **impact**: were people hearing the good news of Jesus who lived and died for our salvation? Was suffering being relieved? Were people being welcomed and healed?” Rev. Moss reminds us that we are called to be alternative communities. What might it take to measure our churches by **impact**? The work of synod leadership is to support the 137 communities and the thousands of leaders who are making an **impactful** difference in the 21st century: sharing the good news of Jesus, extending radical welcome into beloved community, engaging their neighborhoods in love with justice.

I am filled with both gratitude and sadness as I write this, my final annual report to congregations. I have loved serving as your bishop and am profoundly grateful for this calling. We pray for the year ahead, trusting in the goodness and faithfulness of our God, made known in Jesus Christ.

— Bishop Ann Svennungsen

CHILDREN, YOUTH & FAMILY MINISTRIES

LEADERSHIP: In August, Holy Trinity received the news of Lauren Petersen's resignation as Director of Children, Youth, and Family ministries. Pastor Alicia Hilding increased her time from .5 to .75 to respond to acute planning Children's Ministry needs. In December, Holy Trinity hired Kate Kienow as Director of CYF Ministries. A strong CYF Ministry team supports the oversight and direction of youth ministries.

CHILDREN'S MINISTRY: This year, 95 students registered for Crew Time. In addition, 10 students just under preschool age registered for Faith Milestone opportunities. In the fall, the Crew Time format transitioned from one large group format to multiple age-specific groups. Sundays have a Preschool-1st grade group and a 2nd-5th grade group. On Wednesdays, there's a Preschool-1st grade group, a 2nd-3rd grade group, and a 4th-5th grade group. All the while, our faithful Karen Hoylo continues to mail out individualized spiritual lessons to our youngest people every week.

CONFIRMATION: In the fall, sixty 6th-8th graders registered for confirmation. 9th and 10th grade students prepared for their Confirmation with a "My Faith" retreat at Gustavus Adolphus College and shared faith statements around a campfire. During Reformation week in October/November, twenty students affirmed their baptism during worship. Thank you to the 22 confirmation leaders who stepped up to lead these groups, particularly Amy Kilian, who regularly organizes the "Mazi" team-building.

FAITH MILESTONES: To complement weekly gatherings, Holy Trinity schedules periodic Faith Milestones throughout the program year.

- January - 1st grade, *10 Commandments* and 3rd graders, *Student Bibles*.
- February - 2nd grade, *Apostle's Creed*.
- March - Eighteen 4th grade celebrated their *First Communion*, and three students in June.
- May - Six seniors participated in a Senior-Led Worship service.
- September - Preschool, *Beginner Bibles* and 6th grade, *Adult Study Bibles*.
- October - 5th grade, *Luther's Small Catechism*.
- November - Kindergarten, *Lord's Prayer*

HIGH SCHOOL: Agape, the youth ministry group for high school students, met weekly during the program year. Following the resignation of staff member Lauren Petersen, Nyla Newton and Jen Saylor faithfully continued Agape with faith discussions and community building through creative activities, games, and cooking. In March, four students attended the Step Up Leadership Development event held at Gustavus Adolphus College.

SUMMER CHILDREN'S SERMONS: Without Crew Time, students stayed in the sanctuary to worship with their families. The intergenerational HTLC community volunteered to give children's sermons.

GREEN LAKE BIBLE CAMP: Lauren Petersen accompanied seven students in June.

VACATION BIBLE SCHOOL: In 2020, Holy Trinity had an "At Home with Jesus" VBS. 2021 transitioned to in-person worship and out of COVID protocols, and VBS was canceled. 2022 had an outdoor bilingual collaboration called VBS at the Farm. In 2023, VBS was held at Holy Trinity for the first "normal" Vacation Bible School experience since 2019. With 94 students and 57 volunteers, Holy Trinity hosted a Babylon-themed VBS during the week of July 31-August 3.

ADULT MINISTRIES

SIGNATURE EVENTS: In August, RibFest was held on the front lawn of Holy Trinity with Little Chicago providing music, Giesenbrau Bier Co. providing adult beverages, and Holy Trinity's hospitality team providing a delicious rib meal. In addition to the Silent Auction, corporate sponsors helped Holy Trinity raise \$17,692 (profit of \$13,309) to support HTLC ministries. In October, Trunk or Treat was canceled to support other community events. Instead of the Christmas Tea event, Holy Trinity hosted two other Christmas events: a successful Community Caroling, Cookies & Cocoa on December 10, and a fun Christmas Cheers at Giesenbrau on December 5.

LENT: During Lent, Holy Trinity hosted several small group experiences, and produced a devotional written by 40 of our community members and friends.

HOSPITALITY: Under the leadership of Donna Galvin, the Hospitality Ministry Team provides weekly Sunday morning hospitality, weekly Wednesday evening meals, monthly "Grow and Gather" meals, funeral meals, special event meals, daily snacks for Vacation Bible School, and numerous other ministry offerings. A new tradition began in January, where people could sponsor a week of hospitality ministry for \$300. This provided great support for our Hospitality Ministries throughout the year. On November 23, the Hospitality team hosted a wonderful Community Thanksgiving meal. In December, through a generous anonymous gift, the hospitality team received a wonderful new commercial freezer. Thanks to Endowment's support, the Hospitality Team offered a new event to the community called Community Caroling, Cookies, and Cocoa.

RACIAL JUSTICE COMMITTEE: Aimed at educating and restoring racial justice, this group went from a Task Force (tasked from the Minneapolis Area Synod to begin racial justice work) to a Standing Committee (where the group is a more permanent committee through the Synod and here at HTLC). We continued to support the congregation and the New Prague community with the Little Racial Justice Library. Various members of our committee attended a variety of educational sessions from the synod and other organizations. Our committee also met with the new Minneapolis Synod Racial Justice Coordinator Manny Lewis. The most time-consuming event this year was a 10-week book/video study using "How To Fight Racism: Courageous Christianity and the Journey Toward Racial Justice" by Jemar Tisby. This event was attended by members of the congregation and community with an average attendance of 15+ individuals each week.

AA ANNIVERSARY: On March 6, members of the Alcoholics Anonymous Community gathered in the Fellowship Hall for a 50th anniversary celebration. 50 years ago, a group of people met in New Prague during a blizzard that prevented them from traveling out of town for a meeting. Holy Trinity has been happy to host these important recovery group gatherings ever since.

STRATEGIC PLAN 2.0: The Strategic Plan (SP) 2.0 launched 10 "Next Steps" in April 2022. Throughout 2023, much work was done to continue the efforts articulated in the SP 2.0. A "One Year Later" report published in August 2023 detailed the efforts completed thus far.

MINISTRIES: Holy Trinity lives out its mission by opening the doors to various groups, including Amazing Grays, Ladies Sewing, Grief Support, and Men’s Study Group. Community Groups include AA, Al-Anon, Scouts BSA, PFLAG, Separated/Divorce Support, and Kreger Taekwondo. Throughout the year, Holy Trinity hosted “Grow and Gather” events once a month on Sunday evenings, which included Faith Milestones for youth, a Bible study with Pastor Alicia for adults, a meal provided by the Hospitality Team, and a Compline worship service. In April, in collaboration with Luther Seminary, Holy Trinity hosted a PEEL event, which included active listening skills, poetry writing, and portrait photography. Jen Saylor launched a “Mindful Yoga” ministry in April, which meets monthly. Holy Trinity’s Sharing Tree supported 70 children in Le Sueur County’s Santa Anonymous program.

ACTS OF KINDNESS (AOK): In 2023, the AOK Team (formerly the Random Acts of Kindness team) focused on building relationships within the HTLC community. Members volunteered at the Mardi Gras Senior Luncheon in February and the Spring Tea in April, helped out HTLC members with yard cleanup, and hosted a Pizza and Puzzle event in March and a Christmas Cheers event in December. Beach Blast events were planned for the summer Lakeside services but were canceled due to inclement weather.



WORSHIP

WORSHIP: The heart of our identity is as a worshipping community gathered around Word and Sacrament. Each year, from September-May, the Sunday and Wednesday services are identical in structure, with the same worship order, music, and integrated children's ministry format. Focused worship series in 2023 included an Epiphany series titled, "What Are you Known For?", "For Those Who Aren't Yet Here" during Lent, "Resurrection Stories" for the Easter season, a "Summer Playlist" worship series studying Old Testament characters, a "Law & Gospel" series to kick off the fall, and a "NEXT" worship theme corresponding with the capital campaign.

WEDNESDAY/SUNDAY WORSHIP FLOW: In September, Holy Trinity began experimenting with a worship flow that started with Wednesday, and replicated the service the following Sunday. This was pursued to keep the worship theme consistent among all worship avenues: online, in-person, on television, and the radio.

COMPLINE: Holy Trinity continued a monthly Sunday evening reflective and prayerful worship service called Compline. This contemplative service seeks to provide a calm and peaceful environment to end the day.

LAKESIDE SERVICES: This year, Holy Trinity's Lakeside services encountered weather barriers. The June "Blessing of the Bikes" service, the July "Blessing of the Pets" service, and the August "Blessing of the Backpacks/ Baptisms" service were each moved indoors due to inclement weather.

MALA STRANA WORSHIP: Throughout the year, Pastor Diane Goulson led a monthly worship service at Mala Strana, with support from Rita Sapp and choir members. This service will be discontinued starting in 2024.

WEDDINGS: Holy Trinity celebrated the marriages of Adam & Kristen Denzer, Cullen & Saydee Smith, Duane & Maria Otto, and Adam & Nikki Sames. Tim & Deb Miller celebrated their 50th wedding anniversary with a vow renewal in worship.

SPECIAL SERVICES: In addition to the liturgical holidays, Holy Trinity celebrated numerous special occasions.

- January - an MLK celebration service focused on racial justice and healing.
- April - Emmaus Walk services - Al Gulbransen, Dee Matson, and Audre Johnson shared testimony experiences a week after Easter.
- May - Senior-led worship service, with Mandi Becher providing the sermon.
- June - Father's Day service, included German exchange student Marissa Dodo joining her father in the worship band.
- September - Barb Gullickson Blessing, retired from accompanying the choir for the past 40 years.
- November - Blessing of the Quilts, 159 quilts and fleece blankets made for families in need
- December - Blue Christmas worship service on Dec. 3 and a Music Celebration Service featured numerous special musical offerings on Dec. 17.

MISSION OUTREACH

CONGREGATIONAL TITHE: Holy Trinity tithes 10% of our offerings to support causes beyond our church community. The Mission Outreach team determines where these funds are given in alliance with our vision, mission, and values. Holy Trinity donated a total of \$51,196 to the following organizations:

- Minneapolis Area Synod
- HTLC Little Food Pantry
- HTLC school supply giveaway
- HTLC leadership discretionary funds
- Cristo Obrero – support for Scott County Latino families
- River Valley Health Services – health resources for uninsured/underinsured
- National Alliance on Mental Illness (NAMI) Minnesota - supports mental health programs
- Duck Cup Memorial Fund – suicide awareness and prevention
- Cuddle+Kind Dolls - (given at baptisms) Food donations and support women in Peru
- Southern Valley Alliance – support for domestic violence survivors
- Lutheran Social Service – support homeless youth
- Lutheran Campus Ministry - support college students seeking community, worship, and service opportunities
- Snow removal for Peace Garden
- ELCA Disaster Relief Fund
- New Prague Praha Outdoor Performance Stage (POPS)

IN-KIND DONATIONS: Holy Trinity's generous congregation made in-kind donations of food and household items for the Little Food Pantry of approximately \$5,000. Other in-kind donations were generously given (ex: the Christmas Sharing Tree) but are difficult to quantify.

SCHOOL SUPPLY GIVE AWAY: On August 7, thanks to the generous contribution from Holy Trinity's Endowment Committee, 123 school supply kits were given away to the community.

MISSION/OUTREACH TEAM: Mary Eagen, Linnea Hautman, Dennis Jaspersen, Liz Nelson, Harry Oertel, Julie Popple, Sande Schoenecker, Sharon Steinhoff Smith, and George Winn.

QUILT DONATION: In November, a collaborative effort between the Holy Trinity quilting group, New Prague Prairie Quilters, HTLC students in confirmation and Crew Time, and the leadership of Diane Goulson and LuAnn Leach worked together to donate 159 quilts and fleece blankets to Le Sueur County families. Liz Nelson coordinated a quilt blessing during worship services.

COMMUNITY MINISTRY PARTNERS: One of Holy Trinity's values is community. *"We value intergenerational relationships between people, families, the church, our neighbors, the larger church body, partner organizations, and with creation itself."* The Pastors joined other area church leaders to participate in an hour of prayer for the schools on Sunday, Aug. 27. Holy Trinity also continued to be a Gustavus Association Congregation seeking to mutually strengthen and support the church and the college. In August, Holy Trinity participated in the Chamber of Commerce's "Czech out New Prague" event. In October, Holy Trinity hosted two New Prague Area Schools referendum presentations.

NEXT FACILITY PLAN

COMPREHENSIVE SITE PLAN: In December 2022 and January 2023, Station 19 Architects hosted three workshops to listen to the various needs of Holy Trinity and develop a comprehensive site plan. This plan sought to respond to the recommendations made through Strategic Plan 2.0. A small team with representation from council, staff, pastors, each of the Strategic Plan 2.0 task forces, and the congregation at large recommended a comprehensive site plan that was introduced to the congregation at the January 2023 annual meeting. Throughout February, Holy Trinity hosted ten different round table discussions about the proposed project. A team of Dave Vaupel, Lynn Johnson, Joel Larson, and Pat Remfert put together a model of the project to educate the congregation about the proposed changes. Brenda Moore hosted a forum on March 28 on creative, tax-wise forms of giving.

CONGREGATION MEETING: On Wednesday, April 12, the congregation held a meeting and with 91% approval, voted to proceed forward to determine the feasibility of the proposed building project by working with the architect and contractor to obtain an accurate and itemized cost and launching a capital campaign to support it. Tom Whitcomb entertained the Crew Time students, and the Bell Choir provided a Musical Offering during the ballot distribution.

GENERAL CONTRACTOR BID TEAM: A skilled team consisting of Laura Magnuson, Chris Hauck, Bob Nelson, Derek Lamb, and Nate Borwege went through a thorough interview process before selecting Langer Construction Company as the General Contractor. In August, Langer Construction partnered with Station 19 Architects and HTLC leadership through the schematic design process.

CAPITAL CAMPAIGN: A Campaign Leadership Team (Co-chairs Pat Remfert and Nate Smithson, Sharon Steinhoff-Smith, Lindsey Cornell, Dennis Jaspersen, Kate Kienow, Jamie Bisek, Larry Schoenecker, Jamie Sticha, and Pastor Ben Hilding) worked hard with the partnership of campaign consultant Brenda Moore. Over the summer, a Lead Gifts team (Lindsey Cornell, Adam Cornell, Jay Schoenebeck, Luke Friendshuh, Daryl Thietje, and co-chairs Pat Remfert and Nate Smithson) hosted various gatherings in preparation for the public campaign launch in September. On September 27 and October 1, the Campaign Leadership team hosted congregational huddles to launch the campaign and propose a modified project totaling \$3.4 million, which would focus on the lobby addition and rotated sanctuary. The NEXT facility team hosted “A Closer Look” information sessions after worship on October 11 and October 15 to learn more about the specifics of the proposed plan. In addition, the Executive Team, Capital Campaign co-chairs, pastors, and Laura Magnuson have gathered for weekly 6:30 am Monday meetings since April 17th to ensure alignment with progress. 120 pledges were received totaling \$1,153,558.

EPIPHANY PLAN: After the NEXT Capital Campaign, leaders of the NEXT Facility Team partnered with Station 19 Architects and Langer Construction to develop a modified project proposal. This proposal was presented to the church council on December 18, with the Campaign Leadership Team present. This “Epiphany Plan” project proposal was presented to the congregation in early 2024, in hopes of voting on the project for the 2024 annual meeting.

FACILITIES

FACILITY MAINTENANCE: This past year has been generally quiet for maintenance requirements. Other than a few HVAC systems, the remaining electrical, mechanical, and plumbing systems have been trouble-free. One of the narthex windows cracked in the winter, mostly likely from stress due to a building issue. Converting the lighting to LED has reduced lighting maintenance substantially. Restrooms have not required any attention since they were upgraded in 2020. Carpet, flooring, and general wall conditions don't appear to require any repairs at this time. Jim Cody does a fantastic job maintaining the facility and a well-maintained building requires minimal replacement cost.

GARAGE/SHED: This fall, a dedicated and generous group of folks built a new garage to house the riding lawn mower and renovated the existing shed to match. Thank you, Dave Vaupel, Don Conn, Gary Eagen, Jerry Privratsky, Al Gulbransen, Bob Hansen, Lynn Johnson, Joel Larsen, Dale McCormick, Bob Nelson, Lennie Newman, Pat Remfert, Doug Borwege, and Dennis Jaspersen, for your hours of planning, demo, and construction of the new storage unit. Thank you, Duane & Maria Otto, for donating the siding.

LAWN MOWING: Eleven crew members did a great job caring for the church lawn and landscaping. The older mower broke down and was sold. A down payment was made in 2023 toward a replacement that will be fully paid for and picked up in 2024.

AUDIO/VISUAL UPDATE: Livestreaming began in April 2022 and has been very successful. 2022 averaged at least weekly 100 views. In 2023, three volunteers conducted streaming operations on Sundays during the spring and summer months but only had one volunteer for Wednesdays during the program year. Holy Trinity broadcasted 59 services online with total views of 8,475 with an average viewership of 143. Only four services were under 100 views. The top-viewed service had 321 views on November 12. The top 10 services averaged 219 views. Live views average between 20-50 with most viewing happening after a service airs. The recorded service is edited to a 30-minute video for Bevcomm Cable TV, and a 30-minute audio file for KCHK which plays on Sunday mornings. During the program year, services are recorded on Wednesdays so online, cable TV and radio broadcasts are in sync on Sundays. During the summer, TV and radio broadcasts are one week behind.

COMPUTER UPDATES: A newer iPad was purchased due to a generous donation.

TECH VOLUNTEERS: It would be great to add additional members to the Tech team (of one). If anyone is interested in being the livestream tech or has computer maintenance experience and would like to help out, please contact the office. We have a Nest Wi-Fi install project that could use some assistance.

INTERIOR SPACE TEAM: Led by Deb Miller, this team provides a welcoming setting for the church. The team completes liturgical and seasonal decorating and strives to improve the aesthetics of the interior space. The Interior Space Team does this by connecting and building intergenerational relationships.

PEACE GARDEN: Throughout the summer, a strong team of Rotary volunteers faithfully tended to the Peace Garden, donating many pounds of food to the food shelf. The Peace Garden was blessed this summer with a pergola addition, thanks to a Rotary District grant, where funding came from the New Prague, Northfield, Prior Lake, and Lakeville Rotary clubs. Accessible tables were added. In addition, D&J Landscaping donated landscaping around the pergola sitting area.

ADMINISTRATION

RISK MANAGEMENT: Holy Trinity had a high-functioning Risk Management Team before COVID and was working through a Risk Management Checklist one area at a time. When COVID hit, the team was restructured to be completely COVID-focused for a few years. In 2023, the Church Council supported relaunching a new Risk Management Team focused on all areas of risk management. Kim Gassner, Pastor Alicia Hilding, Paul Newton, Melissa Sticha, Tera Thomas, and Dennis Tietz began meeting monthly in May 2023. Areas of focus included updating the Child Protection Policy and liability waivers, a Health and Well-being Plan, an Inclement Weather Plan, and a Suicide Prevention Plan.

GREATER CHURCH EVENTS: Dan Jacobson, Sharon Steinhoff-Smith, Jackie Lee, and Dennis Tietz attended the Minneapolis Area Synod's Toolkit event on February 11 at First Lutheran Church, Columbia Heights. On April 29, Pastor Alicia Hilding and Mikki Hubert participated in the Annual Gustavus Adolphus College Association of Congregations business meeting. The Minneapolis Area Synod Assembly was held on April 29 at Lord of Life in Ramsey, where Pastor Ben Hilding, Wendy Mathiowetz, LuAnn Leach, and Daryl Goulson participated as voting members. From September 24-26, Pastors Alicia and Ben Hilding attended the Bishop's Theological Conference held in Alexandria, MN, with keynote speaker Catherine Meeks, with a theme, *Searching for the Sound of the Genuine as We Heal our Divide*. On November 2, Pastors Ben and Alicia attended a Minneapolis Area Synod Boundaries Training through LeaderWise at St. Philip's Lutheran Church in Fridley. In addition, several Minneapolis Area Synod staff members periodically attended worship at Holy Trinity.

CONSTITUTION: Approximately every three years, the ELCA has a Churchwide Assembly. Routinely, a new constitution model is brought forth for congregations to use. Church Council appointed a Constitution Taskforce (Luke Friendshuh, Pastor Alicia Hilding, Jackie Mackenthun, Dr. Tim Miller) to follow the Minneapolis Area Synod ELCA's required steps to update a congregation's constitution. While all changes are hard to articulate because the update begins from a new model from the Synod, a few highlighted changes include: allowed non-budgeted expenditure increase of up to \$30,000 (i.e. an unplanned emergency expense), articulated roles for a Parliamentarian, and the practice of Past President remaining on the Executive Team as a non-voting member following the completion of the President Term. The Constitution, Bylaws, and Continuing Resolutions are now combined into one per synod request. Also, anyone wishing to participate in the church community committees or council will now have a clearer idea of the duties required by each committee as it is now specified more clearly in this document. Full prints of the newly drafted constitution are available from the church office or you can find the digital copy on the website.

ANNUAL REVIEWS: In October and November, supervisory staff members (Jamie Bisek, Karen Taylor, Rita Sapp, Pastor Alicia Hilding, and Pastor Ben Hilding) conducted annual check-ins with their team members.

STAFFING: This year, we were sad to say goodbye to vocalist Mandi Becher (going to college), musician Michael Beatrez (musician), Pastor Diane Goulson (who resigned as visitation pastor), and Lauren Petersen (resigned as Director of Children, Youth, and Family Ministries). Holy Trinity was pleased to welcome new servants to the staff. High School senior Mallory Jirik was hired in June as a worship musician, playing both bass guitar and trumpet. Ella Murphy was hired in June as a Sound Technician.

Christa Smith was hired in July as a worship musician and worship coordinator for various musicians. In December, Holy Trinity announced hiring Kate Kienow as Director of Children, Youth, and Family Ministries, beginning in January 2024. As Holy Trinity navigates hybrid staff work in addition to many part-time employees, periodic staff retreats were instituted to allow for team building and programmatic planning.

FINANCES & ENDOWMENT

STEWARDSHIP: The 2023 stewardship theme was interwoven with the *NEXT* Capital Campaign.

- Total number of Ministry Offering Pledges: 133
- Pledge Total: \$405,067.32

ENDOWMENT: Holy Trinity granted \$11,478.64 to 12 requests, including:

- Bell Ringers - \$398.04
- Bethlehem Lutheran, New Orleans - \$1,500
- Peace Center Pre-packaged Meals - \$720.53
- VBS Participant Shirts - \$500
- School Supplies Drive-Thru Giveaway - \$2,410.76
- Bethlehem Lutheran, New Orleans (2nd Gift) - \$750
- LeSueur County Santa Anonymous - \$1,000
- Lawn Maintenance Team - \$1,000
- Changing Gaits - \$1,000
- Thanksgiving Meal - \$899.31
- Transmission Ministry Collective - \$1,000
- Community Christmas Caroling - \$300

The Jan. 1, 2022 balance of the Endowment Fund was \$4,029.78 (\$3,871.56 was noted in 2022 year end with \$4,029.78 as actual on the balance sheet due to \$158.22 returned funds from school supplies purchases). The Saint Paul Foundation contributed \$10,691.06. In 2023, \$3,242.20 was carried over.

An additional \$6,000 member contribution was also made to the Saint Paul Foundation this year. Endowment Team Members include Dan Popple (Chair), Robin Lichtblau (Financial Secretary), Dean Podratz (Recording Secretary), Adam Cornell, and Gary Eagen. Church Council President Dan Jacobson and Pastor Alicia Hilding served as advisors.

LAND SALE INVESTMENT: In November 2015, Holy Trinity sold land and invested a portion of the proceeds in a ladder bond portfolio for future ministry. Each year, the Land Sale Team designates proceeds. In 2023, the Capital Savings Account received estimated earnings of \$9,123. At year-end, the portfolio contains five bonds valued at \$158,040.62 (maturities between 2024 and 2030) and a note receivable from the church for approximately \$20,000. Members include Jed Trachte (Chair), Jed Becher, Luke Friendshuh, Jim Heckenlaible, Jerry Privratsky, Jeremy Torgerson, and Dr. George Winn.

AUDIT COMMITTEE: Audit Team Members (Eric Fiala, Bob Hansen, and Daryl Thietje) completed a successful audit of the congregation's financial practices in August and found all accounts in good standing. The Finance Team received recommendations and put implementation practices in place.

FINANCIALS GENERAL FUND

REVENUE	2021 Actual	2022 Actual	2023 Budget	2023 Actual	2024 Budget
Member Contributions (General Fund)	452,167	468,748	540,108	489,946	555,144
Member Contributions (In-Kind)	138	2,187	0	7,134	0
Member Contributions (Building Fund)	9,729	11,027	10,728	10,689	10,728
Loose Offering	2,944	6,098	12,000	9,438	7,920
Radio Broadcast	2,561	3,080	3,250	2,819	3,384
Rent	3,540	9,230	11,400	7,275	5,520
Noisy Offering	113	1,653	2,400	2,161	2,040
Hospitality	1,369	7,235	15,996	17,764	16,183
Signature Events	0	10,261	20,000	17,572	25,000
CYF	1,864	2,206	0	2,029	1,370
Outreach Specific	2910	0	0	0	0
Miscellaneous	56,999	33,809	39,931	37,055	14,820
Land Sale Income	11,707	9,123	9,122	9,123	8,522.70
TOTAL REVENUE	546,040	564,656	664,935	613,005	650,631.7

EXPENSE	2021 Actual	2022 Actual	2023 Budget	2023 Actual	2024 Budget
Operating Expenses	90,181	87,605	99,023	94,564	100,478
Personnel	353,520	398,270	418,096	393,141	435,972
CYF Ministry	7,271	8,204	7,000	6,318	6,395
Faith Formation	495	2,078	1,740	334	1,200
Worship & Music	8,706	6,513	4,988	5,711	4,988
Hospitality	5,128	11,125	13,600	17,479	13,596
Property	6,331	18,806	8,000	5,891	2,700
Congregational Council	572	1,488	1,500	681	1,500
Mission/Outreach	49,405	48,726	56,524	51,196	57,583
Stewardship	2,292	2,697	2,532	3,409	3,600
Signature Events	0	4,277	8,000	6,110	7,000
Vision	986	0	27,640	30,987	0
Capital Improvement Transfer	16,435	9,123	9,122	9,123	8,522.70

EXPENSE (continued)	2021 Actual	2022 Actual	2023 Budget	2023 Actual	2024 Budget
Bishop's Theological & Synod Assembly	111	522	1,300	1,315	1,300
Continuing Ed	1,500	1,811	2,300	996	2,304
Radio Broadcast	3,104	3,120	3,250	3,250	3,380
TOTAL EXPENDITURES	546,040	604,364	664,615	630,505	650,520

Excess Revenue over Expense	0	(39,708)	320	(17,501)	117
PPP Loan Forgiveness	44,200	0	0	0	0
Excess Revenue over Expense	44,200	(39,708)	320	(17,501)	117

FINANCIALS - COMBINED BALANCE SHEET

Assets	General Fund	Short-Term Designated Fund	Endowment Fund	Building Capital Improvement Fund	Next Capital Campaign	Plant Fund	Grand Total - All Funds
Cash/Checking (General)	(22,756.98)	19,514.78	3,242.20	0	0	0	0
Cash/Checking (Cares Act)	0	0	0	0	0	0	0
Capital Reserve	0	0	0	107,922.70	0	0	107,922.70
Cash/Checking (Next Campaign)					42,718.97		42,718.97
Mission Term Investment Fund	0	0	0	158,040.62	0	0	158,040.62
Investment- St. Paul Foundation	0	0	0	0	0	289,886.09	289,886.09
Church Building	0	0	0	0	0	1,689,713	1,689,713
Total Assets	(22,756.98)	19,514.78	3,242.20	265,963.32	42,718.97	1,979,599.09	2,288,281.38

Liabilities	General Fund	Short Term Designated Fund	Endowment Fund	Building Capital Improvement Fund	Next Capital Campaign	Plant Fund	Grand Total All Funds
Accounts Payable	9,941.84	5.23	0	0	0	0	9,947.07
Accrued Payroll	11,745.45	0	0	0	0	0	11,745.45
PPP Loan Payable	0	0	0	0	0	0	0
Line of Credit- First Bank and Trust	119,000	0	0	0	0	0	119,000
Due to Capital Fund- Loan Payment	0	0	0	40,630.99	0	0	40,630.99
Total Liabilities	140,687.29	5.23	0	40,630.99	0	0	181,323.51

Fund Balances	General Fund	Short Term Designated Fund	Endowment Fund	Building Capital Improvement Fund	Next Capital Campaign	Plant Fund	Grand Total All Funds
Net Investment in Plant	0	0	0	0	0	1,689,713	1,689,713
Designated	0	19,509.55	3,242.20	225,332.33	42,718.97	289,886.09	580,689.14
Undesignated	(163,444.27)	0	0	0	0	0	(163,444.27)
Total Fund Balances	(163,444.27)	19,509.55	3,242.20	225,332.33	42,718.97	1,979,599.09	2,106,957.87
Total Liabilities and Fund Balances	(22,756.98)	19,514.78	3,242.20	265,963.32	42,718.97	1,979,599.09	2,288,281.38

FINANCE COMMITTEE: Members (Chris Clausen, Luke Friendshuh, Brian Gieseke, Jesse Hemann, Pastor Alicia Hilding, Dan Jacobson, Tyler Kienow, Dan Popple, Julie Popple, Jed Trachte, Mark Walser) met quarterly to review congregational quarterly finance reports, discuss audit recommendations, and review the annual budget.

ANNUAL MEETING MINUTES

Sunday, January 22, 2023

Technology Check/Distribution of Materials/Membership Count

Housekeeping Items: Instructions are provided for Zoom and in-person attendees in regards to attendance, questions, and voting.

Declaration of Quorum: 94 in person, 43 online, 137 total in attendance

Call the Meeting to Order: 10:11 am by Council President, Jackie Mackenthun

Opening Prayer: Pastor Alicia

Nominate Parliamentarian: Motion to nominate Dr. Tim Miller as parliamentarian by Dirk Berger, second by Audre Johnson, motion passed by majority saying “aye”. Dr. Tim Miller is asking for a mentee to eventually take over the parliamentarian role.

Consent Agenda: Motion to approve consent agenda by Lori Thorp, second by Karla Klingfuss, motion passed by majority saying “aye”.

President’s Remarks: Council President, Jackie Mackenthun, thanked the congregation for attending the annual meeting. She reflected on joining church council without knowing how she could really help. Through her time served, she realized she was called serve for a reason and was able to use her “alternative talents” to support the church. Jackie challenged everyone to find ways they can help the church through their talents. She thanked the Church Council members, the HTLC staff, and Pastors Ben and Alicia Hilding.

Pastors’ Remarks: Pastor Alicia thanked Jackie Mackenthun for her 3 years of service on Church Council. Pastor Ben asked the question, “How will history look back on us?” The Pastors reflected on the many accomplishments in 2022, including launching our livestream ministry, our partnership with health professionals to mitigate the spread of COVID, hosting the Peace Garden project, and wrapping up the Strategic Plan 2.0 10 next steps. The Pastors thanked the congregation for partnering in ministry, “Sharing God’s Love from One Generation to the Next.”

2022 Year in Review Video Presented: Highlights from CYF, Adult Ministries, Mission Outreach, Worship.

Mission Outreach: Treasurer of Mission Outreach, Dr. Tim Miller, remarked that year-over-year gifts have increased, with a 2022 total donation of \$50,734 to the following organizations:

Local	State	National/International
<ul style="list-style-type: none">Emergency Assistance: \$527School Supplies Drive: \$2,928Little Free Pantry: \$1,373Duck Cup Memorial: \$2,952Faith, Recovery & Music: \$2,500NPAS Social Workers	<ul style="list-style-type: none">Minneapolis Area Synod: \$25,000Semilla Center for Healing & Arts: \$100River Valley Health Services: \$2,952Cristo Obrero Ministry: \$5,000Southern Valley Alliance: \$2,952	<ul style="list-style-type: none">ELCA (via Minneapolis Synod)NAMI: \$2,952Cuddle In-Kind (Peru): \$500Feed My Starving Children: \$1,000

The HTLC congregation also made in-kind donations totaling \$5,100.

Endowment: Dean Podratz, Recording Secretary of Endowment, presented. The St. Paul Foundation contributed \$10,726 in 2022. Endowment granted eight requests in 2022, totaling \$9,929:

Changing Gaits - \$1,000, Racial Justice Library Books - \$1,000, New Prague Rotary Club (Peace Garden) - \$2,000, New Prague Community Action Network (Humanize My Hoodie Event) - \$1,000, Peace Center Pre-packaged Meals - \$663.16, School Supplies Drive-Thru Giveaway - \$2,500, Le Sueur County Santa Anonymous - \$1,000. Community Thanksgiving Meal - \$765.81

Land Sale: Brian Gieseke, Council Treasurer, presented. In November 2015, Holy Trinity sold land and invested profits in a laddered bond portfolio for future ministry. Each year, the Land Sale Team designates proceeds. In 2022, the Capital Savings Account received estimated earnings of \$9,123 as in previous years. At year-end, the portfolio contains five bonds valued at \$156,700 (maturities between 2024 and 2030) and a note receivable from the church for approximately \$65,000.

Make It Grand/Building Presentation: Pastor Ben provided a background of how we arrived where we are. Our Vision, Mission, and Values drove our Strategic Plan 2.0 efforts which resulted in 10 next steps. Three of these next steps are facility-related; CYF Spaces, Kitchen Upgrade, and Make it Grand Entrance. These three teams have been hard at work to develop a coordinated plan.

- Barb Niemeyer, “Kitchen Upgrade” team chair, thanked God and the congregation for supporting hiring Station 19 as our architect, who has been instrumental in helping us define our needs. Three separate workshops/listening sessions resulted in defining a single preferred scope with Worship as the driver.
- Laura Magnuson, “Make it Grand” team chair, echoed Barb’s sentiment that we chose the right architect. They challenged us to take a step back and focus on Worship needs first, including our needs now and in the future. We reviewed worship counts, worship experience, and growth considerations, and realized a need to focus on the sanctuary and lobby spaces as well. Laura stated, “This facility is an investment worth reinvesting in.”
- Emmy Will, member of Agape, presented a rendering of the Grand Entrance.

Round Table discussions will be scheduled to listen to questions, ideas, and comments. We are continuing to define the scope of work, and capital campaign preparations are underway. A congregational meeting is scheduled for April 12th, 2023 to vote on the future of this project. Pastor Ben stated, “This is going to take all of us, not just some of us!” He thanked the team working behind the scenes.

Finance Report: Brian Gieseke, Council Treasurer, thanked the finance team, and reviewed 2022 finances and end-of-year budget information. Despite falling 12% short of our revenue goal for the year, which was budgeted at a 19.5% increase from 2021, we still had a 3.7% increase in overall revenue. This increase can be attributed to additional contributions to the building fund, as well as a successful Ribfest. We are looking to innovate future giving options to focus on loose/noisy offerings, which fell short of our 2022 goal.

2022 Expenses were kept to a minimum and we came in 4.6% under budget for the year. Operating expenses came in significantly under budget due to savings on maintenance and lawn care. It should be noted that 2022 operating expenses were less than 2021, even with new digital sign and new office wing. Brian also thanked those who responded at the end of the year with additional gifts, which helped reduce our deficit.

Presentation of the 2023 Operating Budget

	2022 Actual	2022 Budget	2023 Budget	Comments
Revenue	\$564,656	\$632,203	\$664,935	Aggressive but attainable
Expenses	\$604,364	\$632,105	\$664,615	
Revenue-Expenses	\$-39,708	\$98	\$320	Break-Even Budget

2023 Revenues are budgeted at a 15.1% increase over 2022 actuals, and a 5.2% increase over 2022 budget. We anticipate a 13.2% increase in General giving (0% increase over 2022 budget) with easier/additional giving options implemented. Building revenue is assumed to be flat year over year. Through innovation and more focused efforts, loose/noisy offering is budgeted to what we've experienced in years past. Through community sponsors, increased marketing, and our partnership with Giesenbrau, our goal is to double Ribfest revenue. We also plan to meet our hospitality expenses through weekly meals sponsors for Wednesday meals.

2023 Expenses are budgeted at a 5.1% increase over the 2022 budget (9.1% increase over 2022 actuals). Operating expenses are set at 13% over 2022 actuals based on anticipated increases. 2023 personnel expenses are budgeted slightly higher due to changes in ministry needs. A 20% budget increase for teams was included for anticipated expenses for projects related to Strategic Plan 2.0; these expenses are offset with miscellaneous income from the Employee Retention Credit. The goal is to return to a break-even end of year in 2023, working toward surplus and reducing capital debt in 2024 and beyond.

Questions/Comments:

- Tim Thorp commented that as the congregation ages, it would be beneficial to provide estate planning education. Brian Gieseke echoed this sentiment and the council will discuss this opportunity.
- Mary Hanson-Busch asked about the Employee Retention Credit funds and how they were allocated. It was explained that much of those funds are being used for 2023 Strategic 2.0 efforts.
- Joanna Hanson asked about how we came to the 2023 budgeted revenue, considering we are in a tough economy. Brian agreed the goal is aggressive, but has confidence in the engagement of the congregation, as well as additional revenue drivers, like Ribfest.
- Barb Niemeyer asked about the 2022 budget deficit; are we in debt? Brian explained the monies were shifted on the balance sheet, so we are not carrying any debt.
- Dave Vaupel commented that a handicap ramp should be considered for the office entrance. The planning teams and council will take this into consideration.

Motion to approve 2023 Operating Budget as presented, by Melissa Horejsi, second by Dean Podratz, motion passed by majority saying "aye".

Elections: Council President, Jackie Mackenthun, reads nominations aloud.

- *Church Council (3 years):* Dan Jacobson, Dennis Tietz, and Jackie Lee
- *Nominating Team (1 year):* Christa Smith, Emmy Will, John Schmiesing, Jeff Solheim, Jackie Mackenthun, and Robyn Smithson
- *Endowment (3 years):* Robin Lichtblau
- *Audit Committee (3 years):* Bob Hansen
- *Minneapolis Area Synod Convention (1 year):* Barb Warner, Wendy Mathiowetz, Daryl Goulson

With no additional nominations brought forward, Dean Podratz motioned to approve those nominated, second by Audre Johnson, motion passed by majority saying "aye".

Closing Prayer: Pastor Ben

Adjournment: 11:14 am by Diane Goulson, second by Marlys Johnson, motion passed by majority saying "aye".

Recorded by Council Secretary, Heather Nybo

MEETING MINUTES - SPECIAL MEETING OF THE CONGREGATION

Wednesday, April 12, 2023

Distribution of Materials/Attendance

Declaration of Quorum: Total Online: 31, Total in Person: 132, Total Attendees: 163 (quorum is 104, quorum is met)

Call the Meeting to Order: Dan Jacobson 6:20 pm

Opening Prayer

Motion to approve agenda by Jackie Mackenthun, second by Audre Johnson, motion passed

President's Remarks (Dan Jacobson)

Vision: Introduction of Vision 2020 leaders

Strategies: Introduction of Strategic 2.0 leaders and the "Next Steps" teams - Make it Grand team, Kitchen team, and Youth Ministry Revamp team. Dan told a story about his wedding day at HTLC, and described how many of the attendees got lost on their way to the sanctuary.

Plans: Round table discussions provided the foundation for Station 19 to develop a proposed plan. Dan introduced the Church Model team.

Budget: Dan introduced the General Contractor Bid Team, Finance Team, and Campaign Leadership Team. Our vote tonight is to determine moving from Step 3 (Plans) to Step 4 (Budget), where we will vote on a specific site plan and defined cost (January 2024).

Motion Description

Preamble: With the Strategic Plan 2.0 "Next Steps" in mind, the Church Council recommends the following motion:

Main Motion: Move to determine the feasibility of the proposed building project by working with the architect and contractors to obtain an accurate and itemized cost and launching a capital campaign to support it.

- It is further moved to use up to \$45,000 of the land sale proceeds to obtain an accurate cost of the project and our capacity to fund it.
- It is finally moved that a super majority of 80% of the quorum is required for the main motion to pass.

Questions/Discussion

Mark Jackson asked the total number in attendance, and said he is neither in favor nor opposed to the project, but prays we have the details to make a decision moving forward. He brought up the point that we need to ensure additional costs, such as moving services offsite temporarily, are included as part of the overall project cost. Mark commented he is voting yes to move forward with determining the scope of the project.

Vote

Prayer/Worship

Voting Results: 149 yes votes, or 91%, motion passed

Adjournment: 7:03 pm



HTLC Congregational Annual Meeting Agenda

Date of Meeting	1/28/24	Time of Meeting	10 am
Location	In Person and Zoom	Time Duration	90 Minutes
Facilitator	Dan Jacobson	Secretary	Heather Nybo

Subject	Responsibility
Declaration of Quorum	Dan Jacobson
Call the Meeting to Order	Dan Jacobson
Opening Prayer	Pastor Alicia Hilding
Consent Agenda <ul style="list-style-type: none"> - Approve Agenda - Approve 2023 Annual Meeting Minutes - Approve April 2023 Congregational Meeting Minutes 	Dan Jacobson
President's Report	Dan Jacobson
Pastor's Report	Pastors Alicia & Ben
Treasurer's Report <ul style="list-style-type: none"> - 2023 Operating Budget Review - 2024 Operating Budget & Approval 	Brian Gieseke
2023 Review	Video
Facility Plan Proposal <ul style="list-style-type: none"> - Building Plan Proposal - Financing Plan Proposal - Motion 	Laura Magnuson & Brian Gieseke
Revised Constitution	Luke Friendshuh
Nominate 2024 Parliamentarian	Dan Jacobson
Nominating Committee Leadership 2024 Recommendations	Jackie Mackenthun
Closing Remarks (with results of vote)	Dan Jacobson
Closing Prayer	Pastor Ben Hilding
Adjournment	Dan Jacobson

All are welcome to the Fellowship Hall following the annual meeting for chili and cornbread!



Nominating Committee Ballot

2024 Annual Meeting

January 28, 2024

CHURCH COUNCIL: Three-year term: (Vote for three) Vote

Nate Borwege	3 year	
Dan Bishop	3 year	
Lindsey Cornell	3 year	

NOMINATING TEAM: One-year term (Vote for six) Vote

Chris Hauck (outgoing council representative)	1 year	
Michelle Newman (outgoing council representative)	1 year	
Brad Drazan	1 year	
Leanne Gieseke	1 year	
Cory Magnuson	1 year	
Kerry Studer	1 year	

ENDOWMENT TEAM: Three-year term (Vote for two) Vote

Maggie Arko	3 year	
Pam O'Brien	3 year	

AUDIT COMMITTEE: Three-year term (Vote for one) Vote

Jackie Mackenthun	3 year	

MINNEAPOLIS AREA SYNOD CONVENTION: (Vote for 4 adults, 1 youth) Vote

Sharon Steinhoff-Smith	1 year	
Nikki Sames	1 year	
Luke Friendshuh	1 year	
Tim Thorp	1 year	
Emmy Will (youth delegate)	1 year	