ANNUAL REPORT

2018

Evangelical Lutheran Church in America

God's work. Our hands.

A message from Presiding Bishop Elizabeth Eaton

Dear siblings in Christ,

As members of the Evangelical Lutheran Church in America, we are freed by grace to live faithfully, witness boldly and serve joyfully. As communities of Jesus that nurture life-changing relationships with God, one another and the world, we are confident about who we are in Christ and what God is calling us to do. Whether worshiping wherever two or more are gathered, engaging in lively conversations about faith, or rolling up our sleeves and getting to work, we strive to share God's grace and love in Christ for all people and creation. This reflects the vitality we find in Jesus Christ, our own spiritual life and our desire to participate in what God is doing today.

Within each community of Jesus there are leaders who strive to model an attitude of servanthood, trustworthiness, humility, patience and listening first while striving to work with others in healthy ways. These leaders teach all ages, motivate believers, build consensus, share a vision, discern direction and facilitate action. Their attention is focused on growing disciples who are sent into their daily life to love and serve others as friends, neighbors, parents, citizens and workers. Together we recognize the importance of growing disciples and multiplying leaders who serve inside your congregation and beyond your walls.

As our congregations plan their work for the coming year and how to use the resources God has entrusted to them, I invite you all to think about the relationships that bring you vitality and the leaders you nurture for God's mission in the world. While you make many decisions, remember you are not alone. We are all partners in sharing the gospel. Together, by God's grace, we can do what God is calling us to. May you go forth to do justice, love kindness and walk humbly with God.

Serving together in Christ's name,

Elizabeth A. Eaton

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

> You shall love the Lord your God with all your heart, and with all your soul, and with all your mind, and with all your strength.
> Mark 12:30

Trinity Lutheran Church

A Stephen Ministry Church
2700 Fulton East, Grand Rapids, Michigan 49506
616-949-2510, www.tlcgr.org

"For all the saints who from their labors rest,
all who by faith before the world confessed.
Your name, O Jesus be forever blessed. Alleluia, Alleluia!"

The ministry of this congregation reflected in these reports is dedicated to those Trinity members listed below who entered the church triumphant in 2018:

Richard "Dick" Tedford
December 4, 1935 – November 15, 2017

Gregory Dean Earhart
June 19, 1959 – November 24, 2017

Margaret Katherine Genow
March 15, 1982 – November 27, 2018

Ruth Marlea Block Holmes
December 28, 1920 – January 12, 2018

Melanie Jacobs Searfoss
September 30, 1951 – January 16, 2018

Jill Jeanine Beute
January 2, 1943 – January 22, 2018

Albert Allen "Al" Smith, Jr.
August 17, 1936 – February 3, 2018

Charles Walter "Chuck" Gauger
March 21, 1926 – February 22, 2018

Dr. Marilee Jane Mead
February 28, 1956– February 22, 2018

Peter A. Moga
March 8, 1939 – February 25, 2018

Roger Paul Rasmussen
January 15, 1928 – March 2, 2018

Mark Alan Johnson
February 8, 1942 – March 8, 2018

Jean Marie Nelson
June 5, 1924 – March 16, 2018

Joyce Ann Benkert
October 18, 1932 – April 8, 2018

Dr. Kenneth Arven Rongey
November 19, 1945 – May 29, 2019

Edith Joan Carlson
October 5, 1932 – July 1, 2018

Andrew Lee Larson
April 21, 2004 – August 15, 2018

Dr. Michael Richard Chobanian
July 25, 1944 – August 23, 2018

Gordon Lyle McCready
October 10, 1922 - September 15, 2018

David Christian Hansen
October 17, 1938 - October 29, 2018

Our Mission : Trinity Lutheran Church is a dynamic family called by God to nurture each other in our daily journeys of faith and to joyfully increase our response to all people in need, sharing God's gifts of love and grace.

Trinity Lutheran Church
Grand Rapids, Michigan
2018 Annual Meeting Agenda - January 20, 2019

Call to Order, Paul Crist, Congregation President

Opening Devotions, Pastor Bob Linstrom

Approval of Agenda

Approval of the January 21, 2018 Annual Meeting Minutes (pages 5-6)

Appointment of Tellers

Nominating Committee Report

Ballot for Council (pages 7-9)

Amelia Crist — first three-year term

Paul Crist — second three-year term

Mike King — first three-year term

Elizabeth Mulligan – one-year term (youth representative)

Nicole Rodammer — first three-year term

Phil Wittry — first three-year term

Ballot for Synod Assembly Delegates (page 10-11)

Michael Mulligan

Charmayne Mulligan

Christophe Muganza

Benita Tshishwaka

Isabelle McKinney (youth voting member)

Elizabeth Mulligan (youth voting member)

Ballot for Nominating Committee for 2020 Candidates (pages 12-13)

John Basher

Elizabeth Derbin

Wendy Johnson

Jo Murphy

Review of Reports

Pastors (pages 14-18)

President (page 19)

Committee Reports (listed alphabetically by committee name, pages 20-35)

Treasurer's Report and Presentation of the 2019 Budget, (pages 36-40), John Basher, Congregation Treasurer

Unfinished Business

Report on the Building Project

New Business

Announcements, Lord's Prayer and Benediction, Pastors Bob Linstrom, Dan Schewe and Karen Niemeyer

Adjournment

Annual Congregation Meeting
January 21, 2018

The 2018 Annual Meeting of Trinity Lutheran Church was called to order by Council President, Paul Crist, at 1:05 P.M.

Pastor Bob Linstrom led the church members in the Litany, and the Jamaican folk tune*, Let Us Talents and Tongues Employ*.
Motion to approve the agenda: With no additions from the floor, Neil Sendler moved to accept the agenda as outlined in the 2017 Annual Report/Jim Coates 2nd/ Passed.
Motion to approve the 2017 Annual Meeting minutes: Melissa Haneline/Leah Bredwell 2nd/Passed.

Appointment of Tellers: Neil Sendler and Chris Engle were tellers at today's meeting. The 122 members present exceeded the number required for the meeting to proceed.
Nominating Committee: The Nominating Committee recommends the following nominations:
Ballot for Council Members:
John Fox – First three-year term
Eric Gohlke – First three-year term
Karen Unruh – First three-year term
Caroline Kuntzman – Youth Representative, one-year term
Tess Lundgren – Second three-year term
Mike Mason – Second three-year term
Rick Radke – Second three-year term
Phil Wittry – A one-year term (completing the term of Gene Gunderson)

- The floor was opened to additional nominations, but none were submitted.

Synod Assembly Delegates
Trinity may send two male and two female representatives to the Annual Synod meeting. The nominees are Jim and Sue Coates, and Bill and Meri Leidel.

- No other nominations were received from the floor.

Nominating Committee for 2019 Council Candidates
Nominees are: Beth Hall, Amy Stephan, and retiring council members, Brad Blair and Brenda Heacock.

- No other nominations were received from the floor.

Motion to accept the Nominating Committee Recommendations for Council, 2018 Synod Assembly Delegates, and the 2019 Nominating Committee made by Doug Haneline/Peter McKinney 2nd/Passed.

Review of Reports
Committee reports are found in the Annual Report Packet. Attendees are asked to take time to review them and raise any questions they might have. With no questions from the floor, Neil Sendler moved that the Pastor's, Council President's and all committee reports be received into the record, Jim Coates 2nd/Passed.

Treasurer's 2017 Report and Presentation of the 2018 Budget

- Income was up 4% to budget; $77,000.
- Spending was 2.1% favorable to the budget.
- There were not many personnel pay raises this past year, but 2-3% well-deserved raises will be given for 2018.
- The kitchen is not included in the renovation project, but allowances for repairs have been included in the Property category.
- The net income increase to the 2018 budget is $50,865 compared to $10,000 in 2017.
- In May, we will begin to borrow from the Mission Investment Fund at 4.375% or $52,500 over eight months.

Question from the Floor:
Is the amount borrowed based on money currently in the bank and then income?
Yes. If more money is donated before the first debit is taken from the loan, we may be able to postpone borrowing.

Salary and Benefits
There has been quite a bit of turn-over in the nursery staff. Exit reviews revealed the cause to be low pay and the hours. As a result, nursery staff will see a pay increase, and will work a minimum of three hours.

Year-End Balance Sheet
Total Cash /Equivalent Accounts are up by $450,000.
Motion to accept the 2017 Treasurer's Report was made by Jim Coates/Neil Sendler2nd/Passed.
Motion to adopt the 2018 Budget as written was made by Mike Mason/Dave Johnson 2nd/Passed.

Unfinished Business

Building Project Updates
The Building Committee includes many highly qualified individuals. Members are: Jim Boles, John Fox, Andy McLeod, Roger Marks, Dave Mester, Norm Peterson, Frank Remsburg, Neil Sendler, and Sheryl Vander Baan, (Pastor Linstrom and Paul Crist, ex officio).

- Owen, Ames, and Kimball has been selected to serve as Construction Manager.
- Asbestos testing has been completed. Thank you to all who assisted in this process.
- Bidding documents were completed this past week
- Phase 1: April – September 2018, includes the courtyard enclosure and adjacent classrooms.
- Phase 2: July 2018, involves Centennial Hall.
- Phase 3: October 2018 – March 2019, the main entrance and upstairs will be renovated.
- Construction documents and the Project Manual from OAK are available in the church office for review.

Pastor Bob extended this thanks to Roger Marks for his professional leadership in this process. The motion to close the Unfinished Business report was submitted by Melissa Haneline/Amelia Crist 2nd/Passed.

New Business
There are no items to be considered under New Business. Are there any questions?

Question:
Have the lights on the Cross Tower been replaced?
All of the lights on the tower have been replaced with LED as have all of the parking lot lights.
Motion to close New Business made by Jim Coates/Jo Murphy 2nd/Passed.

Announcements:

Pastor Bob
All of the February 25 services will be 40 minutes in length. The remaining 20 minutes will be used to provide construction updates. Volunteers will also be sought to assist with move preparation.

This is the last time we will meet as a congregation in this space, and in prayer, Pastor Bob asked for God's blessing as we transition to our new worship space. We thank God for the ministry that has taken place here, and ask His help as we gather with glad hearts in preparation for a new ministry.

Pastor Dan

- There are 20+ families in Sunday School.
- Thirty students are attending Confirmation classes.
- High School students are meeting one Sunday morning per month for Bible study. They will be participating in the 30-hour famine in March, and are also having some fun activities.
- Over 20 middle schoolers have registered to attend Charge, a three day event held in Traverse City and 30 have committed for the summer mission trip.
- Summer Camp is open to grades 1st – 12th. Please contact Pastor Dan if you have any questions about this opportunity.
- The Easter Breakfast may be the last big gathering held in Centennial Hall. It has not yet been decided if the rummage sale will be held. It will be reassessed as the time approaches.

Lord's Prayer and Benediction: Pastor Dan
Motion to adjourn: Neil Sendler/Kate Bredwell 2nd/Passed
The meeting was adjourned at 1:47 P.M.

Respectfully submitted,
Jan Jacobson
Recording Secretary

Amelia Crist

Amelia Crist has been a member of Trinity since joining with her family in 2007. She and her husband were married at Trinity in 2015 after meeting at Aquinas College from which Amelia graduated in 2010. She's been an independent events and stage manager in the Grand Rapids area since graduating and has worked for clients as diverse as: Opera Grand Rapids, Grand Valley Shakespeare Festival, and Caledonia Dance Company. She assumed the role of Trinity's Wedding Coordinator at the beginning of 2018 and is looking forward to her second season of weddings.

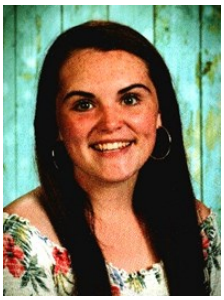
Paul Crist

Paul and his wife Elisabeth have lived in Ada for 22 years and prior to joining Trinity were active members at St. Mathew Lutheran church on Cascade Avenue. They have been members at Trinity since 2007. They have four children. Amelia is 30 years old, an Executive Administrator at the Northwestern Mutual Insurance, and married John Taylor. They live in Ada and attend Trinity. Karl is 28 years old, a graduate of West Point, is now a Captain in the US Army, stationed at Fort Hood, TX and an Apache helicopter pilot. Peter is 27, and a graduate of the University of Michigan, recently got his Masters in Computer Science from Georgia Tech and recently got engaged to Rebecca Call. They live in Denver, CO. And last but not least, is Sofia. She is 24 years old and is a Nurse in the Pediatric Cardiovascular department at Vanderbilt Children's Hospital in Nashville, TN. She too recently got engaged to Kyle Walenta. Paul says they obviously had a very smart Mother. Elisabeth has been a stay at home mom for 30 years and has been the costume designer for the Forest Hills Eastern School's theater program for 15 years, has also done costume work for various theater groups in Grand Rapids including the Grand Rapids Opera. She also works part time at Williams Sonoma. Paul works for PowerPlan, an enterprise software company focused on the Utility industry, with headquarters in Atlanta, GA and serves as its Vice President of Global Sales. Paul likes to play golf, tennis, likes to read and is an avid scuba diver when he is not spending time with his family.

Mike King

Mike King, and his wife, Molly, have been attending Trinity since arriving in Grand Rapids five years ago from Indianapolis. They have two boys that are nineteen months apart in age, Carter and Tate. Mike is the controller for Spectrum Health Pennock Hospital in Hastings and also serves as the finance executive for the southeast regional market. A Certified Public Accountant, Mike previously held positions with public accounting firms Crowe Horwath and Ernst & Young. He is actively pursuing a Master's in Business Administration from Western Michigan University. In addition to school and spending time with his family, Mike also serves as the Vice President of the Board of Directors for Sunny Crest Youth Ranch, a not-for-profit that provides a safe, loving environment that positively influences the social, emotional, physical and spiritual development of young men and their communities.

Mike, Molly and the boys can usually be found in the back corner of the contemporary service with many of the other Young and Sleepless families.



Elizabeth Mulligan

Elizabeth Mulligan has been an active youth member of TLC since her family joined the church in 2006. Elizabeth was confirmed at TLC in 2015. She recently represented the church at the ELCA National Youth Gathering this past summer, and she has attended mission trip for the past three years. In late December 2018, she attended the Great Lakes Gathering in Lansing, Michigan. She frequently acolytes and enjoys serving the church in this capacity. Elizabeth is a junior at Caledonia High School where she plays lacrosse and is part of the Science Olympiad and DECA. She is very excited about the opportunity to be a youth representative for TLC.

Nicole Rodammer

Nicole Rodammer joined Trinity in the fall of 2008 with her husband Nick. Since then, they have added son Ben (9), daughter Britten (5), and son James (2) to their family. Nicole recently served as the Communications Chair for the Trinity Capital Campaign, and volunteers on the GVSU Alumni Board and is the Vice Chair of the Stepping Stones Montessori School Board. Nicole is currently working at Disability Advocates of Kent County as the Director of Development and Communications where we strive for an Absolutely Accessible Kent by providing access to home, community and employment for all people with disabilities.

Phil Wittry

Phil and Kelly Wittry joined Trinity in 2015 after moving to Grand Rapids from Cincinnati. They are empty nesters with their son, Andy, in Chicago working for The Stadium, and their daughter Gretchen, a senior at Ohio State majoring in Strategic Communications. Phil and Kelly worship at the 9:15 a.m. Rejoice service, where they both volunteer as worship assistants.

Phil joined council in 2017 to fill a vacancy. While on Council, he has been one of the Council liaisons to the Property Committee along with Jim Coates. He is leading the church-wide efforts during construction to ensure that items of value are saved or donated as rooms are demolished for construction, and also coordinating extra people and tools to assist with the temporary relocation of staff and ministry groups that are displaced during construction. He has also been named the committee chair for the new Digital Communications Committee that is being formed to help Trinity's staff, ministry groups, and program leaders effectively use the ever growing choices of digital communications that are available.

Phil has a BS in Computer Science from Southern Illinois University and an MBA from Xavier University. Phil (Information Technology) and Kelly (Sales) both work for Procter & Gamble, which is headquartered in Cincinnati. After 24 years they moved from their starter home and their church home (Good Shepherd Lutheran, ELCA) to start this next phase of life adventure, just as they were becoming empty nesters. West Michigan, Grand Rapids, and especially Trinity, have made this an amazing adventure that they look forward to continuing.

Michael, Charmayne, and Elizabeth Mulligan

The Mulligan family have been members of TLC since 2006. Michael and Charmayne have served as confirmation mentors, and Michael is a former council member. Both are active in youth events and have served as communion assistants and ushers, and Michael lectors. Elizabeth is an active youth member and attended that National Youth Gathering in Houston, TX, and the Great Lakes Gathering in Lansing, MI, this year. She has been on three mission trips. Charmayne holds a Ph.D. in Educational Leadership from Western Michigan University. Michael received an M.A. from Western Michigan in US/Public History. Elizabeth is currently a junior at Caledonia High School. She is involved in club and school lacrosse, Science Olympiad, and DECA. The Mulligans are very excited about the prospects of representing TLC at this year's synod meeting. This would be Charmayne and Elizabeth's first-time representing TLC at the Synod meeting.

Christophe Muganza and Benita Tshishwaka

My name is Christophe Muganza, Refugee from the Republic Democratic of Congo.

I became member of Trinity Lutheran Service around July 2014, 7 months after my arrival to the US.

After 5 years of living apart, my wife, Benita Tshiswaka was able to join me here the US this past August and she became member of Trinity three months later.

We are so blessed to be part of this community, also we are so honored every time we get the opportunity to serve in the ministry. (sharing our life experience with people, assist others refugees for interpretation, giving ride to those in need,...).

My name is Isabelle McKinney and I am a junior at Byron Center High School. I am 16 years old and am an active member at Trinity. I work in the nursery, and I love attending youth group along with Mission trips and other church functions. I recently attended the ELCA leadership event in Nebraska (representing our synod), the North West Lower Michigan Synod gathering and the Great Lakes Gathering.

My other passions include dancing and hanging out with my friends. I am a dancer for Imprint Dance Company and the dance team at my school. Along with the dance team I am a member of pride pack (which is a student club supporting school functions). principals advisory club and diversity club at my school.

John Basher

John and his wife Kelli have been members of Trinity since March 2001. John and Kelli have four children, Brandon - 24 years old, working at Amway on the production floor, Steven - 20 years old, enjoys creating/performing music on his computer, and is working full-time at Culvers, Katie - 17 years old, enjoys ballet, and is also playing in a band with her friends, and Kyle - 14 years old, enjoys on-line gaming and being with friends.

John has been on council for the past seven years, first as Vice-President, and for the past six years as Treasurer. In addition he is on the Executive Committee, the Finance Committee, the Endowment Committee, and the Audit Committee. While the past seven years have been very busy creating balanced budgets, operating and capital reserve funds, funding the parking lot, then the cross tower, the capital campaign, and nearing completion of the building project, it is time for him to move on.

John has also been involved with the upper youth ministry for many years, coordinating fundraising results, allocations of grants/donations, and has chaperoned several youth mission trips with Brandon. Our family has enjoyed many of the opportunities available at Trinity, like euchre night, trivia night, golf scrambles, softball, children's programs, and decorating the church at Christmas to name a few.

Elizabeth Derbin

Elizabeth and her husband John joined Trinity in 2005 and were married at Trinity in 2006. They have two boys, Nicholas (10) and Tristan (7). Elizabeth has been active in Trinity's Sunday School program since Nicholas was in preschool and has previously served on the Children's Ministry Committee. Elizabeth and her family enjoy assisting with IHN, and she and John also serve on a Degage team. The Derbins attend the 10:45 a.m. service.

Elizabeth works as an underwriter. In her spare time she enjoys baking, photography, and camping and traveling with her family.

Wendy Johnson

Wendy Johnson has been a member of Trinity since 2003. She has been married to Dave Johnson for 28 years. Wendy and Dave have two grown children (Austin 25 years and Nick 22 years) who were both confirmed at Trinity. Wendy has served on the Congregation Council since 2015 and will be finishing her term this May. Wendy has been a Grace Group leader, Sunday School teacher, Mission Trip chaperone, Prayer Group leader, and was also active with our synod's companion synod in Honduras. Wendy enjoys Bible study and is an active member of Bible Study Fellowship where she was also a leader for 12 years.

Jo Murphy

Jo Murphy is a lifelong member of Trinity, nearly 70 years; and was baptized in the old church downtown on May 17,1953 at the age of four.

Service at Trinity has been varied. She served as the Sunday School Superintendent, a youth assistant and once procured a donkey for pastor for Palm Sunday.

Currently she is chair of the Worship and Music committee and schedules traditional worship Sacristans. Jo also does Medicare counseling for Trinity members each year for Open Enrollment.

Jo works full time in Lansing as the Executive Director for the Michigan Medicare/Medicaid Assistance Program.

Jo's hobbies include lots of animals and her two granddaughters.

Report of the Senior Pastor to the Congregation
Trinity Lutheran Church, Grand Rapids, Michigan
January 2019

For everything there is a season, and a time for every matter under heaven . . .

Ecclesiastes 3:1

2018 at Trinity will be remembered as the year of our building project. Since the project went to bid in January, groundbreaking on Palm Sunday, March 25, and the first stages of asbestos abatement in early April, we have had a year of disruption and dislocation. But it has been a wonderful year of improvement to this old house that we share and the debut of new spaces for our gathering and to support our mission. During the first quarter of 2019 the project will, for the most part, conclude. Our "seasons" of planning, capital appeal funding, abatement, demolition, construction and renovation will be culminating in a Service of Dedication in the spring of 2019.

In the spirit of 'seasons' and times "for every matter under heaven," I share a report of the 2018 year with a quarterly profile of our life together at Trinity Lutheran Church.

Last winter began with the congregation gathering for its Annual Meeting, including the election of leaders and the adoption of a challenging ministry budget. 20,000 meals were packed on the last Sunday of January in our now annual partnership with Kids Coalition Against Hunger. My January ended with the interfaith pilgrimage to Israel with Pastor Chandler Stokes and Imam Dr. Sharif Sahibzada and colleagues from around the United States representing the three great Abrahamic faiths (a life-changing sojourn for this ol' pastor). Dr. Sahibzada was our January Men's Breakfast speaker, and several community events and a Trinity JOYful Days gathering sharing the interfaith pilgrimage unfolded in the winter and early spring of 2018. My Wednesday adult forum continued its study of "Manna and Mercy," a biblical overview that was well attended. Lent began in February with our gathering in worship on Ash Wednesday and Lenten Soup Suppers and worship on the Wednesdays of the Lenten season. A renewal of Grace Groups for intentional study and reflection together in Lent of 2018 brought out more than 100 of our members for the goodness of that small group time together. I facilitated the annual Fifth Grade Communion Class during Lent and Trinity had the privilege of commissioning twelve new Stephen ministers into that one-on-one caregiving ministry. The new Trinity cookbook received hundreds of submissions in the winter as that collection went into production in time for holiday gift giving at yearend. More than 30 signed on for a September "Trinity Travelers" journey to Greece and Turkey "in the footsteps of the Apostle Paul."

April began with the culmination of our Holy Week journey on Easter Sunday, the Resurrection of Our Lord. A week later the building project was underway and long familiar hallways and rooms began to resemble caverns of exposed ductwork, wiring and steel. Sixteen couples signed on for seven-session "The Lutheran Course on Marriage." Confirmation Sunday was celebrated with 20 eighth graders and their families in early May. "The Young and the Sleepless," a fellowship group for young families with children, was reborn with a new group of young families taking the lead to plan occasional times to relax together and build a sense of community. The quarterly Men's Breakfast welcomed speakers from "New City Kids" in April. With the impetus of the renovation of Centennial Hall and the desire to bring our worship life on Sundays into a less frenetic schedule, a three-worship service schedule was piloted at the end of May and by July the Rejoice worshipping community had moved into the sanctuary as our renovation of space on the lower level of the church building expanded. Strong crews of volunteers turned out for our June Habitat for Humanity build and for our hosting of IHN homeless guests in June. A new fellowship group, "Life Begins at 60," was launched with monthly restaurant gatherings, the annual "Start of Summer Celebration" unfolded on the church lawn and the "Know Mercy" coed softball team returned for another season of fun. Many volunteers turned out for "Save and Move" days as we continued to vacate spaces in our church facilities for the continuing building project. Seventeen New Members joined the Trinity congregation in May.

By the summertime of 2018 the whole Phase 1 and Phase 2 aspects of our three-phase building project were well underway. Staff and parish leaders exhibited wonderful flexibility as we sought to keep our overall parish ministry program active and vital during the disruption. Rejoice worship completed its relocation to the church sanctuary as the bands acclimated to a choir loft empty of its usual pews. Children's Ministry family picnics were the alternative to a full-blown Vacation Bible School in August and a congregational fellowship day was held at Millennium Park in late July. Our high school youth sent forth two contingents in the summer of 2018 with their Mission Trip in Troy, Missouri and attendance at the national ELCA Youth Gathering in Houston. More than 40 Trinity kids attended a week at Stony Lake Camp. Meanwhile, plans for early fall blessings of teachers, preschoolers and kindergarteners led to kicking off a new Sunday School year in September, without clear wayfinding from our worship life in the sanctuary to the children's education wing. Adult small groups began to meet in the early fall with larger groups waiting for the rollout of Phases 1 and 2 in October. Cheryl Reeve concluded her faithful ministry as our Rejoice Music Coordinator with a celebration of her tenure on August 12 and Kelli Basher joined the staff as administrative support for our high school ministry. By the end of August, the church parlor had been vacated and the entire Trinity staff had been relocated to the large room, formerly "Fellowship Hall," in the children's wing.

October began with an IHN week of hospitality to homeless families off site due to the extent of our facility under construction. But by Reformation Sunday at October's end we entered the new Courtyard fellowship center and the renovated Centennial Hall for the first time. As the fall has progressed we have seen the return of the church kitchen, the new youth room and lower conference room, the new choir room and music office in addition to the Overlook fellowship area at the top of the stairs all rolled out as new spaces to occupy. As 2019 begins the building project still has some punch list items remaining in those Phase 1 and 2 areas, but we are basically "all in." With the rollout of new space our daily programmatic life resumed with my Wednesday morning and evening forums on the Quest for the Historical Jesus, a short series of JOYful Days fellowship events, Confirmation and youth activities, and special fellowship programming like the Outreach Ministry Fair, the "Taste of Trinity" cookbook tasting event, and weekly fellowship for refreshments in The Courtyard.

I have facilitated a difficult but important series of Supper Forums on Same Sex Marriage on Sunday evenings this past fall and early winter with more than 100 turning out for presentations and small group discussions as the Congregation Council seeks the input of the congregation in relation to developing marriage policy at Trinity. We have welcomed both Kristin Bradley as Faith Community Nurse and Ingrid Brang as Sunday School Coordinator on our church staff this past fall, and we have gathered to give thanks for the service of Linda Heine and Brittany Fischer and their faithfulness in those roles. I had the privilege of leading a communion class with ten young children and their families, and blessing them in a celebration of First Communion, and another 34 joined Trinity as New Members in November, bringing our New Member growth to 51 for 2018. On All Saints Sunday we lifted up 20 members of our congregation who had died in the past year, and 14 who were newly baptized in our life together. Our many Advent activities included midweek suppers and Vespers, the Service of Lessons and Carols, Advent by Candlelight, Angels of Advent, the Children's Christmas Program, the Messiah Sing-A-Long and, finally, a festival of five Candlelight Services of Holy Communion with nearly 1500 in worship on Christmas Eve.

As I mark six years since I was introduced to the people of Trinity at the Annual Meeting in 2013, I am grateful to be a part of a growing and vibrant congregation. I have been joined by Associate Pastor Dan Schewe for nearly three years, Assisting Pastor Karen Niemeyer for two years, and a ministry staff rich in gifts to further the mission of this congregation. With great thanksgiving we note that our "season" of building project is coming to an end in early 2019. We hope to conclude this major initiative by the end of March and celebrate a Dedication Sunday later this spring.

It remains my distinct privilege to serve as one of your pastors at Trinity.

Respectfully submitted,

Pastor Bob Linstrom, Senior Pastor

Report of the Associate Pastor to the Congregation
Trinity Lutheran Church, Grand Rapids, Michigan
January 2019

[1]Now the LORD said to Abram, "Go from your country and your kindred and your father's house to the land that I will show you. [2]I will make of you a great nation, and I will bless you, and make your name great, so that you will be a blessing. [3]I will bless those who bless you, and the one who curses you I will curse; and in you all the families of the earth shall be blessed."

It is a joy to continue the work God gave to Abram in Genesis with you all; to be a blessing to all families of the earth. We get to be a part of this wonderful work in the greater Grand Rapids area and beyond. This work is never easy, but amazingly fruitful and fulfilling. I'm excited to continue to strive with you to follow in these paths, always remembering that we are blessed and are a blessing.

This past year we sought to help all the youth of our congregation and community understand this by modeling the rhythm of life God calls us to: worship, fellowship, and service. In all our programs we cling to this principal and help those participating find ways manifest them in their daily lives.

Last summer I was overjoyed to spend a week with thirty-nine of our youth at Stony Lake Bible Camp. Two of our senior highers participated in the award-winning Bridge Builders camp, which is focused on anti-racism training and leadership development. Thirty-seven of our middle school youth participated in other camp programs. There we laughed, played, and got to know each other better all the while learning more about how God call us to live our lives, not just at camp but also back at home. I look forward to our week at camp next summer, registration will begin shortly!

Last summer our senior high youth participated in two amazing trips. We had thirty-six youth and six adults travel to Troy, Missouri on a mission trip. While there they helped renovate homes for members of that community and share what God has done for each of us, all the while learning what God was already doing there. We also had twelve youth and four adults travel to Houston, Texas, for the ELCA Youth Gathering. There we worshiped and served with over 30,000 others from all over the globe. It was an amazingly empowering and enlightening trip as our group got to get a picture of the larger church and how God was working in so many diverse ways. I am continually thankful for all the chaperones, parents, volunteers, fund-raising coordinators, and other supporters for making these life changing experiences a possibility in the lives of our youth.

Next summer our senior high youth are traveling to Mission, South Dakota, for their service trip. Mission is located on the Rosebud Sioux Reservation. I am very excited for how this experience will shape all who attend.

This fall we continued the weekly rhythm of our Confirmation classes. The first and second week of the month we gather for middle school youth group before class, the third week of the month we gather after class for dinner and a fun activity, and the fourth week of the month we serve in the community instead of class. This schedule continues to help our youth grow closer to each other, our neighbors, and God through a variety of experiences. This year we have been delving deep into the Lord's Prayer, the New Testament, and the Apostles Creed.

Last March twenty-two middle schoolers attended Charge, this is a three-day conference at the Great Lodge in Traverse City. This event is organized by our friends at Living Water Ministries. The weekend is specifically organized to impact the lives of middle school youth and help them see God. It was like camp for a weekend in a hotel with a water park! Our middle schoolers had an amazing experience and we have a good group already signed up to attend this year's Charge!

We continue to find ways for our senior high youth embrace the rhythm of following God's call in their lives. On the first Sunday of every month we gather in the youth room for Bible study and donuts during the 9:15 a.m. service. On the second Sunday of the month our senior higher gather in the evening for youth group. On the third weekend of the month we gather for fun or educational activities as we continue to draw closer to one another and our community. This schedule helps draw our senior high youth together and provided a broad spectrum of experiences for them to experience God.

Our youth have also been active in synodical and denomination wide leadership initiatives. Isabelle McKinney represented us at the National Youth Leadership summit, and we had four representatives attend the Synod Youth Leadership summit. We also have two youth who are excited to go to the NWLMI Synod annual meeting! We have some wonderful young leaders in our midst and I am excited to help them grow.

We have continued to deepen our relationship with Living Water Ministries. We give a tithe of the funds raised for our own camp scholarship fund to the Living Water Ministries scholarship fund. Modeling to our youth how we support those beyond our community.

I am also working on plans for how our youth will help care for the natural resources on our grounds, including maintenance of the nature trail and new outdoor worship space.

On a personal note, my family loves being part of the Trinity faithing community. This fall Sam started attending Sunday School and he loves it! I look forward to watching my boys grow into young men and people of faith with y'all.

It is my joy and honor to serve as one of your pastors. I look forward to the ministry God continues to lead us into. We are blessed, and we are a blessing.

Respectfully submitted,

Pastor Dan Schewe, Associate Pastor

Report of the Assisting Pastor to the Congregation
Trinity Lutheran Church, Grand Rapids, Michigan
January 2019

This is the day that the Lord has made; let us rejoice and be glad in it.

Psalm 118:24

It's hard to believe that we have journeyed together for almost two years since you called me as your assisting pastor… for me these years have been filled to the brim with times of rejoicing, gladness and gratitude for the blessing of doing ministry alongside each of you and Pastor Bob, Pastor Dan and the Trinity Staff.

As your assisting pastor, my second year, like my first, centered on working with the other pastors and staff members in visitation of our homebound and hospitalized members, building community with Trinity's seniors in our *Life Begins at 60* group, and periodic assisting, preaching and presiding at our worship services, including preaching at our Lenten and Advent Wednesday evening vespers (all of which have taken up the majority of my ten-plus-hour work weeks). This year I was also honored to preside at my first wedding as well as assist or preside at several funerals of Trinity members.

Visiting Trinity homebound and hospitalized members continues to be especially rewarding to me, as it has been such a privilege to be welcomed into your homes and lives to bring a message of God's power and presence during good as well as tough times. With the retirement of Parish Nurse Linda Heine, supporting the newly launched *Trinity in Touch* ministry (i.e., the group of Trinity women and men making monthly visits to our homebound members), took more time than I anticipated, postponing my hopes to work on some new member assimilation plans. However, with Kristin Bradley's recent arrival on staff as Trinity's Faith Community Nurse, I have been renewing my efforts to work alongside Pastor Bob and Congregational Life Director Angela Davis in strengthening our processes for welcoming and assimilating new members into the life of Trinity.

Another joy has been getting to know Trinity's delightful first graders, as I am teaching their Sunday School class one Sunday a month with the able support of an "army of wonderful assistants"…Jan Palm, Annette Remsberg, Bill and Mary Leidel, Gayle Rohde, Pam Gotch, Cindy Zientarski, Joan Lohr, Marge Willman, Kathy Coles, Grace Lanning, Carol Ericksen and Sue Coates…as well as Trinity's devoted Sunday School staff. I am getting to know our children better, which is a big help to me during Sunday morning Children's Messages.

Another first for me this year has been facilitating the twelve weekly *Griefshare* group gatherings over the summer as well as the *Surviving the Holidays* event this past November. Both groups were well attended by people in and outside of Trinity who are going through the grieving process and who found it helpful to share with others, encourage each other, and learn the ins and outs of grieving through weekly videos featuring respected counselors and teachers who have faced their own grief.

Lastly, this year I was able to attend several Synod functions, including a *Ministry to the Sick and Shut-In* seminar along with *Trinity in Touch* members Laurie Freshour and Bob Pfau, as well as the Synod Assembly and spring/fall events for newly called pastors.

One thing I've learned through listening to and watching all of you is that Trinity is led by and filled with wonderfully gifted people who know Jesus as their Lord and Savior and who deeply care for each other. You are living proof of what it means to be a family of faith. So as we continue our journey together through another year, I am so thankful to be your assisting pastor; and I look forward to building even closer relationships with each of you as we worship and work together as God's family.

Together in Christ,

Pastor Karen

Report of the President to the Congregation
Trinity Lutheran Church, Grand Rapids, Michigan
January 2019

I have been blessed to be Trinity Lutheran's Council President for the last 2 years and it has been a great privilege and honor to serve in this capacity and a pleasure to work with the Council. Your Church Council is made up of a diverse group of highly talented, passionate, caring and devoted individuals that consistently demonstrate that God is doing serious, good work through Trinity.

The following are some highlights of the past year:

Standing Together - This is coalition, led by Pastor Bob, of different faith groups in Grand Rapids: Trinity, Westminster Presbyterian Church, Temple Emanuel, and Masjid At-Tawheed continues to be an important part of Trinity's commitment to embrace, understand and support other religions.

Strengthen to Serve Capital Campaign – The campaign and the building project continues to be a great success. It was September 10, 2017 at a Congregation meeting with over 150 members in attendance that the Congregation voted to approve the building project. This was a significant day in the life of Trinity and an overwhelming approval of the investment in our physical house and the continued growth of Trinity's spiritual reach for years to come. Now we are nearing the end of the project that can be viewed as nothing less than a complete success.

Cross Tower – To keep things in perspective, in September 2017 when I wrote my first President's Annual Report, we had just completed the Cross Tower project with all of its twists and turns and unforeseen issues and we were facing the daunting challenge of the Building project.

Look how far we have come as a congregation, a church and a place to worship our savior Jesus Christ. It shows what this congregation can do with hard work, commitment and lots and lots of prayer.

I also want to thank John Basher, Wendy Johnson and Caroline Kuntzman whose terms on Council expire. They all have been significant contributors to the work of the Church Council and I cannot adequately express the appreciation for their dedicated, unselfish service to Trinity. We will be electing new members to the Church Council later in January to fill these openings.

Looking forward to 2019, the construction work of the building renovation will continue to be a factor in our day-to-day life at Trinity, but we have seen the results of our labors and soon, before we know it, the project will be completed. This will undoubtedly be a cause for great celebration.

I ask for your continued prayers for the Congregation Council as we continue to serve Trinity with the health and wellbeing of the Congregation and the faith-based mission of Trinity Lutheran as our number one focus.

Grace and peace,
Paul Crist
President, Congregation Council
Trinity Lutheran Church

Trinity Benevolence Preliminary Report - 2018

Praise God for the blessings Trinity members continue to share with others!

Thank you to all of you who so generously made financial contributions as well as gifts-in-kind and too many volunteer hours to count. Trinity is a very giving congregation in so many ways!

From Trinity's Mission Endowment Fund, the 2018 distribution for benevolence totaled $18,000.00. After careful consideration, the members of the Outreach Committee and the Congregation Council made the following decisions regarding the five organizations that would benefit financially from these one-time gifts:

The Refugee Education Center, Literacy Center of West Michigan, Exalta Health, In the Image and the Seminarian Scholarship Fund.

In late 2018, Trinity received a gift of $10,000.00 from an anonymous donor specifically for benevolence with a request that the money be distributed to organizations that address homeless and at-risk teens/young adults.

Trinity's Outreach Committee voted unanimously that the donation be evenly distributed among five organizations: Well House, HQ Drop-In Center, The Bridge of Arbor Circle, Wedgewood Christian Services, and Mel Trotter Ministries' Youth Emergency Services Program.

Preliminary Report of 2018 Benevolence to Date

Organization	Benevolence
Access of West Michigan	$2,700.50
Baxter Community Center	$540.10
Dégagé Ministries	$3,240.60
Dwelling Place	$675.20
Exalta Health	$1,352.75
Family Promise (IHN)	$4,105.70
God's Kitchen	$810.15
Habitat for Humanity	$3,240.60
Heartside Ministry	$810.15
Home Repair Services	$1,350.25
Hope Community Church	$540.10
Inner City Christian Federation	$945.19
In the Image	$2,700.50
Living Water Ministries	$945.19
Mission India	$675.20
The Pantry	$810.15
Samaritas Senior Living	$1,615.20
SECOM	$810.15
ELCA World Hunger	$8,303.00

As part of Trinity's 2018 budget, a total of $34,400.00 was approved for benevolence. That total has been distributed on a quarterly basis to 18 organizations over the past year.

Trinity's budgeted benevolence is distributed using a percentage formula. On the left is a summary of some of the gifts that Trinity has been blessed to distribute *through the third quarter of this fiscal year*.

Please keep in mind that, since our fiscal year does not end until January 31, this is a preliminary report. The complete 2018 benevolence report will be published in the March, 2019 edition of Trinity's monthly newsletter, *The Messenger*.

The purpose of the Children's Ministry Committee is to provide oversight, guidance, critique, and support for all programming related to children ages birth through 5th grade. Committee members prior to September 2018 were: Elizabeth Derbin, Chris Becker, Karen Unruh, Joanna Waite, Rob Ferguson and Amy Stephan (chair). This fall, the committee underwent a transition of leadership and membership. The new chairperson is Kate Schaefer, and current members are: Paul DeBoer, Steve Feutz, Sheri Mason, Andrea Severns, and Karen Unruh. Kathy Bush is the council liaison.
The committee works in partnership with the following part-time staff:
Rachele Battreall – Director of Family Ministry
Ingrid Brang – Sunday School Coordinator
James Morin – Family Activity Coordinator
Awilda Diaz – Nursery Coordinator

It is also important to recognize a transition of leadership for our Sunday School program. We thank Brittany Fischer for two years of faithful service as our Sunday School Coordinator. In September, Ingrid Brang stepped into this role and has done a wonderful job!

A HUGE thank you to all church members who have volunteered their time as teachers, teacher assistants, and helpers at various activities. None of these programs and events could happen without you, your prayers, and your support.
Sunday Morning Education - Sunday School is offered for children ages 3 years through 5th grade during the school year. Children are taught in a small group setting, using Spark, a Lutheran, lectionary-based curriculum published by Augsburg Fortress. Weekly activities include games, crafts, and offering. We are averaging 60 kids each Sunday.
Nursery Ministry - The Nursery Ministry at Trinity is for families with children ages birth through 3 years old. New babies are welcomed to Trinity with a gift of a baby Bible. Often times the family receives a visit and a home-cooked meal. Families are connected with via a Nursery Newsletter containing events and information especially for young families.

Key Events in 2018
Kids Coalition Against Hunger Meal Packing, January – Each year starting in December, Trinity collects money to combat world hunger, and many volunteers gather for a huge, meal packing event. Children's Ministry helps promote fundraising and awareness to the congregation, and provides hospitality and way-finding during the event. $5600 was collected in 2018, and 20,000 meals were packed!

Pancakes & Playtime, March and November - A fun, fellowship event especially for young families! A couple times a year we gather and enjoy a pancake breakfast, Bible stories, songs, and activities for infants and toddlers up to age four. 50 participants attended each event.

Easter Egg Hunt, April – All kids ages toddler to grade 5 were invited to hunt for candy-filled eggs on Easter morning between services. About 70 children collected over 800 eggs!

Stony Lake Summer Camp, July – Pastor Dan and about thirty youth attended overnight camp Lutheran Bible camp in New Era, Michigan. The group included children from grades 2-5.

Family Picnics, August – In lieu of Vacation Bible School, Trinity hosted 3 family picnic events this summer. The theme of each event was Noah's Ark and included a meal, activities, storytelling, and music. 50-60 participants were at each event.

Blessing of Backpacks For Kindergarteners, September**–** Kindergarteners brought their backpacks to worship for a special blessing. They received a backpack charm and celebrated with cookies and lemonade after the service.

Welcome to Preschool Sunday School, September – All preschoolers were welcomed to Sunday School with a special blessing in worship. Three year-olds and children new to Trinity's Sunday School were gifted a storybook Bible. First-time pre-school parents are invited to experience class with their children.

Trunk or Treat, October - Trinity hosts this fun and free event every year! Kids and families from the community were invited to enjoy trick or treating in a safe environment, inflatables, and games. High schoolers had a trunk decorating competition and provided much excitement!

Christmas Program, December – The story of Jesus' birth was presented through song and scripture by Trinity children. About 65 children participated this year. The congregation was invited to a Christmas Cookie Buffet following the service.

Respectfully Submitted,
The Children's Ministry Committee

What a year 2018 has been, with construction/renovations to the building and an office move. The staff are envisioning the new fellowship space and what events we can hold there and get the maximum use out of The Courtyard. The Trinity Church family continues to amaze me.

I serve as the staff liaison to:

- The Archives Committee The Interfaith Photo Voice Project - Project between Calvin College and the four Standing Together Congregations.
- The Hospitality Committee
- Website Designer and Manager

I was on the following temporary committees

- The Parlor Furnishings Committee - I was able to return items no longer being used at Trinity to family members of those who donated items to the parlor.
- The Cookbook Committee

We strive to accomplish Trinity's mission through various ministries and programs creating opportunities to live out their faith.

Altar Flowers/Altar Flower Delivery: Diane Biser continues to do an amazing job with the altar flowers. These little touches of love and caring make an impact on the giver and receiver.

Advent by Candlelight: This yearly tradition continues to be a very special time for the women and teens of Trinity. The evening brought together approximately 18 hostesses and their 94 guests. This year we welcomed Amelia Rhodes to speak on "God with Us." Amelia's presentation was followed by fabulous desserts and beautiful violin music performed by Trinity member Dana Brouse. It was a truly blessed night for all who attended.

Angels of Advent Tea: This year's Angels of Advent was smaller than the past few years. We had 18 mothers/ grandmothers/aunts and 18 young ladies age 3-12 R.S.V.P. to attend. A total of 15 adults and 17 young girls attend. The afternoon was filled with a time of fellowship, fun and food. Crafts with ***GLITTER***. The chocolate fountain continues to be a hit, we had milk and dark chocolate and tea sandwiches too. This event continues to be a wonderful memory maker.

Celebration of Service: The third Sunday in January, we come together after the late service filling Centennial Hall for our all church family potluck. Lutherans love to eat! Once the meal is finished we address the business of our church at our annual meeting, such as election of council members, delegates to Synod Assembly, changes to the constitution and any other business of the congregation.

Dinner Groups: This year's dinner groups drew about 51 members to participate in getting to know other members. We had some prospective members participate and some folks who have not participated in the past. These three opportunities to gather with other members of our church family for an evening of food and fellowship are enjoyed by all. Thanks go to Joyce Schlanderer and Toni Petersen who continue to serve as the co-coordinators for the Trinity Dinner Groups.

Helping Hands: The Helping Hands Meal program continues to be a blessing for Trinity families who need help in the form of a meal. This year the Helping Hands Rides program has helped one of our beloved elderly members get to church after losing their driver's license. There continues to be a need for others wanting rides to church. Please consider this important ministry.

Homebound Ministry (Bulletin Mailing and DVD's): We continue to send bulletins weekly to several members so they can follow along with the service that is broadcast on GRTV channel 25 on Sundays at 11:00 a.m. The DVD ministry also continues. We send DVD's of the 10:45 a.m. Traditional worship service to several members who do not have access to the cable channel.

New Member Program: In 2018, the new member program continues to evolve and have continuous improvement to meet the needs of the individuals and families who are finding a church home at Trinity. Pastor Karen Niemeyer is infusing some new ideas into the spring 2019 new member program. We had 18 new households join Trinity in 2018, which breaks down to 30 adults and 13 children.

Poinsettia Delivery: During the Christmas season, we share the holidays with our homebound/shut-in members, some of our elderly Trinity friends, and those members who lost loved ones with the gift of a poinsettia. This year we had 49 poinsettia receivers. We had 17 volunteers deliver poinsettias to our members. Once again the Trinity Lutheran quilters provided quilts for many of the Poinsettia receivers.

Prayer Ministry: Steve Cairns continues to do an excellent job managing the electronic prayer chain. The prayer chain continues to be a significant part of the prayer ministry of Trinity. The goal of expanding the electronic prayer chain continues. The majority of the prayer requests we receive are from the yellow Let's Connect cards and calls/emails to the office or directly to Steve.

The Prayer Tree is in its fourth year. Our year end party was attended by 88 of the pray-ers and prayees. The fourth year of the Prayer Tree began with a decrease in the number of participants. The continuous improvement from 2016 where we had children group in sibling groups and individuals was a wonderful success. We have not had any children fall through the cracks.

Start of Summer Celebration: This year's annual summer kickoff event was blessed with amazing weather. We once again held it outside. It was a fun evening for all who attended. We had face painting, bingo. Next year's event will be on Wednesday, June 19, 2019. It will be exciting to collaborate with James Morin, Trinity's Family Activity Coordinator again.

Advent Suppers: This is the third year of the Advent Baked Potato Bar. A **TREMENDOUS** thank you goes to Linda and John Holm, Neil Sendler and Tess Lundgren, along with all the members who contributed toppings, and help with cleanup etc., and who helped make these meals wonderful and come off without a hitch.

Medicare Consultation with Trinity Member Jo Murphy, Executive Director of Michigan Medicare Enrollment program: Trinity member Jo Murphy, once again, offered her expertise and met with congregation members and/or their loved ones to assist them with enrolling in Medicare and Medicaid. Thank you to Jo Murphy and Jeanette for volunteering their expertise and services.

Memorial Candles of Loved Ones
The Memorial Candle initiative continues to bring peace to the family member of the loved one who has passed away.

Respectfully submitted,
Angela G. Davis – Director of Congregational Life
Eric Gohlke – Congregational Life Council Liaison
Neil Sendler – Congregational Life Committee member
Jo Murphy – Congregational Life Committee member
Joyce Bonbrake – Congregational Life Committee member

The Digital Communications committee was established in December, 2017. This committee was created by the Congregation Council to help create and enhance Trinity's use of digital technologies given the increased benefits, growth, and reliance upon using digital communications. This first year has had a diverse and talented group with varying digital technology skills that were brought to establish this committee.

This included Angela Davis, Bill Dewitt, David Fox, Peter McKinney, Stephanie McLeod, Pastor Dan Schewe, Brian Vigna, Nick Zientarski, and Phil Wittry, who served as committee chair and Congregational Council liaison.

The initial focus of this committee was to organize and define the role of this committee within Trinity. The purpose of this committee is to serve as an expert digital communications resource to Trinity staff, council, program leaders, and the entire congregation for Trinity related digital communication needs: This includes: Evaluate, qualify, and make readily available an evolving set of recommended digital communication methods. Provide digital communication expertise to staff, council, and program leaders, and the congregation. Training Consulting Troubleshooting Assistance in content creation, approval, and publishing of digital content (where it makes sense for this committee to take on this role)

An inventory of Trinity's communications was captured with input from Trinity staff and program leaders. Over 80 different communication types, both in physical and digital forms were identified, ranging from Trinity's web site, email lists, YouTube videos, volunteer sign ups, bulletins, communication cards, offering envelopes, USPS mailings, The list was prioritized with input from staff and the committee to provide focused next step actions to help in improving these digital communications.

The primary focus was to ensure adoption of Trinity's new logo throughout all communications. Stephanie McLeod led this effort with her graphic design degree and background. Trinity's new logo has been appearing in a variety of physical and digital forms over the past year. Stephanie's expertise was invaluable as she has also completed the redesign of many of our communications, including creation of style guidelines that are now being used by staff in their various communications.

Renewal of Trinity's web site was another focus with David Fox, who built Trinity's current web site and has been maintaining and hosting this site for Trinity, leading this effort. David has updated the current web site with Trinity's new logo and color scheme, as well as making some other improvements, including calendaring and navigation. A full web site redesign has been started with David, Angela Davis, and Pastor Bob, leading this effort. A new and updated web site is planned in 2019 as this work is finalized, which will include easier navigation, streamlined content, and make it easier for staff to update the web site. With expert input from a consultant through the NW Lower Michigan Synod, the focus of the new web site will be redesigned with a balance between serving existing congregation members and providing information to people that are searching for a church home.

Angela Davis continues to maintain the Trinity Facebook page with almost 500 people following this page, which will then have updates appear in one's Facebook news feed. For those people that are active on Facebook, this is an easy way to have news about Trinity appear through Angela's regular updates.

Nick Zientarski and Pastor Dan have been creating and posting ever more YouTube content for sharing and viewing events and programs of note throughout the year with over 60 videos available for viewing. You can subscribe to this YouTube channel by searching for Trinity Lutheran Church Grand Rapids.

Peter McKinney, who has been serving for several years as the overall information technology leader at Trinity, continued to ensure that all of Trinity's information technology needs were being met. This was a particularly busy and challenging year for Peter given the disruption caused by the construction project. Trinity's network and wireless capabilities have already been improved with more work planned with the conclusion of the construction project and the return of staff to their new office complex.

Bill DeWitt joined the team mid-year and is working on moving Trinity's email communications to a modern, more capable, and more user-friendly email service. This will allow Trinity's staff and congregation members be able to better manage email distribution lists and communications. This project will be moving forward in 2019.

Brian Vigna has recently joined the team, as an additional graphic design professional, to help with the design elements of upcoming planned communications changes, including an updated new member packet and wedding packet for those looking to have their wedding at Trinity.

Respectfully submitted,

Phil Wittry
Committee Chair

"A Forever Gift"- Trinity Endowment Fund Update

The Endowment Fund Committee is pleased to report on both of our Endowment funds the Mission Endowment fund and the Building Endowment fund. Due to a downturn in the market, the returns below what we have historically achieved. Below is a summary of the change in each account over the last year.

Fund	12/31/17 Value	12/31/18 Value	Decrease
Mission	$ 532,417	$ 487,249	$ 45,168
Building	$ 174,115	$ 168,858	$ 5,257

In the 4th quarter of 2018 the committee made a distribution recommendation to Council that was approved. The Mission Endowment distributed **$ 18,000** and the Building Endowment made a distribution of **$ 6,000.**

The average assets of the Mission Endowment fund over the last 20 quarters totaled $ 452,056. The distribution of $ 18,000 is consistent with the Endowment fund resolution to not exceed 4% of plan assets. The Building Endowment had an average balance of $ 151,799, so the same would apply to the $ 6,000 distribution.

The committee uses Norris, Perne' & French as the investment advisor for the endowment program. Norris is a Grand Rapids based firm with extensive experience handling similar endowment programs. The current market allocation is as follow. (Money Markets 1.4%, Equities 61.7%, Fixed Income 29.6%, Preferred Stocks 7.3%. This market mix is consistent with the Investment policy statement developed by the committee.

The purpose of the Mission Endowment Fund is to provide for mission work that is beyond the duly adopted operating budget for the congregation. The purpose of the Building Endowment Fund is to provide for the care and maintenance of the church facilities and grounds that is beyond the duly adopted operating budget.

The Endowment Committee brings a wealth of knowledge, experience and vision to help this ministry grown at Trinity. The Committee consists of George Bauer, John Basher, Todd Brandstadt, David Johnson, Gary Kuhlmann, Pastor Bob, Mike Mason and Peter McKinney.

Respectfully Submitted,

David Johnson

Chairperson of Endowment Committee

Review of Reports - Fellowship Committee for 2018

The Fellowship Committee plans and provides a variety of opportunities for Trinity members and guests to get to know one another in a fun, relaxed atmosphere while building community and a sense of Christian family among the congregation. For those who have never attended a fellowship event, we encourage you to join us—we have a wonderful time together! For those who do participate in our events, please consider inviting others to join you; fellowship events are a great way to introduce friends to our vibrant community of faith!

Some fellowship events at Trinity in 2018 included: Trivia Night in February, Soup Suppers during Lent, Spring and Fall JOYful Days, a mid-summer gathering at Millennium Park, Deck the Halls of Trinity in preparation for Advent, and the JOYful Days Holiday Luncheon.

Thank you to the many Trinity members who faithfully volunteer their time and talents in the many ways needed for these events to take place.

Respectfully submitted by

Sylvia Stouten, Director of Discipleship

Karen Unruh, Council Liaison, Fellowship

Review of Reports - Finance Committee for 2018

This year TLC had an internal audit (rather than employing an outside firm) of our books and procedures. Thank you to the members of Trinity's Audit Committee for applying their skills to this important task.

I'd like to thank our hard-working Treasurer Scrooge McDuck (aka John Basher) and Finance Assistant Joanna Waite for their reliable flow of understandable monthly financial data to our committee members. Committee members John Johnson and Gordy Engstrom further evaluated the new "Tithe.ly" online giving web software and Joanna Waite hammered out implementation details to get Tithe.ly underway at Trinity. Besides tracking income versus expenses of ongoing operations, Finance Committee also monitored the level of spending (from pledges received and the Construction Loan) as building and infrastructure improvements progressed in a BIG way during 2018. This year, John Basher established a new process for Finance Committee collaboration with TLC's committee leaders to analyze our congregation's priorities and resultant financial needs to determine the 2019 budget.

I would like to thank the following people for serving on the Finance committee during 2018: Gordy Engstrom, John Basher, John Johnson, Jim Coates, Peter McKinney, Pastor Bob, and Finance Assistant Joanna Waite.

The Finance Committee meets the third Monday of every second month to discuss and give guidance to the financials of Trinity. Next meeting is January 21, 2019 at 6 p.m. If you have any questions or concerns please contact anybody on the Finance Committee.

Respectfully submitted,

George Bauer, Chair

Health Ministries at Trinity focuses on sharing God's gifts of Love and Grace to promote spiritual, physical and emotional well being.

We were without a staff liaison from the end of January when Parish Nurse Linda Heine retired, to the beginning of October when Kristin Bradley was hired as our Faith Community Nurse.

The Health **Advisory** Committee (HAC) met with Kristin over the summer to provide insight into what Health Ministries at Trinity have been. They met again in October to provide support, encouragement and guidance as Kristin began in her role. Their combined experience, wisdom and knowledge of health ministry events at Trinity is very welcomed. This group will meet quarterly and function much like a mutual ministry team for Kristin. Thank you, Carol Butler (council liaison), Janet Chobanian, Jan Palm, Petra Rotzell, Meri Leidel, Cindy Zientarski and Linda Heine.

Kristin will form a Health **Ministries** Committee (HMC) in 2019 as working committee for events and offerings. Ideas include bringing back Blood Pressure Sundays, Caregiver Support Groups, continued Grief Groups, educational speaker series on specific disease processes and/or general wellness topics and expanded CPR training.

As our Faith Community Nurse, Kristin oversees our homebound ministry team (*Trinity in Touch),* is our staff liaison for Stephen Ministries and Blood Drives, shares visitation ministry with our pastors, maintains our First Aid/AED supplies, facilitates CPR training & flu clinic and is a resource for our community regarding anything health or wellness related. Since October, close to 200 cards, emails, texts, call, visits, and conversations have taken place between Kristin and our congregation members. Kristin will be taking the Faith Community Nursing course at Calvin in January, February and March.

Trinity in Touch is now well established and, over the past year, has had 24 visitors and 27 visitees resulting in over 125 visits with our homebound members; providing communion at over ¾ of those visits. Many thanks to Norm Palm who keeps everyone on track each month with record keeping and to Gloria Von der Heide who prepares the communion kits for the altar blessing on the first Sunday of every month.
"They broke bread in their homes and ate together with glad and sincere hearts". Acts 2:46.

Sue Babin coordinated 3 blood drives at Trinity this year and goals were met at each event. The November drive was our most successful yet, with 29 donors. Many thanks to Sue for her leadership and organization for this life-giving and life-saving ministry.

The Flu Clinic this Fall provided 48 immunizations to our members. #Prevention!!!

CPR training for ushers and nursery staff will take place in February and October of 2019. James Morin, our Family Activity Coordinator, is a certified CPR instructor and can provide CPR trainings here at Trinity through our partnership with the Red Cross.

Stephen Ministry at Trinity is marvelously coordinated by Brenda Heacock, Sue Coates, Kris Racek and Beth Vanderwall. The time and dedication our Stephen Leaders and Stephen Ministers provide our congregation is phenomenal. As Faith Community Nurse, Kristin has joined the leadership team and will be taking the Stephen Leaders Training course in January. (The full Stephen Ministry report will follow).

It has already been an honor and privilege to serve and be served by all of you. Be Well!

Respectfully submitted,
Kristin Bradley, MSN, RN
Faith Community Nurse

Committee Members: Kathy Bush, Kris Fox, Tess Lundgren, Toni Petersen, Carrie Wygmans

This year the Hospitality Committee had two focal initiatives.

ESTABLISH FELLOWSHIP HOUR

With the completion of the kitchen and the new Hospitality Counter in the Courtyard in October, the Hospitality Committee began offering Fellowship Time after each service. Our focus was to establish a warm hospitality space to bring the parishioners together from various services to connect with each other each week. To this end, we aimed to offer a simple menu to be used each week with minimal variants. These first months have been spent tweaking the time line, the menu, etc. We now have written guidelines for this ministry and are ready to roll out the teams lead by our wonderful parish volunteers.

We have had more than 20 parishioners step forward to assist in this ministry and we are very grateful for each and every one of them. We have created 11 teams of 2 people each. These teams will rotate approximately once every 3 months staffing the Hospitality Counter. Please let Tess Lundgren know if you are interested (tesslundgren@gmail.com) in serving in this ministry.

We have received a lot of positive feedback from parishioners regarding this ministry. It's actually a wonderful place to be to be able to greet the majority of the church. Most everyone comes along for coffee or a snack.

YEARLY CALENDAR

The Hospitality Committee continues to offer hospitality during special events as they come up. In addition to this, HC met with Sylvia & Angela and began taking on the organization of several annual events.

Annual events now under Hospitality

Lenten Soup Suppers – March/April
Confirmation Sunday – May
Graduation Sunday – May
Parish Pig Roast Picnic – July
October Fest with Silent Auction – October (New in 2019 – looking for committee members--if you are interested please contact Tess Lundgren, tesslundgren@gmail.com)
Christmas Eve Potluck for the Pastors/Musicians

Special Events

Same Sex Forum Dinners – November/December/January
Assisted with Taste of Trinity
Assisted with Outreach Ministry Fair

ESTABLISH A HOSPITALITY CALL-LIST

One of our goals for 2019 is to put together a call-list of parishioners who may be interested, as time permits, to help with special events and our annual events. If you are interested in being on our list and would not mind being contacted when we need help or need food made/baked we would love to hear from you.

Being on this list is not a commitment farther than being willing to receive an email asking if you are available to help. Please contact Tess Lundgren at tesslundgren@gmail.com with your contact information if you would like to be on our new Hospitality Call-List.

Respectfully Submitted,

Tess Lundgren, Chair
Hospitality Committee

The TLC Outreach Committee provides financial help, tangible gifts, and volunteer help to local agencies.

We also provide assistance to worldwide agencies to help those in need. Our committee is in need of new members. If you are interested, please e-mail bschlanderer@sbcglobal.net for more information.

SECOM and JOHN KNOX PANTRY. The food that the members of TLC donate every week goes directly to these pantries to help feed those in need.

FEEDING AMERICA in WEST MICHIGAN IS A FOOD BANK. They supply food to the pantries. People in need of food go to the pantries to receive help. The FOOD BANK does not serve people directly. Some members of this committee have volunteered at FEEDING AMERICA and have found the experience very rewarding. Please call FEEDING AMERICA for more information (Nate – 616.389.6351.) They serve the areas of West Michigan, Northern Michigan and the UP.

GOD'S KITCHEN – provides hot meals to those in need. Every day you will find volunteers from many congregations working at GOD'S KITCHEN. Some TLC Volunteers work on the fifth Saturday of the month.

FAMILY PROMISE – TLC provides one week of shelter, meals, and hospitality for homeless families three or four times a year. This is done on a rotating basis with other congregations in the GR area. This is a very good volunteer opportunity for TLC members.

DÉGAGÉ MINISTRIES – Provides shelter and activities for the homeless in GR. TLC provides volunteers to serve food to those in need. DÉGAGÉ also provides for purchase $2 vouchers that people can hand out to panhandlers.

HABITAT for HUMANITY – This organization builds homes for low-income families. TLC helps with the build by providing volunteers to help build the home. The people receiving these homes are screened for need and must participate in the building of the home. They receive a mortgage and pay for the home. Many congregations and organizations participate in the build.

ACCESS of WEST MICHIGAN – This organization coordinates the food pantries in Kent County, and is helping to move the pantries to more pro-active Resource Centers providing more than food to those in need. They also provide casework assistance help to congregations.

Trinity Lutheran also helps agencies by **collecting socks, underwear, personal care items, diapers, school supplies, bus tickets, coats, blankets and cleaning supplies.**

Trinity Lutheran also helps with **Lutheran World Relief quilts and school kits, Operation Christmas Child and Neerekshe India Mission**.

Trinity Lutheran has a partnership with **CONGRESS ELEMENTARY SCHOOL**. This relationship began in 2016 and has been successful. Trinity continues to collect a variety of requested school supplies in the summer for use when school begins. TLC members could get involved in different volunteer opportunities at the school.

World Hunger and Disaster Response are addressed through the work of the **ELCA.**

In Peace,

Bruce & Joyce Schlanderer, Don & Judy Otten, Marie Roper, John Fox, Vince & Carol Schumacher, Sylvia Stouten
Pastor Bob

The Property Committee, supported by a wonderful group of volunteers, has been active over this past year with needs and preparations for the major building project. Key needs have been moving personnel, furnishings and equipment out of large areas of our building as the main construction project has gotten underway. Temporary storage pods were situated on our property and systematically filled as large areas of the building required complete clearing out for the work. The courtyard plantings and other furnishings were moved to the extent possible. A temporary office in the old fellowship space was set up including new electrical wiring, data, and phone systems. Another project included the relocation of our IHN storage and the conversion of this space into a classroom.

Trinity Building Project, launch April 9th, is a major church addition and renovation project. It is the culmination of a multi-year planning and fund raising campaign to address numerous maintenance and facility needs identified during a master planning phase. Enclosure of the courtyard and renovation of our Centennial Hall (Rejoice Worship space) are now complete. In addition, renovation of our administrative office area and construction of a two story entry corridor from the west are underway and completion is slated for late March 2019. As much as we shall benefit from new and remodeled facility, a number of long term maintenance needs will be addressed with this project. Maintenance upgrades include the installation of a roof for all flat roof areas, renovation of restrooms, and upgrades to mechanical and electrical systems, that were in some cases, original 1960's era systems. As this project moves into the final months of work, we anticipate an upgraded church home that will serve our congregation well into the future.

The Property Committee has been served over this past year by: Jim Coates and Phil Wittry- Council Liaisons, Gene Gunderson, Niki Ferguson-Facility Sexton, Dale Barkema, Dan Workman, Fran Anderson, Dave Mester, Bob Heine, Roger Marks, Bill Bruin, John Potter, Neil Sendler and Frank Remsburg, Chairman. We are blessed to have this dedicated and committed group working to keep our church and grounds in the best condition possible. Finally, a special remembrance of Mark Johnson, a long serving and faithful member of this Committee who passed away in March of this year.

Respectfully submitted,

Frank Remsburg, Property Chairman

Trinity's Spiritual Growth Team is charged with the purpose of encouraging the congregation to grow spiritually in ways outside of, but in addition to, worship.

In 2018, the following opportunities and events were under the Spiritual Growth umbrella:

Grace Groups – Lent

Eleven Grace Groups met during Lent in 2018, with 115 members participating, including some youth. Groups studied and discussed Micah 6:8 in depth with the help of the book What Does the Lord Require? Doing Justice, Loving Kindness, Walking Humbly, by James C. Howell. Several meeting options were offered in an effort to accommodate members' schedules (weekdays, weekends, days, evenings) and location preferences (at church and in homes). Surveys completed by participants were very positive and indicated a good level of personal reflection, thoughtful discussion, and fellowship among members.

Women's Retreat – November 2-3

Twenty-two Trinity women attended a "Seaside Escape" retreat at the Maranatha Conference Center in Norton Shores, Michigan on a beautiful November weekend. This retreat was different than recent years' retreats in that: it was an overnight retreat, it was offsite, and it was done in partnership with the women of St. Luke's Lutheran. Evaluations were positive and indicated that participants found the retreat provided a time of setting aside the distractions of this world to focus on God and to bond with other Christian women. Some participants requested that the team consider extending the 2019 retreat to be over two nights rather than just one.

Advent Devotional Booklets

Advent devotions based on the lectionary and written by Trinity members were compiled and offered in written booklet form and also via email. Booklets were also included in the care packages sent to Trinity's young adults who are away at college or engaged in vocational training. Devotions helped members to focus on the preparatory purpose of Advent, getting our hearts ready for the Christ child's arrival and what His coming into this world means.

Study Groups

Several Spiritual Growth opportunities were led by pastors and lay members during 2018. A listing of studies and groups can be found on the Trinity website under the "Adult Ministry" and "Women's Ministry" tabs. New in 2018 were "Surviving the Holidays" (a *GriefShare*-sponsored event specially designed to help those grieving the loss of a loved one) led by Pastor Karen and the formation of a Lectio Divina group (the traditional Benedictine practice of scriptural reading, meditation, and prayer) led by member Mark Mattison.

Standing Together

Trinity continued in relationship in 2018 with our Standing Together partner congregations, Westminster Presbyterian, Temple Emanuel, and Masjid At-Tawheed, through prayer and various fellowship events which allowed members to listen to and ask questions of each other.

Library

The Spiritual Growth Team maintained the library up until the building project began and will resume this responsibility in a new space which will be provided in a room off of the new Courtyard space.

Meetings

The Spiritual Growth Team meets on the 4th Tuesday of every other month at 5:45pm.
Next meeting: Tuesday, January 22, 5:45pm

Respectfully submitted,
Wendy Johnson, Council Liaison – Spiritual Growth

"Bear one another's burdens, and in this way you will fulfill the law of Christ . *(Galatians 6:2, NRSV).*

Trinity has been a Stephen Ministry Congregation since 1996 and commissioned the first group of 15 Stephen Ministers in 1998. Since that time, we have trained 95 Trinity members to become Stephen Ministers and 17 members have been to Stephen Leader Training. This Christ-centered, caring ministry has helped more than 160 individuals, Trinity members and non-members, during challenging times. In addition, to those grieving the loss of a loved one, Stephen Ministry, through the help of Marjorie Paul and Kris Baker, sends a series of booklets called "Journeying Through Grief".

On February 11, after 50 hours of training, a class of 12 Stephen Ministers was commissioned and joined the current Stephen Ministers. These sisters and brothers in Christ share a passion for bringing Christ's love and care to people during a time of need. Currently, our Stephen Ministers are Jeanette Sorensen, Marjorie Paul, Bill Bush, Kathy Bush, Kim Brock, Jill McKinney, Nancy Anderson, Kris Baker, Patty Boer, Carol Eriksen, Susan Knoll, Rebecca Mattison, Patti Mutch, Norm Palm, Bob Pfau, Carol Schumacher, Dale Volkerding and Kelly Wittry. Those who have gone inactive this year are Pam Gotch, Linda Hicks, Sheila Talsma and we thank them for the caring ministries they have provided.

Kristin Bradley became Trinity's new Faith Community Nurse (Parish Nurse) in October and has been working closely with our Stephen Ministry Team. We welcome Kristin and admire her commitment to bringing health, healing and wellness to members of the community with a focus on mind, body and spirit. She will attend Stephen Leader training in Orlando Jan. 13-19.

Stephen Ministry is here for **YOU** ~ the people of Trinity. Please, THINK STEPHEN if you or someone you know is going through a challenge. The role of Stephen Ministers is to give care. They listen, empathize, encourage, pray, and provide emotional and spiritual support on a weekly basis to hurting people for as long as the need persists. God works in and through them to bring hope and healing. If you are feeling lonely, experiencing a crisis, struggling through a difficult time, or simply stressed by everyday life, talk with one of our Stephen Leaders, the Faith Community Nurse or a pastor to learn more about Stephen Ministry. Our Stephen Ministers are ready to care for you!

We thank all who have heard and heeded God's call to become Stephen Ministers and Leaders. We are grateful to care receivers who have accepted the care and support of Stephen Ministers. We thank the pastors, council and congregation for the support and prayers for Stephen Ministry. Every day, we thank God for this and all ministries at Trinity Lutheran Church.

In His Peace,
Sue Coates, Brenda Heacock, Kris Racek, Beth Vanderwall, Kristin Bradley
Stephen Ministry Leaders

It has been a busy year for the Worship & Music Committee.

Our ongoing mission is to coordinate with our assisting ministers. Those are our acolytes, sacristans, communion assistants, lectors, greeters, ushers and wonderful Musicians. It is a concentrated effort to make all of our worship services as meaningful as possible.

Cheryl Reeve left our committee this year when she left the position of Rejoice Music Coordinator.

Again this year, our committee attended to many issues as they pertain to our worship together. The issues addressed by the committee were varied; from which music setting to use for each season to volunteer recruitment for Trinity members to assist with all tasks for each worship service, and planning for worship during the construction phase of the church renovation.

Worship and Music committee members hosted an Appreciation Picnic for the Trinity musicians that included the Choir, the Resound bell choir, Rejoice bands and Power Point volunteers.

The Outside Summer Worship was held inside followed by a congregational Pig Roast, and a send-off for our youth going to Stony Lake Camp.

The Youth Led Service and Trinity Concert Series were held again this year.

For Christmas Eve this year all of Trinity's staff and volunteers did a wonderful job of making the five services a memorable experience for our Trinity family and guests. We had 1,457 attendees.

I have not listed all of the tasks the Worship and Music volunteers and staff took on this year, hopefully I have highlighted enough for our entire church family to know there are opportunities for anyone who would be interested in joining the committee.

Finally, thank you to the members of the Worship & Music Committee for their commitment and dedication. We work together sharing God's gifts of love and grace.

God's Peace,

Jo Murphy, Chair
Worship & Music Committee

Worship & Music Committee Members

Pastor Bob: robert.linstrom@tlcgr..org
Karen Griewahn: kbgriewahn@aol.com
John Racek: jeracek50@comcast.net
Sid Hoeksema: sidhoeks@aol.com Choir Director
Rick Radke: radketrac@comcast.net Council Liaison
Kate Bredwell: kate.bredwell@sbcglobal.net Council Liaison
Tess Lundgren: tesslundgren@gmail.com Committee Vice-chair
Larry Biser: lgbiser@att.net Director of Music
Diane Biser: dtbiser@att.net Director of Children's Choirs
Jo Murphy: Jo@mmapinc.org Committee Chair
Carrie Wygmans: carrielstine@comcast.net
Ruth Evans: revans5295@gmail.com

Committee Members: Amy Stephan (Chairperson), Tess Lundgren (Council Liaison), Joni Korb, Jamie Kuntzman, Caroline Kuntzman (youth council rep), Kris Shannon, Sarah Turnage, Peter McKinney, Jill McKinney, Brittany Fischer

THANK YOU to the following committee members, who have stepped down, for their service during the past year: Dave Beckett, Kristin Bradley (Chairperson), Julia Kessel (youth rep.)

Our Youth and Family Ministry Committee started 2018 with Pastor Dan and Kristin Bradley at the helm and included dedicated volunteers, staff and council members.

A big thank you goes out to Taylor Sytsma who continued to serve as our Middle School Ministry Staff person until her resignation in August when she started a full-time teaching job. She worked closely with Pastor Dan. Together they put on a monthly rotation of events that included Confirmation class, youth group, service and fun & fellowship.

The positions of High School Ministry leader (vacant since June of 2017) and Middle School Ministry Leader (vacant since August 2018) still need to be filled. Both are part time positions and someone who has the gifts to fill both roles could take on the larger, combined part time position. Currently, parents/committee members have been stepping up into leadership roles to keep programs alive and to continue to support Pastor Dan. A temporary paid position of Administrative Assistant has been filled by Kelli Basher. Any congregational member who is interested in helping with our youth, please contact Pastor Dan!

We are excited about the new youth room space and look forward to helping the youth to make it their own as they share ideas of what should be included within its walls.

2018 In Review

Faceless – Youth Worship Band – on hiatus as we look for an adult or two to take on the leadership role. Anyone interested, please let Pastor Dan know!

MS Youth

Confirmation – May 6th, 2018
We welcomed 19 eighth grade confirmands into our congregation, Confirmation continues to meet on Sunday afternoons with 20-30 participants (6^{th} – 8^{th} grade).

Youth Group Events*:* Snow tubing, Craig's Cruisers, Kids Coalition Against Hunger Meal Packing, 2 Lock-ins.

Charge! - 22 kids and 5 adult chaperones attended this ELCA Living Waters middle school gathering event at Great Wolf Lodge in Traverse City. Community service, worship, music, speakers and small group sessions were a part of this great event.

Stony Lake Camp - 49 youth, Pastor Dan and Taylor attended!

HS Youth

Youth Council Member – Julia Kessel served in this position for the 2017-18 school year and ended in June. Our committee selected Caroline Kuntzman as the representative for 2018-2019 and she started in July.

Living Waters Ministry – Bridge Builders (building young leaders with a raised awareness and understanding of the realities of racism), 2 youth attended

State Synod Leadership Summit – 4 youth attended with Pastor Dan who helped plan it, included leadership development and learning about difficult conversations.

National Synod Youth Leadership Summit – 1 youth represented our congregation

Northwest Lower Michigan Synod Annual Meeting - 2 youth will be attending

Mission Trip – 36 youth & 6 adults participated in Group Workcamp in Troy, Missouri where they helped renovate homes.

ELCA Triannual National High School Youth Gathering (Houston, TX) – 12 youth and 4 adults attended along with 30,000 others from across the world.

Sunday Morning Bible Study – first Sunday of the month gathering with Pastor Dan (includes donuts and juice!), averaging 8 youth in attendance

New High School Youth Group – meets 2 x monthly, averaging 10 youth attending

30 Hour Famine – a lock-in of Bible study, inspirational videos and going without food to raise money for the hungry, attended by 13 students

Graduation Sunday – Trinity celebrated graduates with special bulletin inserts and a reception in May.

Trunk or Treat – each "class' was represented by a decorated car, a friendly competition was held, young kids in costume casted their votes!

Christmas Cookie Decorating/Delivering – 14 youth decorated and delivered cookies to homebound members during December.

"The Great Escape Room" – 12 youth and Pastor Dan competed to find clues to get out of the room before time ran out!

College Care Packages - Jamie Kuntzman led the effort to mail 55 boxes this fall to our college students. These included food items, Starbucks gift cards and letters from Pastor Dan and Pastor Bob

Fund Raisers for Mission Trips & National Gathering – Easter Breakfast, Rummage Sale, Can Drive, Wreath Sale, Sponsor-a-Mile (many youth and parents involved)

Respectfully submitted by Amy Stephan
Chairperson, Youth & Family Ministry Committee.

	2018 Budget	2018 Forecast	Variance Fav/(Unfav)
Income (Giving)	**1,078,100**	**1,065,100**	**(13,000)**
Expenses (Spending)			
Local Benevolence	34,400	34,400	0
Synod Mission Support	109,700	109,700	0
Christian Education	11,345	8,845	2,500
Music	12,015	12,015	0
Worship	6,975	5,475	1,500
Evangelism	1,660	1,660	0
Stewardship	6,000	5,000	1,000
Youth and Family	11,150	11,400	(250)
Fellowship	1,300	1,200	100
Property	47,190	36,940	10,250
Utilities	53,000	52,750	250
Leases (copiers/printers)	28,060	24,760	3,300
Office and Administration	53,911	54,711	(800)
Payroll	611,029	569,029	42,000
Stephen's Ministry	2,750	2,250	500
Reserves	24,000	24,000	0
Parish Nurse-Health Cabinet	1,750	1,150	600
Outreach	800	550	250
Congregational Life	6,500	3,900	2,600
Spiritual Growth	2,425	2,725	(300)
Hospitality	1,275	1,275	0
Total Expenses	**1,027,235**	**963,735**	**63,500**
Net Income before Interest	**50,865**	**101,365**	**50,500**
Less Interest	**50,865**	**9,365**	**41,500**
Net Income	**0**	**92,000**	**92,000**
Spending Summary			
Payroll	611,029	569,029	42,000
Benevolence	144,100	144,100	0
Office/Admin/Leases/Reserves	105,971	103,471	2,500
Property/Utilities	100,190	89,690	10,500
Program	65,945	57,445	8,500
Principal/Interest	50,865	9,365	41,500
Total Spending	**1,078,100**	**973,100**	**105,000**

Building Project Ends 03/31/19

Owen-Ames-Kimball Co.

* Projected Expenses Through March '19

Assumptions

* We began to borrow from Mission Investment Fund (MIF) last Oct 2018		
* Projected Capital Campaign Contributions for 2019, removing bequests		
* Average Loan Balance from Feb '19 to May '19 (4 months):	$	1,732,100
* At an Interest Rate of:		4.375%
* Results in 4 months of Interest Expense:	$	25,260
* Beginning in June 2019, we start monthly Principal & Interest payments	$	15,225
* 8 Months of $15,225 Principal & Interest Payments =	$	121,800
* Total Principal & Interest Payments =	$	147,060

	2018 Budget	Proposed 2019 Budget	Variance Fav/(Unfav)
Income (Giving)			
Giving for Principal/Interest	50,865	147,060	96,195
Giving for Operations	1,027,235	1,024,616	(2,619)
Total Income	**1,078,100**	**1,171,676**	**93,576**
Expenses (Spending)			
Local Benevolence	34,400	34,600	(200)
Synod Mission Support	109,700	104,100	5,600
Christian Education	11,345	11,345	0
Music	12,015	12,930	(915)
Worship	6,975	6,975	0
Evangelism	1,660	1,660	0
Stewardship	6,000	6,000	0
Youth and Family	11,150	11,150	0
Fellowship	1,300	1,550	(250)
Property	47,190	47,190	0
Utilities	53,000	53,000	0
Leases	28,060	25,700	2,360
Office and Administration	53,911	54,810	(899)
Payroll	611,029	613,906	(2,877)
Stephen's Ministry	2,750	2,750	0
Reserves	24,000	18,000	6,000
Parish Nurse-Health Cabinet	1,750	1,750	0
Outreach	800	800	0
Congregational Life	6,500	6,500	0
Spiritual Growth	2,425	2,125	300
Hospitality	1,275	7,775	(6,500)
Total Expenses	**1,027,235**	**1,024,616**	**2,619**
Net Income before Interest	**50,865**	**147,060**	**96,195**
Less Interest	**50,865**	**96,695**	**(45,830)**
Less Principal (Debt) Repayment	**0**	**50,365**	**(50,365)**
Total Principal & Interest	**50,865**	**147,060**	**(96,195)**
Net Cash Flow	**0**	**0**	**0**
Spending Summary			
Payroll	611,029	613,906	(2,877)
Benevolence	144,100	138,700	5,400
Office/Admin/Leases/Reserves	105,971	98,510	7,461
Property/Utilities	100,190	100,190	0
Program	65,945	73,310	(7,365)
Principal/Interest	50,865	147,060	(96,195)
Total Spending	**1,078,100**	**1,171,676**	**(93,576)**

	$ Amount	% of Total
Salaries		
Clergy	148,351	25.1%
Non-Clergy	278,878	47.2%
Contract	14,245	2.4%
Total Salaries	**441,474**	**74.7%**
Benefits		
Clergy	72,687	12.3%
Non-Clergy	55,591	9.4%
Total Benefits	**128,278**	**21.7%**
Other		
Payroll Taxes	21,354	3.6%
Total Other	**21,354**	**3.6%**
Grand Total	**591,106**	**100.0%**

	As of 12/31/17	As of 12/31/18	Change
Cash / Equivalent Accounts			
General/Dedicated Funds	556,525	638,318	81,793
Mission Endowment Fund	545,009	485,737	(59,272)
Building Endowment Fund	178,373	168,624	(9,749)
Capital Campaign Fund	1,248,340	26,754	(1,221,586)
Total Cash / Equivalent Accounts	**2,528,247**	**1,319,433**	**(1,208,814)**
Other Current Assets	**1,813**	**1,173**	**(640)**
Fixed Assets			
Land & Building	6,173,950	6,173,950	0
Construction in Progress	0	2,861,578	2,861,578
Total Fixed Assets	**6,173,950**	**9,035,528**	**2,861,578**
Total Assets	**8,704,010**	**10,356,134**	**1,652,124**
Total Current Liabilities	**6,474**	**1,167**	**(5,307)**
Long-Term Debt (Mission Investment Fund)	**0**	**883,303**	**883,303**
Total Liabilities	**6,474**	**884,470**	**877,996**
Total Equity	**8,697,536**	**9,471,664**	**774,128**
Total Liabilities & Equity	**8,704,010**	**10,356,134**	**1,652,124**

Notes:

Reflections on understanding a living and vital faith

In Mark 12:28 Jesus is asked by a scribe: "Which commandment is first of all?" Jesus responded with "the Lord is one," and went on to say, "You shall love the Lord your God with all your heart, and with all your soul, and with all your mind, and with all your strength" (Mark 12:30). These words are very similar to those that served as Israel's central confession of faith (Deuteronomy 6:4-5). Joshua (22:5) later reminded the people of Israel to observe these words. With this text as a guide, how do we begin to explore the ways we will nurture a living and vital faith in each person and the congregation?

Within the work of the Evangelical Lutheran Church in America, congregational vitality is defined as "communities of Jesus where there are life-changing relationships with God, one another and the world." These are three important dimensions of our work together. But it is the way in which we bring our heart, soul, mind and strength into our life and work that shows how the light of Christ shines in and through us. Our heart is the way we feel and sense God's presence in and through emotions. The soul is our mindful awareness of the presence of God within us and the world. This awareness encourages us to find meaning and purpose in life, both individually and as a community of faith. The mind is how we learn our beliefs, perspectives and practices that shape our understanding, knowledge and expressions of faith. And strength is the way we use our abilities, passions and skills to shape and live a life of faith.

The vitality of our faith as Christians, and as a church in the Lutheran tradition, finds meaning and purpose in Jesus' words from Mark 12:30. As we engage our strategic directions for the future, we find both power and insight by reflecting on what brings us vitality. Please consider the following:

Heart

- When are the times you feel or sense God is present?
- How are these experiences different when you are with others rather than alone?
- How do these emotions bring vitality to your faith and relationship with God?

Soul

- What Scripture passages give you an awareness of life or "living faith"?
- How does this awareness of a living faith help you find meaning and purpose in life?
- What about your life experiences brings a sense of vitality to your faith?

Mind

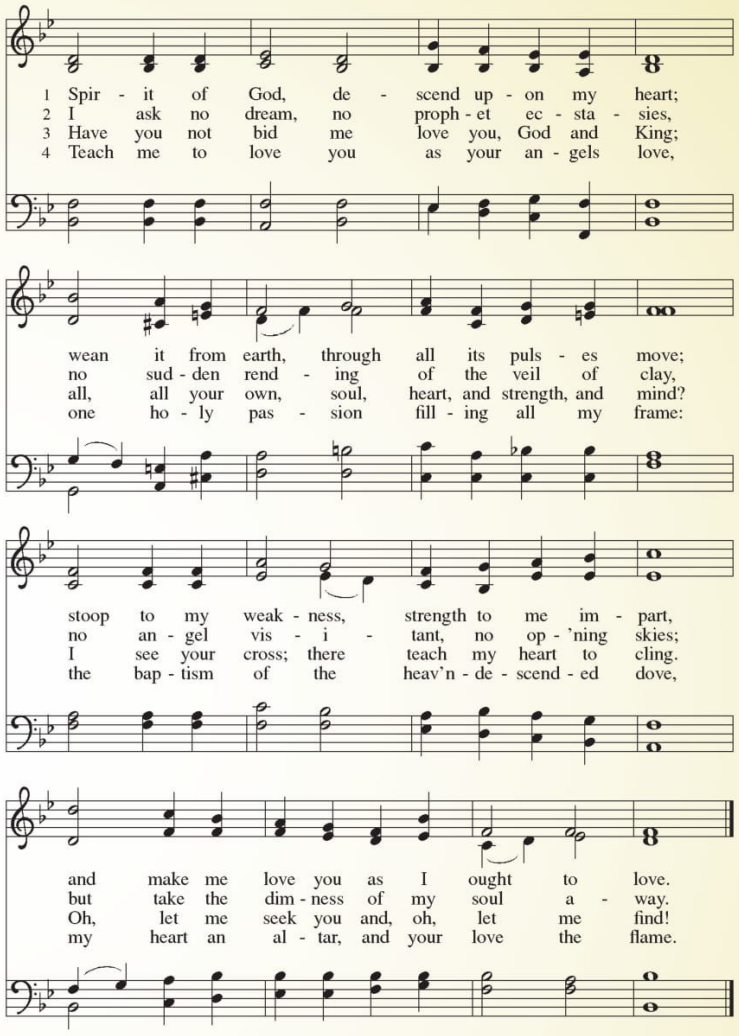
- What motivates you to continue growing in your relationship with God?
- What have you found helps you learn more about God?
- Where do you find vitality through your learnings and spiritual practices?

Strengths

- What God-given abilities, passions and skills have you discovered in your life?
- How does your faith guide you in using these?
- What about using these abilities, passions and gifts gives you vitality?

May your responses to these questions help you gain new insight and vitality into your relationship with God, each other and the world.

ELCADM1134

Spirit of God, Descend upon My Heart

Text: George Croly, 1780-1860
Music: MORECAMBE, Frederick C. Atkinson, 1841-1897
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Litany

L 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.
C And also with you.

L Teach us, O Lord, to love you with all our heart, soul, mind and strength.
C Lord in your name we pray.

L Descend on our hearts, O Lord, that we may love others in the way Jesus loves us.
C Christ in your name we pray.

L Empower us, O Lord, to be enthusiastic in pursuing your vision for our congregation.
C Lord in your name we pray.

L Move us, O Lord, to engage issues in our community in Christ-like ways, and to pursue deep and authentic relationships with those we serve and partner.
C Jesus in your name we pray.

L Strengthen us, O Lord, to face the barriers we encounter in doing your work, learning to work with others although we may not agree.
C Lord in your name we pray.

L Give us, O Lord, the ability to adapt to the cultural, economic and social changes that occur in the neighborhoods we serve.
C Christ in your name we pray.

L Guide us, O Lord, to be a healthy congregation that learns from our failures as well as our successes and offers wisdom to others.
C Lord in your name we pray.

L Let us pray. As we strive to become the church that we proclaim to be, help us to grow 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 the Christ. Help us to take a fresh look at our baptism each day so we may discover vitality in our relationship with you, each other and those we serve in the world.
C Amen.