

One Copy per Family



SPRING 2021

CONGREGATIONAL ASSEMBLY

6:30 PM TUESDAY, MAY 25, 2021
IN THE UPPER SANCTUARY



TABLE OF CONTENTS

<u>WELCOME</u>	3
<u>AGENDA</u>	4
<u>MINUTES FROM CONGREGATIONAL (VOTERS') MEETINGS IN THE PAST YEAR</u>	5-12
<u>MINISTERIAL/ADMINISTRATIVE STAFF REPORTS</u>	
REV. ZACH J. HOLDORF, SENIOR PASTOR	13
REV. TIMOTHY D. SMITH, ASSOCIATE PASTOR	14
REV. DAN KOHN, PASTOR EMERITUS	15
MR. MATTHEW HOEHNE, DIRECTOR OF MUSIC	16
MR. BILL ZUELSDORFF, PRINCIPAL	17
MRS. PENNY SWANSON, DIRECTOR OF TRINITY CHILDCARE	18-19
MR. RICK STENGL, DIRECTOR OF CHRISTIAN EDUCATION	20
MRS. TINA DICKENS, CHURCH ADMINISTRATOR	21
<u>OFFICER / GOVERNING BOARD REPORTS</u>	
CHAIRMAN OF THE CONGREGATION/CHURCH COUNCIL	22
TREASURER	23
BOARD OF ELDERS	24
<u>COMMITTEE REPORTS</u>	
FELLOWSHIP & PR (CHURCH COUNCIL)	25
HUMAN CARE (BOARD OF ELDERS)	26-27
PROPERTIES (CHURCH COUNCIL)	28
<u>OLD BUSINESS</u>	
NONE	
<u>NEW BUSINESS</u>	
MEMBERSHIP REPORT-NEW MEMBERS, TRANSFERS, DEATHS	29
ELECTION OF BOARD MEMBERS	30
CHURCH MINISTRY PLAN/STRATEGIC PLAN	31
EXPLANATION OF BUDGET	32-34
PROPOSED CHANGES TO THE BYLAWS—ENDOWMENT FUND	35-37
<u>CHURCH OFFICERS & MINISTRY CONTACTS</u>	38

WELCOME to an assembly of our voting membership for Trinity Lutheran Church. All those present are welcome to participate. However only those eligible are allowed to vote on any action. Article V, Section 5.1.2 and 5.1.3 of our current (auth. 2020) Constitution declares any baptized member who has been confirmed in the Lutheran faith or have received instruction in Lutheran doctrine as deemed acceptable by the pastoral staff, are familiar with the teaching of *Luther's Small Catechism*, and declare their acceptance of the confessional standard of Article 3 of this Constitution who have reached the age of eighteen (18) years shall be a voting member.

These assemblies are very important to the every day operation and ministry of our church. In order to make our time together as productive and meaningful as possible please keep the following in mind:

1. In general, for purposes of order, Roberts' Rules of Order shall prevail. (Bylaws Article 9, Section 3)
2. The agenda has been prepared by the Church Council. (Bylaws Article 1, Section 1.2) Resolutions must have been received by its last meeting prior to our assembly in order for them to be included in the agenda.
3. In the event of any tie votes, the Chairman of the Congregation shall cast the deciding vote. No voting by proxy shall be allowed. (Bylaws Article 8, Section 8.4)
4. A quorum ordinarily would be those voters present at a properly called meeting. However, a minimum of fifty (50) voting members are required for a quorum in the case of amendments to the Constitution or Bylaws, initiating major building projects, or in the case of removing an ordained or commissioned minister from office. (Constitution Article 8, Section 8.3)
5. A request may be made to limit discussion on any given resolution. For example, time could be limited per speaker or time spent on the resolution in total. A two-thirds (2/3) vote is required to limit discussion. This can be very helpful if there are multiple items of business to carry out. (Roberts' Rules of Order)
6. In most cases discussion will come to a close and the Executive Director will call for a vote on the motion on the floor. However, at anytime during discussion a voting member may "call the question" and ask that discussion be ended. In this case a vote will be taken and a two-thirds (2/3) vote is required to close discussion. Following the closing of discussion the motion on the floor will then be immediately voted on. (Roberts' Rules of Order)

A Personal Prayer of Preparation

Dearest Jesus, my Redeemer and the Shepherd of my soul, I thank you that through Holy Baptism You have made me a member of Your body, the Church. I entreat You to bless most richly the congregation of saints of which You have called me to be a part. May Your Word always be purely preached and taught among us, and may we gladly hear and learn it and grow in knowledge of and love for You. May Your Sacraments be given according to Your command, and may we always value most highly the forgiveness of sins and eternal life You give us through them. Work in us love and respect for our pastors. Help us to uphold them and their families in prayer and obey them as Your undershepherds, so that with joy they may fulfill the task You have given them of guarding our souls. Prepare us through their ministry to use the gifts You have given each of us in service to others, that Your body might be built up. Keep far from us pride and dissension. Help us, without jealousy, to value the diverse gifts You have given our brothers and sisters. Teach us to weep with and support those who suffer and to rejoice with those who rejoice. Call, gather, and enlighten many others to travel with us on the journey to heaven, where You together with the Father and the Holy Spirit are worshiped by saints and angels, now and forever. Amen. (Lutheran Book of Prayer)

Congregational Assembly – 2021

Tuesday, May 25, 2021—6:30pm in the Upper Sanctuary

Agenda

1. Devotion
2. Review and Approval of Congregational (Voters') Meeting Minutes from the past year
3. Ministerial/Administrative Staff Reports
4. Governing Board/Officer Reports
5. Old Business: None
6. New Business:
 - A. Membership Report
 - B. Election of Board Members
 - C. Church Ministry Plan / Strategic Plan
 - D. FY22 Budget
 - E. Proposed Amendments to Bylaws—Endowment Fund
8. Closing Prayer

VOTERS' MEETING MINUTES—JUNE 7, 2020

MINUTES

Trinity Lutheran Church—Special Voter's Assembly

Sunday, June 7, 2020

.....
Attendance was recorded by elders identifying voters and writing their names on the attendance sheet.

Meeting called to order: Executive Director Mr. Bryon Graff welcomed everyone and called the meeting to order @ 12:15 p.m.

Pastor Zach Holdorf offered opening devotions and prayer.

Holly Prah presented the process and candidates from the Music Committee.

Question: Did you miss a slide?

Answer: Yes. Duties for 2. Sanctuary Choir Director reviewed.

Discussion: Thankfulness expressed for the opportunity to use talent and experience with using only \$89K in salary.

MOTION to issue a call to Matthew Hoehne by Holly Lutz.

SECONDED by Tim Rock.

MOTION CARRIED unanimously.

Bill Zuelsdorff, Day School Principal, presented the process and candidates from the Eighth Grade Teacher Call Committee.

MOTION to issue a call to Timothy Eigenfeld by John Schult.

SECONDED by Roger Hanke

Question: Does Timothy possess math and physical education teaching experience?

Answer: Math and physical education were areas handled by the former eighth grade teacher. Timothy has expertise in social studies and literature. The process used a filter for find candidates for math and physical education, but the results returned were few.

Question: Can Timothy teach math?

Answer: Yes.

MOTION CARRIED unanimously.

Bill Zuelsdorff, Day School Principal, presented the process and candidates from the Kindergarten Teacher Call Committee.

MOTION to issue a contract to Katrina (Dickinson) Erdman made by Andy Plath.

SECOND by Holly Lutz

Discussion: This would be a ten-month contract, not a called position.

VOTERS' MEETING MINUTES—JUNE 7, 2020 (CONT.)

Question: Is the candidate sending mixed messages about belonging to St. Paul's in Stevens Point and worshipping 50 percent of the time at Christ Lutheran Church in Wausau?

Answer: Pastor Zach states the candidate would go off of the LCMS synodical roster. This is a sacrifice regarding her standing with the synod, but has placed her vocation as a wife above this standing.

Katrina is an excellent teacher and we would be blessed to have her.

Action step: The Day School Board will revisit the policy regarding membership at Trinity Lutheran Church.

MOTION CARRIED unanimously.

MOTION to adjourn made by Dave Christian, SECONDED by Holly Prah. No discussion. MOTION CARRIED.

1:03 p.m.

Respectfully submitted,

Lisa L. Knoll
Parish Secretary
715 297 8178 cell

Trinity Lutheran Church—Spring Voter's Assembly

Tuesday, June 23, 2020

.....
Attendance sheet was made available prior to/during/after the meeting.

Meeting called to order: Executive Director Mr. Bryon Graff welcomed everyone and called the meeting to order @ 6:33 p.m.

Pastor Tim Smith offered opening devotions and prayer based on John 17:6, the high priestly prayer from Maundy Thursday.

Addition to New Business: Contract ratification for fifth grade teacher and peaceful release for two teachers.

MOTION to approve the minutes as written from the Fall Voter's Meeting by Elgart Baumann Jr. SECONDED by Darryl Neumann.

MOTION CARRIED unanimously.

Ministerial Staff Reports

- Rev. Zach J. Holdorf, Senior Pastor: no questions.
- Rev. Timothy D. Smith, Associate Pastor: no questions.
- Mr. Bill Zuelsdorff, Principal: no questions.
- Mrs. Penny Swanson, Director of Trinity Childcare: no questions.
- Mr. Rick Stengl, Director of Christian Education: no questions.
- Mrs. Tina Dickens, Parish Administrator: no questions.

Ministry Reports

- Board of Lay Ministry: no questions.
- Youth: no questions.
- Day School: no questions.
- Fellowship and Public Relations: no questions.
- Properties: no questions.
- Christian Education: no questions.
- Evangelism: no questions.
- Stewardship: no questions.
- Human Care: no questions.
- Childcare: no questions.

Committee Reports

- Finance Committee: no questions.

Old Business

New Church Governance/Constitution and Bylaws: Bryon states this process began in August, 2016 with outreach to Ambassadors of Reconciliation (AOR). The focus has been on creating a three board leadership team to lead Trinity forward. Many town halls and voters' meetings have been held. Evaluations of the current constitution have been done. Pastor Janke and John Joseph put many hours into this process and their work is noted as commendable.

VOTERS' MEETING MINUTES—JUNE 23, 2020 (CONT.)

Pastor Engebretson from LCMS has reviewed this document.

MOTION to amend the proposed constitution with the changes in the document being passed out at the in-person meeting by Darryl Neumann. SECONDED by Andy Plath.

Question: How does the proposed governance changes being passed out here compare with the copy received in the mail?

Answer: There are no changes to the constitution. There are changes in the bylaws. This discussion will be held after the next motion.

MOTION CARRIED unanimously

MOTION to amend the proposed bylaws with the changes in the document being passed out at the in-person meeting by Daryl Neumann. SECONDED by Elgart Baumann Jr.

Discussion:

Question: In Article II under the Board of Elders and Article 4.2 re: meetings--minutes of each meeting shall be kept etc.

Minutes means everything that is discussed and decided upon is recorded. There are sensitive discussions that are confidential, but there appears to be no exceptions for these.

Answer: Meeting minute guidelines are in the policy for the Board of Elders. The purpose of meeting minutes is for actions taken.

Question: Are closed sessions recorded with minutes?

Answer: No.

MOTION CARRIED unanimously.

MOTION to transition to new constitution and bylaws and take to the LCMS North Wisconsin District Secretary for review by John Schult, SECONDED by Andy Plath.

(The Chairman will call for special voter's meeting to vote on candidates to fill three boards.)

MOTION CARRIED unanimously.

New Business

Membership Report

Budget

The Chart of Accounts has been changed from 15 major line items to 4.

Shared Allocations started when started offering the School Choice program in 2014. Some amounts are based upon the square footage of the building, others on the number of employees involved, etc. Enrollment in the Day School for 2020-21 is currently 165 students.

MOTION to approve the budget as presented by Dave Christian. SECONDED by Craig Singkofer.

VOTERS' MEETING MINUTES—JUNE 23, 2020 (CONT.)

MOTION CARRIED unanimously.

Applause offered from the gathering to acknowledge the generous tithes and offerings during the first and second quarters of 2020.

Stewart Avenue Steps

The process started with the acknowledgement of deteriorating steps in spring, 2016. See slide deck for further insight.

Question: The image of the chains across the steps is a poor one. How can we move this process forward before winter, 2020?

Answer: We have about \$89,900 to spend. The quoting process takes time, especially during the busy summer months.

Question: For 27 years, we have come in the front door facing Stewart Avenue. There are not many people that use the front door and the steps. What is the best way to repair these steps when so few people use them? When people come for a funeral, they are more likely to come in through the front doors.

Answer: We have about \$89,900 to spend. The quoting process takes time, especially during the busy summer months.

Question: If we repair only the front steps, are the contractors going to haul the demolished steps away?

Answer: Yes

Thank you for the committee working so hard on this process.

A simpler design would reflect upon historical context.

Question: Are there any safety concerns with no side sets of steps?

Answer: Those two sets are still usable. If we take them out, the doors will have to remain locked.

Question: Is it necessary to replace the two side sets of steps?

Answer: No. Replacement would be done for cosmetic purposes only. The concrete around them are starting to deteriorate.

MOTION to ratify/confirm the extension of the contract of Lissa Anklam by Marie Traska, SECOND by Darryl Neumann. MOTION CARRIED UNANIMOUSLY.

Peaceful Release Letters from Jenna Lane and Sandy Raben were read from Shannon Egner.

MOTION to grant a peaceful release from their called teaching positions for Jenna Lane and Sandy Raben by Holly Prah,

SECOND by Marie Traska. MOTION CARRIED unanimously.

Update on the new website: website is live, including the Member Portal.

MOTION to adjourn made by Darryl Neumann, SECONDED by Andy Plath. MOTION CARRIED. - 7:39 p.m.

VOTERS' MEETING MINUTES—JULY 26, 2020

MINUTES

Trinity Lutheran Church—Special Voter's Assembly

Sunday, July 26, 2020

.....

Attendance sheet was made available prior to/during/after the meeting.

Meeting called to order: Executive Director Mr. Bryon Graff welcomed everyone and called the meeting to order @ 12:17 p.m.

Pastor Zach Holdorf opened with prayer.

Dave Christian reviewed the background and timeline on the front step process, starting with May 2016.

MOTION for a resolution to temporarily suspend for this Special Voter's Assembly the need for a 50-member quorum by Jim Baumann, SECONDED by Jim Werner.

Discussion: none noted.

MOTION CARRIED UNANIMOUSLY.

MOTION to move forward with employing the Keller Option for the front step replacement/refurbishment project for approximately \$129,900 by Roger Hanke, SECONDED by Darryl Neumann.

Discussion: none noted.

MOTION CARRIED UNANIMOUSLY.

Dave Christian: Thank you for your generosity in supporting Trinity Lutheran Church.

No adjournment conducted.

12:35 p.m.

Respectfully submitted,

Lisa L. Knoll
Parish Secretary
715 297 8178 cell

VOTERS' MEETING MINUTES—SEPTEMBER 15, 2020

MINUTES

Trinity Lutheran Church—Special Voter's Assembly

Tuesday, September 15, 2020

.....

Attendance sheet was made available prior to/during/after the meeting.

Meeting called to order: Executive Director Mr. Bryon Graff welcomed everyone and called the meeting to order @ 6:30 p.m.

Pastor Zach Holdorf offered opening devotions and prayer based on It Is Well With My Soul and Isaiah 26.

Names on the ballot are presented by Jim Erdman, Nominating Committee Chair. This was assembled in about four weeks. No questions.

MOTION by Darryl Neumann accept ballot as written, SECONDED BY Elgart Baumann, Jr.

Question: Are there term limits to any positions?

Answer: Terms do not apply and the congregation approved this.

Question: If people served in the former governance, are they allowed to continue?

Answer: See above.

MOTION CARRIED unanimously.

June 2020 and July 2020 Church Council minutes were sent out via email. Please reply via email with your approval or your rejection.

New terms start October 1, 2020.

MOTION to adjourn made by Doug Beisner, SECONDED by Darryl Neumann.

6:57 p.m.

Respectfully submitted,

Lisa L. Knoll
Parish Secretary
715 297 8178 cell

VOTERS' MEETING MINUTES—FEBRUARY 21, 2021

MINUTES

Trinity Lutheran Church—Special Voter's Assembly

Sunday, February 21, 2021

.....

Attendance sheet was made available prior to/during/after the meeting.

Meeting called to order: Executive Director Mr. Bryon Graff welcomed everyone and called the meeting to order @ 12:15 p.m.

Background and timeline on this call process was presented by Raun Egner. No questions.

Bryon resumes chair.

MOTION by Holly Prah and SECONDED by Roger Hanke to extend a call to Andrew Kline.

Discussion: none noted.

MOTION CARRIED UNANIMOUSLY.

Announcements:

June 30, 2021 is the end of our fiscal year. May 25, 2021 is the annual Voter's Meeting. Also to be scheduled will be a Town Hall listening session.

MOTION by Dick Kriewaldt to adjourn the meeting and SECONDED by Dave Christian.

MOTION CARRIED unanimously.

12:28

Respectfully submitted,

Lisa L. Knoll
Parish Secretary
715 297 8178 cell

SENIOR PASTOR
REV. ZACH J. HOLDORF

Word and Sacrament Ministry

Word and Sacrament Ministry remains the primary focus of the pastors to ensure the members of Trinity Lutheran Church and School are fed and nourished in the faith. The pastors in conjunction with Mr. Hoehne are intentionally planning worship services that are centered on Christ and His Word. The pastors are also in the process of preparing the plan for Bible studies for the 2021-2022 church year. A special thanks goes out to Rick Stengl. He has been working extremely hard behind the scenes in assisting the pastors with worship, funerals, technology and support.

Navigating through CoVID

The CoVID-19 pandemic has been challenging for everyone, especially in navigating a congregation through it. We have experienced a wide range of opinions and emotions pertaining to every subject matter revolving around the pandemic. At Trinity, we have sought to take the middle road when it comes to CoVID-19. To go to one extreme or the other would be detrimental. We have kept an eye on health department briefings and have been in communication with sister churches around Wausau with the goal of remaining on the same page pertaining to practices and procedures. Trinity is determined to remain steadfast to the Word and Sacrament ministry. Please keep the staff at Trinity Lutheran Church and School in your prayers as we continue to navigate through this pandemic.

Strategic Planning

Under our new constitution and bylaws, it is the responsibility of the Senior Pastor to ensure that Trinity Lutheran Church and School has a comprehensive strategic plan. Over the past five months, meetings have been conducted to ensure this plan is completed. A SWOT analysis was completed for the church, school, childcare, and administration. Strategic plans were then formed based on the information gathered in the SWOT analysis. Upon completion of the strategic plan, approval was given by the School Board (school section of the plan only), the Board of Elders, and the Church Council. Having been approved by the boards, the strategic plan will be brought to the congregation at the annual Congregational Assembly in May of 2021.

A Word of Thanks

King David writes in Psalm 9:1, "I will give thanks to the LORD with my whole heart; I will recount all of your wonderful deeds." My heart is overflowing with thanksgiving to the Lord for many things. I give thanks for Trinity Lutheran Church and School. Much concern was present at the beginning of the pandemic. Questions filled my mind: Will people return? How will finances be? Thank you for remaining faithful to God and to the Church. I give thanks for the staff at Trinity Lutheran Church as School. Everyone has stepped up in these difficult days and continued to work hard, care for those they serve, and overcome challenges that are faced on a daily basis. I give thanks for what the Lord is doing in our midst. We have had a number of baptisms, many new members desiring to join the church, relationships being built, and God's Word being faithfully preached and proclaimed. Thank you, Lord, for all you are doing in our midst.

ASSOCIATE PASTOR

REV. TIMOTHY D. SMITH

Grace, mercy, and peace be to you from God our Father, and our Lord and Savior Jesus Christ! As this financial year comes nearer to a close, we thank God for all the mercies he has shown us over the last year. One such blessing is the new constitution and bylaws, and we are working on adapting and conforming to these documents. This is an ongoing process, especially as we finish the policy manuals and work to make Trinity as a whole run more smoothly.

In addition as we **Gather** together as God's people, there has been a strong emphasis upon Word and Sacrament as the source and means for our gathering. As a result, we have really tried to use CoVID-19 as a reset of sorts in order to refocus on what it means to be the Church and how we can center on what is important and vital for the Church to do and be. As we enter into a more and more post-CoVID world with restrictions being lifted, we are looking to go back to "normal" in the most faithful way possible, that we may worship, praise, and give thanks to Christ in a God-pleasing form, while still maintaining safety and most importantly faithfulness. This will be one of the most important areas to concentrate upon over the next year as there are quite a few people who have not attended church over the last year because of fear and mistrust.

Truth be told, much of my focus over the last year has been in the **Grow** area. Pastor Holdorf and I have kept up Weekly Banter for the whole year; however, as we enter into the summer, we will be putting that on hold, at least until the fall, possibly longer. Bible study on Wednesdays have been going well, especially as we have added the Wednesday evening study. That session will be moved back to 9:30 in the fall, as that period seems to fit most people's schedule better. Confirmation has been going well also, and we will have quite a few students confirmed in the next couple of years. Sunday School is going well, and will probably be in person once again in the fall.

We are also optimistic over the coming year as we **Go** and spread the Good News. We have something like 27 people signed up for the new member class, and we have had around 10 baptisms in 2021 already. This is super exciting as we preach the Word to the community around us, especially through the school. We will continue to place an emphasis on proclamation, especially to the world, that we may go and bring many the life-saving news of Jesus Christ.

Personally, I am doing well. I was married in December to Heidi Smith nee Massa. In addition, my brother is graduating from Seminary this year and has received his first call to Aberdeen, SD. We have celebrated a lot over the last year, praise be to God. As we continue in our mission here at Trinity, may He continue to bless us as he always has, and may we continue to praise Him through thick and thin.

PASTOR EMERITUS

REV. DAN KOHN

I reflect on my work for Trinity Lutheran thus far in 2021—

- + I have facilitated the GriefShare Support Group. We have had as many as 15 students in this weekly ministry—members and non-members.
- + I continue to write—to support staff and leaders. I write a weekly devotion focused on reconciliation and team-building. I also continue a daily devotion entitled—Devotions for Busy Disciples.
- + I remain available for counseling and life coaching—for those in search of guidance and hope.
- + I continue to offer reconciliation ministry as the need arises in the church and school.
- + I assist with worship services as needed.

“Rejoice in the Lord always.” (Philippians 4:4a)

DIRECTOR OF MUSIC

MATTHEW HOEHNE

Wow! It's hard to believe we've been here 9 months already! Times flies when you are busy and having fun!

- I've enjoyed chapel with the Childcare students and staff – a lot of fun teaching the kids about symbols, Mr. Potato Head goes to chapel and what's in God's toolbox.
- I've enjoyed leading a couple of school chapels with Pastor Smith and look forward to more opportunities to serve.
- What a tremendous blessing Jenna Hansen is! Her professionalism, expertise, hard work and friendship make my job a lot of fun! (Oh and she plays a mean oboe as well!!) ☺
- Handbells and choir have returned in worship – what a blessing to hear their musical praises!
- What a blessing our new video system is! It's been wonderful using it to record the different Childcare classes so that they could share a musical offering in worship via video. Many of the families have tuned in to our streamed services to participate and worship with us that way.
- I enjoyed a worship planning retreat with Pastors Holdorf and Smith, May 17-19 – looking forward to sharing the fruits of our labors in the months ahead! What a wonderful blessing to my soul to serve with them!
- What a joy it is to hear Brett Schwantes and the members of the praise team each week – a great blessing to partner in the Gospel with them!
- Sorting through the plethora of copyright/streaming licenses to determine what we actually need to cover us for worship...I'm not a copyright attorney, but I play one on TV!
- I'll be teaching a vocal techniques/music theory class on Thursday evenings, May 27 – June 24 here at Trinity for choir members and anyone interested. As of the writing of this report, six singers have registered.
- I will be directing handbells for the 2021-2022 season as Shannon will be on maternity leave.

PRINCIPAL

MR. BILL ZUELSDORFF

A rollercoaster ride would probably best describe this school year. A decision was made in late July of 2020 to reopen our school doors to our students to start the 2020-2021 school year. The majority of our students did come back for in-person learning. Several families did opt to do virtual learning, but as the school year progressed more and more students made their return to in-person learning, and we are close to 100% in-person learning now.

We did have times of having to shut down a classroom or two throughout the school year due to a CoVID case and students being in close contact to that case. We had two periods of a week or so that all of school shut down for the same reason, but overall we were able to stay in-person for most of the year and worked through the shut downs as they happened.

Teachers had to make adaptations to how they taught. This brought about strain and stress. It was certainly a learning experience for all, and I commend them on working through a less than ideal year. Many things were put before them to have to adjust too, and overall they did a great job in making adjustments and dealing with situations that often took them from their comfort zones.

Wisconsin Parental Choice Program: Trinity finished its sixth year in the WPCP (School Choice) program with 56 students, up 10 students from last year. Applications for the 2021-2022 school year were taken starting in February and ended on April 15. At this point we have 65 applications for the program. The Wisconsin DPI will notify us likely in June on how many of these applicants will be eligible for a voucher at our school.

Enrollment: Our 4K-8th grade enrollment saw a boost in late July/early August of 2020 once the WSD made the decision to go 100% virtual to start their school year. We saw our enrollment jump by 25 students in the matter of a few weeks. While this was certainly a blessing, it also brought on some other challenges that needed to be worked through. Our enrollment went to 185.

As we look to next year, we are seeing large classes from 4K-3rd grade. At this time we are looking to have two sessions of our 4K class, one in the morning and one in the afternoon. Mrs. Graff has agreed to teach both of those sessions. We will continue to monitor class sizes as we look to the future to decide how to move forward. We have been truly blessed by God with this “problem” of having to create waiting lists. Our current enrollment for the 2021-2022 school year is at 185.

Education Grant Fund: Please consider a donation to Trinity’s Education Grant Fund. We do have families attending here that are in need of financial help and do not qualify for the WPCP program. Some families just hit hard times with the loss of a job, for example, and need some help with tuition. Your generous donations help make a Christ-centered education possible for many of our families.

Welcome – We welcome on board Andrew Kline who will be our new 7th grade homeroom teacher.

Blessings!

Bill Zuelsdorff, Principal

DIRECTOR OF TRINITY CHILDCARE

MRS. PENNY SWANSON

Wow, this last year is one for the history books! The Coronavirus Pandemic has made us think differently and become creative in how we do things, always being conscious of how to do it safely to keep everyone healthy. In John 16:33, Jesus says, "I have told you these things, so that in me you may have peace. In this world you will have trouble. But take heart! I have overcome the world."

This pandemic has drastically affected the enrollment numbers of the childcare. We had families discontinue care or reduce the care they needed, and new families did not enroll their children. Calls were made to those on the waitlist, and most of those families chose not to enroll. We worked with families that were looking for childcare, and many of them chose to keep their children home until a later time. We have had some new families start care with us and other current families increase care from part-time to full-time. We continue to work on having classrooms as full as possible, keeping ratios at one teacher except for the Little Lambs classroom. This is what can be covered with the current staffing shortage.

The childcare is still looking to fill many positions; 4-year-old lead teacher, many assistant teacher positions, and temporary summer staff. Many different platforms have been used to post these open positions. These include UWSP in-person and virtual job fairs, Indeed (both contacting those with early childhood experience and receiving resumes from people), talking with new school TAs, online job platform for UWSP and NTC, email contact with UWSP students with early childhood majors, Trinity Facebook page, Trinity's electronic sign, post in bulletin for other Lutheran churches, 89Q, and City Pages. In December all staff received a 3% onetime bonus of their annual salary. The Childcare Director was quarantined most of November due to COVID reasons. She was able to work from home and continue to run the childcare with the help of staff taking on extra duties. The childcare staff have been amazing with implementing new and changing COVID protocols, along with being dedicated to the children and families of Trinity Childcare and willing to help in any way possible.

The childcare, along with the school-age summer program fully reopened on June 1st. This was done with new guidelines for COVID with extra cleaning, temperature checks of both children and staff when they arrive, separation of groups as much as possible, along with many other new guidelines to protect everyone from COVID. The childcare summer activities were very limited compared to years past. We stayed on campus and did not go out into the community for activities. We limited it to only taking walks in the neighborhood. The teachers were very creative in planning activities to do on campus. Some of those activities were water/sprinkler days, making ice cream, having a car wash, and scavenger hunts. The childcare has had to deal with positive COVID cases and closing classrooms so that children and staff could quarantine. With such high numbers of COVID cases in our community, it was a matter of when we would have a positive COVID case even with all our cleaning and safety protocols in place. The following is a list of classrooms of when they needed to close for children and staff to quarantine:

- School-age program: October 12-30
- Little Lambs room: November 20-27
- Rainbow room: November 30-December 8
- Butterfly room: November 30-December 8
- Little Lambs room: January 6-13
- Sonshine room: April 8-20
- Rainbow room: April 15-21
- Butterfly room: April 15-21

DIRECTOR OF TRINITY CHILDCARE
MRS. PENNY SWANSON (CONT.)

A childcare tuition increase was implemented in January for all childcare and school-age families. The childcare had monthly chapel services with appropriate social distancing of classrooms. Different people presented the message for each chapel service. The childcare worked with the school for a combined recorded Christmas Program. The childcare made Valentine decorations for the seniors at Forest Park Village - this was a wonderful outreach opportunity for our children to share the love of Jesus. The children in the Butterfly classroom recorded songs that played during church services for Lent and Palm Sunday. For the upcoming school year, we have 89% of our childcare children eligible to attend the 4K class here at Trinity. A SWOT (Strengths, Weaknesses, Opportunities, and Threats) analysis was done for the childcare. That information was compiled into the one-year plan that is included in the strategic plan.

Although this last year has been nothing like any of us could have predicted, it was a year of growth with learning how to do things differently and thinking outside of the box. Some things remained the same. The children learned about the love of Jesus. They learned how to share that love with each other as they developed in their skills and abilities each day. As the Psalmist writes in Psalm 136, "His love endures forever." Verse 1 specifically says, "Give thanks to the Lord, for he is good. His love endures forever. We hold true to that love and reassurance of Jesus Christ. As it says in Hebrews 13:8, "Jesus Christ is the same yesterday and today and forever."

Penny Swanson
Trinity Lutheran Childcare Director



DIRECTOR OF CHRISTIAN EDUCATION
MR. RICK STENGL

No report submitted.

CHURCH ADMINISTRATOR

MRS. TINA DICKENS

Human Resources

Despite CoVID, we were able to on-board Director of Music Matt Hoehne. Matt and his family have been a well-comed addition to Trinity, providing a big impact on the Music program. We look forward to how his gifts continue to shape the program in the future.

Andrew Kline, our newly Called 7th grade Teacher, joins us in the Fall.

We continue to see challenges in Childcare with staffing. We believe this is due to a combination of factors, and we are working to sort through those that are within our control, namely pay scale.

Facilities/Properties

STEWART AVENUE STEPS: Praise the Lord! With the generosity of this congregation, we have completed the Stewart Avenue steps project, and they do not disappoint. Thank you to the Properties Committee, who worked on this project for 3 long years.

NEXT STEPS (no pun intended):

The next priorities for the Properties Committee are outlined monthly in the Church Administrator newsletter article. These projects will be large investments into the structure and aesthetics of the building, preparing the facility for generations of ministry! As reported in the last article, we have the following projects to focus on over the next few years:

Ceiling/Wall Repair in the Sanctuary (balcony only)/ est. \$25,000 – All areas of the ceiling and walls in the Sanctuary need repair. The damage has been mitigated with the new roof and insulation, so now we can focus on the peeling and cracks. The most critical area is over the balcony and would require removal and replacement of the organ pipes.

Parking Lot resurfacing – *this one is new* (North end of Northeast lot, est. \$63,000; Courtyard lot, est. \$50,000) – The lots were evaluated for sealing, but these two lots were found to be in resurfacing condition as opposed to sealing condition.

Brick/Molding Restoration on Stewart Avenue/ est. \$80,000 – This project will include full restoration of mortar, brick, stone caps, as well as scraping, cleaning and painting of all wood surfaces for the entire front facade and 4 sides of both towers. We are also looking into casting the existing woodwork in a sustainable aluminum option. This estimate is based on a quote from 5 years ago, and we are in process of obtaining updated quotes. This is a true restoration effort, not patching small areas of concern. The idea would be to restore the brick and woodwork in a way that glorifies God's house and provides a solid exterior that protects the interior from water damage.

Remainder of the Sanctuary Ceiling & Wall Repair/ est. \$55,000 – This project will require removal of pews and displacing church services for a period of 8-10 weeks, which will require extensive coordination efforts. Ideally, this will be coordinated with the next priority.

Carpet (Sanctuary, Narthex, Lounge)/ est. \$50,000 – Ideally, we would do this to follow the Sanctuary ceiling/wall repair so that carpet could be installed before replacing the pews. Carpet will not be a focal point, and will be neutral in nature. We would also sand and refinish the hardwood under the pews at this time.

CoVID-19 GUIDELINES: We have implemented enhanced disinfection measures as we navigate the needs that CoVID-19 brings to our staff, congregation, school and childcare families, and students. The spiritual and physical health God's children will continue to be a focus as we resume operations. This looks a little different and includes blended worship moved to the Upper Sanctuary, blocked pews, limited number of people per pew, deep cleaning between services, hand sanitizer stations, limited entrances, limited traffic within the building, and limited activities in the building. As things change, we will continue to communicate as effectively as possible.

****The Treasurer's Report contains all financial information previously reported here.****

CHAIRMAN/CHURCH COUNCIL REPORT
MR. BRYON GRAFF

May 2021

Dear Brothers and Sisters in Christ,

We're pleased to share the blessings of our governance as we near the end of its first fiscal year. The process began more than four years ago with guidance from the Ambassadors of Reconciliation. The shift consisted of a change from a multiple board model to three boards, consisting of the Church Council, Board of Elders and School Board. All of Trinity's church and school ministries, committees and activities fall under the purview of these boards.

As with any change, it takes some time to adjust, and these board members have diligently taken on the responsibility. Members of these boards have actively worked to familiarize themselves and fulfill our mission and vision through their respective outcome policies. The highlight of each gathering is the focus on God's word in Bible study and prayer. That is the where our members pray for guidance, lift each other up, rejoice with those rejoice and mourn with those who mourn.

The board meetings have moved to a better level of efficiency in decision-making. Each board has committees built for specific missions who spend more time planning and organizing and less time sitting in a meeting. You may have noticed only one annual Voters' Meeting during this fiscal year. That is by design, allowing for a budget presentation, elections, board/committee reports and other church business. Additionally, an informal Town Hall precedes the Voters' Meeting to give our church family more transparency in a setting where we can share more about topics our boards have taken up, ask questions and open dialogue in a non-voting setting.

Trinity is blessed by pastors and staff who faithfully serve. Together, our board members will continue to prayerfully carry out our mission to gather people who grow in faith and share Jesus with all.

Blessings,

Bryon Graff
Chairman

**FINANCIAL REPORT FROM CHAD OELKE, TREASURER
& TINA DICKENS, CHURCH ADMINISTRATOR**

Trinity 2020-2021 Annual Treasurer's Report

Trinity applied for and were granted a Small Business Administration Payroll Protection Program loan (\$227,600) in the wake of CoVID-19. We were required to spend every penny on eligible expenses within 8 weeks of closing. Eligible expenses include: payroll expenses including insurance benefits, utilities, and mortgage interest. Because of this loan, we were able to avoid laying off any staff through the Stay-At-Home orders. This was a huge gift. This loan was fully forgiven in September, and we were not required to pay any of it back. We did not qualify for the second round of PPP funding because we did not see a drop in revenue over the previous year. God is so good!

Overall, due to the PPP money that was forgiven, we are in a good financial position. Due to the struggle to fill student and staffing roles in Childcare, we are losing money overall this year. We are blessed that we have a surplus this year to cover it. That is not sustainable. We need to evaluate the congregation's commitment to providing childcare services at Trinity, and then we need a plan to fulfill that commitment.

We budgeted this year to pay additional principal to the Thrivent mortgage loan. We have been able to continue that budgeted additional principal this fiscal year. As a congregation, we remain faithfully committed to paying down debt. Current balances on debt accounts are as follows:

Endowment Loan: \$139,651 (This time last year: \$154,962; Difference of \$15,311)
Thrivent Loan: \$632,536 (This time last year: \$687,623; Difference of \$55,087)
Total Debt: \$772,187 (This time last year: \$842,594; Difference of \$70,407)

As of print, the following represents Trinity's financial holdings:
Checking — \$81,584 (This time last year: \$175,087 after PPP loan distribution)
Savings— \$473,668 (This time last year: \$509,688)
Endowment Fund (invested)—\$700,640 (This time last year: \$700,640)

Endowment Distribution in Jan 2021 (Total = \$18,650):

- Church Restoration: \$5,968
- Church Worker Scholarships: \$1,305
- School Operations: \$5,036
- School Scholarships (Education Grant Fund): \$1,305
- Organ Maintenance: \$187
- Seminary Scholarships: \$1,119
- Unrestricted: \$3,730

Praise God from whom all blessings flow! We remain in a financially sustainable position, and we are positioned for growth in ministry!

Chad Oelke, Treasurer & Tina Dickens, Church Administrator

BOARD OF ELDERS

Trinity Board of Elders 2020-2021 Annual Report

1. We continue to work with our Pastoral staff to monitor both physical health and safety as well as spiritual health concerns related to the pandemic and how it is affecting our parishioners and the entire Trinity Church & School organization. By the Grace of God, we have been blessed with incredible leaders in Pastors Holdorf and Smith who have worked tirelessly to shepherd us in the midst of these truly unique and challenging circumstances.
2. Praise be to God, during the last couple of months in-person worship attendance continues to slowly recover toward pre-COVID levels. Not counting Easter, there are about 300 attending per week across the four services.
3. Strategic Planning and Continued Analysis
 - a. Pastor Holdorf has led the staff in creating a 3-year strategic plan for Trinity, which is an important tool within our new governance to focus and coordinate our ministry efforts across the organization.
 - b. In March, Pastors Holdorf and Smith, Matt Hoehne, and Rick Stengl performed an organizational SWOT (Strengths, Weaknesses, Opportunities, and Threats) analysis and shared it with the Elders.
4. We are finalizing the Elder's Policy Manual under the new governance. We began a line-by-line review back in August 2020.
 - One of the last areas to finalize is our Committee Process and charters. Ministries that now fall under the Elder's purview include Christian Education, Evangelism, and Human Care. Three Elders have been identified to be the liaison for each of these ministries and are in the process of identifying the activities previously performed and what will continue.
5. An Elder (Raun Egner) served on the 7th Grade Teacher Call committee, which resulted in Andrew Kline accepting our Call to join our staff starting next school year.
6. Music ministry – The addition of Matt Hoehne as our Director of Music in 2020 has been a huge blessing to our Trinity family. He is reinvigorating our music programs in the church and school. For example, many small group ensembles have enriched our worship over the past several months. In addition, Matt played a key role in coordinating the school's virtual Christmas program. Brent Schwantes is also doing a great job as he continues to lead the Praise Team for the blended worship services.
7. Youth ministry – Rick wears many hats, and we are grateful for his key contributions across so many areas of Trinity Church & School. Sr. YAT was able to resume in-person activities this past Fall and other activities are happening where possible, but COVID has posed a number of challenges (e.g., no Lenten Suppers, and the Confirmation Retreat at Camp Luther postponed until September due to staffing issues at Camp). Social distancing concerns currently prohibit activities for the mixed ages of the Jr. youth. Rick continues to provide much-needed technical support at Trinity and has recently overseen the video upgrade in our Sanctuary. He also continues to provide Confirmation instruction and agreed to teach 6th-7th grade religion classes this year.
8. Sunday School ministry – The virtual format is working well and will continue through the Spring 2021 session. Kimberly Schwantes is to be commended for her work in this area.
9. VBS ministry – Two of our school teachers, Gina Maroszek and Cathy Page, have graciously offered to coordinate a "Mini-VBS" program this summer. Details are in the Yellow Sheet.

In Christ,

Raun Egner – Chairman of Trinity Church & School Board of Elders

FELLOWSHIP & PUBLIC RELATIONS

Committee Members:

Kelly Peterson (715) 574-1584 - FellowshipPR@trinitynet.org -

kellyjoepete@gmail.com

Jan Haase

Sue Thiel

Bev Joseph

Shanon Gavinski

April 2021

- We provided a small Easter breakfast for Pastors, Choir, Handbells and any other musicians.
 - ⇒ We served approximately 40 people. It was good to be able to do this. We look forward to when we can do this on a larger scale and have more people join us.
- Pastor Holdorf asked that we start planning for some summer picnics.
 - ⇒ We are planning something for June (more details to come)
 - ⇒ August will be our traditional Brat Fry & Corn Roast
- September we will start up coffee hour.

Kelly Peterson

HUMAN CARE COMMITTEE

Darryl Neumann
Pat Hoffmann

Gloria Ninnemann
Judy Bartelt

At present our ministry has not met as a group since restrictions have been put in place.

Spiritual E-mail Prayer Chains:

Prayer Shawls:

Care Visitation:

Home and Hospitals Visits continue from the Ministerial Staff.

Community/Church Service Programs:

Blind Outreach Next gathering planned for June 19, 2021. Future 2021 dates will be made available. Blind outreach meets 6 times annually, every other month on the Last Saturday except in December we gather on the 1st Saturday. Blind outreach is supported by Pastor Pegorsch as Spiritual advisor and Volunteer coordinator and by faithful Volunteers if you have an interest in driving for individuals, assisting with the meal preparations or even an interesting topic to share please feel free to talk with Pastor Pegorsch.

Lutheran World Relief:

The annual Drive is from 8am to noon on 1st Saturday in October 2nd 2021, located across the intersection of Thomas and So 1st ave., this annual drive is coordinated through St. Stephens Lutheran Church and Trinity has always had Volunteers there to assist. October 3rd, 2020 was the Drive date and collected 27,800lbs. which was various donations such as School kits, Quilts and Hygiene kits.

Daily Needs:

Meals & More: Meals & More has not gathered since restrictions have been put in place. Darryl will continue to organize Meals & More and is asking for anyone's help in setup, serving and cleanup or any donations would be accepted food or monetary.

We are also looking for donations in Devotional materials as well as Bibles these items are made available to the individuals who attend Meals & More.

Meals and More gathers every 4th Wednesday from 4:30pm to 6:00pm which is a total of 12 times annually, 2 are prepared by the Youth 1 Soup suppers and the annual thanksgiving dinner. which leaves 10 gatherings that are budgeted, the expenses average about \$ 130.00 and we average about 50-70 individuals, at present I am looking for any donations of baked goods, milk (2 gal) or fresh fruit, with these donated items this could reduce the cost of our monthly gathering by \$30-\$40 a month. If you have any interest please call Darryl @ 715-218-6600 or email at dleen60@gmail.com .

Meals and More is suspended until restrictions have been lifted. Looking for any groups who are willing to serve. And would like to thank all who have applied for Thrivent Action dollars to offset this budget item.

HUMAN CARE COMMITTEE (CONT.)

Encouragement and Support:

Card Ministry: Please thank MaryAnn Dawson for all her time and talents with the Card Ministry. She has been doing this ministry for many years and is unable to continue, which will leave this ministry without anybody. **Looking for anyone with any interest please contact Human Care Ministry or Church Office.**

Church Library: Elizabeth Lutz is presently taking care of the Church Library found in the reception area of the Church.

Future Goals for our Ministry :

- **Human Care will have a Blood Drive twice annually Spring and fall.**
- **Orphan Grain Train.**
- **To have more individuals or groups participate in the Meals and More program.**
- **To have more individuals to help or assist with blind outreach gatherings**
- **Look into setting up a Card ministry**

Blood Drives: May 11, 2021 and planning to have one during the month of October 2021. Blood drive for Trinity is held at the Blood Center of North Central Wisconsin, on Tuesdays between the hours of 8:30am-6pm please watch for any details. And please do not wait to give as the need for blood is great.

PROPERTIES COMMITTEE

Dave Christian (Chairman)	dave.christian@kolbewindows.com	2021
Allan Schroeder	aschroe1@charter.net	2021
Bob Burton	bobkar1942@gmail.com	2021
Mark Ollhoff	mollhoff1@gmail.com	2021
Jim Werner	tcwtmw2004@gmail.com	2021

The basic objectives of this ministry are the proper maintenance and repair of the church property, and the general protection of the congregation against loss or damage of whatever nature. Since the last Voter's meeting Properties has been busy with several projects:

- After many delays the front steps are complete and were dedicated on May 8th. The final cost of the project was \$107,460 which is several thousand dollars below our maximum approved budget of \$130,000. The properties committee will be upgrading the planters which will be done in the next couple of weeks in time for planting.
- Properties has completed approximately eighty percent of the electrical mapping in the building. We will schedule a Saturday work day to minimize the disruption of staff working in the offices. We will finish up the gym in early summer after school is finished.
- The properties committee repaired the small bell which was not working in January. By doing the work ourselves we saved about \$2000 from having The Verdin Company come to fix the bell.

Repairs and projects to be addressed:

- Todd's Tip Top tree service is scheduled to remove the large tree on the playground. The tree is encroaching on the neighbor's house and must be removed.
- The properties committee will be removing low hanging branches from the large tree in the east parking lot.
- Electrical mapping of the entire campus to be completed by this summer.
- Tuck pointing of brick as required and as the budget allows.
- Repair and repaint the remainder of the upper sanctuary walls and ceiling. The ceiling over the organ pipes is at a critical stage and must be repaired soon.
- Repainting of the exterior trim on the upper sanctuary.
- Update the exterior signage on the building.
- Repair stained glass windows and replace the exterior storm windows in the upper sanctuary.
- Preventative maintenance schedule for the buildings and equipment.

NEW BUSINESS-MEMBERSHIP REPORT *(Changes since June 23, 2020 Voters' Report)*

Accessions by Transfer or Release from other Church:

- Nancy Johnson
- Matthew & Jodi, Bethany, Katie, Bekah, and Ellie Hoehne
- Mark & Amy, Megan, and Ben Kopetzky
- Ryan & Michelle, Silas, Eli, and Elowyn Nichols

Accessions by Adult Confirmation:

- Brent Kriewaldt
- Tyler Lemma
- Katie Robinson

Accessions by Baptism:

- Savanna Sweitzer*
- Stormy Waupekenay*
- Beau Berendsen*
- Wilson Liss
- Bennett Hammarberg
- Tanner Lemerande
- Liam Lemerande
- Patrick Panetta*
- Daniel Bandura
- Tyler Lemma
- Maizy Johnson
- Ruth Hall
- Jexi Olcott
- Soren Pempek*
- Charlotte Wunsch*

** Denotes a Non-Member Family*

Losses by Release:

- Tyler & Anna Borchardt
- Nathaniel Guralski
- Christopher Plant to St. Francis Xavier Catholic Church in Mosinee, WI
- Therese Garvey
- Herman Lee

Losses by Transfer:

- Rev. Tyler Werner to Trinity Lutheran Church in Faribault, MN
- Brandon & Angela Marquardt to Mount Olive Lutheran Church in Weston, WI
- Jean Marquardt to Mount Olive Lutheran Church in Weston, WI
- Amy and Aubrey Steinman and Ava and Alli Thiel to Mount Olive Lutheran Church in Weston, WI
- Rev. Gary & Nan Schultz to St. Mark's Lutheran Church in Wausau, WI

Losses by Death:

- Carol Stevenson
- Lucille Vandergeest
- Lillian Mootz
- Dale Tessmer
- Paul Bruss
- Janet Burns
- Donald Hahn
- Jeanette Thorson
- Geraldine Weber
- Lillian Zenner
- Karmen Teigen*
- Marjorie Huehnerfuss
- Norma Grasmick
- Dale Carr
- LeRoy Tasche
- Arlet Johnson
- Ellsworth Borchardt
- Deb Kuether
- Vernon Hohn
- Charles Luedtke
- Carol Leubner
- Esther Miller
- Virginia Edwards
- Roger Luetschwager
- Sonja Holdorf*
- Marge Imhoff
- Ruth Ann Jahns
- David Erdman
- Jon William "Bill" Ostberg*
- Verna Baneck
- Charles Von Kanel
- Sara Blanchard
- John Mootz
- Joan Zahrt
- Elaine Holtz
- James "Jimmy" Reynolds*
- Shirley Hansen

**Denotes a Non-Member*

ELECTION OF BOARD MEMBERS (2021)

NOMINATIONS

Church Council (at-large):

- Darryl Neumann, 2 year term

Board of Elders (12 total) - (* - Re-election):

- * Doug Beisner, 2 year term ends June 30, 2023
- * Ted Gruhn, 2 year term ends June 30, 2023
- * Todd Hauer, 2 year term ends June 30, 2023
- * Troy Pagel, 2 year term ends June 30, 2023
- * Mike Hase, 2 year term ends June 30, 2023
- VACANT SEAT, 2 year term ends June 30, 2023

School Board (8 total) - (* - Re-election):

- * Barb Emerson, 2 year term, Member, non-parent
- * Marie Traska, 2 year term, Member, non-parent
- * Katie Claxton, 2 year term, Member, parent

Current Governance Members

Chairman, Bryon Graff - 2 year term ends June 30, 2022

Vice Chairman, Jim Erdman - 2 year term ends June 30, 2022

Secretary, Lisa Knoll - 2 year term ends June 30, 2022

Treasurer, Chad Oelke - 2 year term ends June 30, 2022

Board of Elders - 2 year term ends June 30, 2022

- Raun Egner
- Terry Knoll
- Skyler Lynn
- Chad Schwantes
- Craig Singkofer
- Seth Sneider

Church Council at-large—2 year term ends June 30, 2022

- Jamie Schlei
- Dave Christian

School Board - 2 year term ends June 30, 2022

- Brian Seehafer - Member, non-parent
- John Schult - Member, non-parent
- Stephanie Lynn - Member, parent
- James Kramer - Childcare Representative
- Leanne Matz - Non-member, Parent, Non-Voting

NEW BUSINESS—CHURCH MINISTRY/STRATEGIC PLAN
REV. ZACH HOLDORF, SENIOR PASTOR

See the separate Trinity Lutheran Church Strategic Plan 2021-2022.

NEW BUSINESS—EXPLANATION OF BUDGET, CHURCH ADMINISTRATOR TINA DICKENS

Church Council is proud to present a balanced fiscal year 2022 (FY22) budget for approval by the Congregation.

The Budget process was simplified this year due to the combination of the new governance and the struggles brought on by CoVID.

In short, the budget doesn't change much from FY21 (current year) and FY22 (next year). Tithes and Offerings remain strong despite the struggles.

We are adding a 7th grade teacher and increasing hours in 4K, but the increase in School Choice students is expected to offset that cost.

Childcare is budgeted as if there are no struggles. We need more staff in order to bring in more students, and we are praying that people going back to work in coming months provides some relief in this area.

Of note, insurance costs are budgeted at an 8% increase, but we heard this week that it may be closer to 6%. This will provide a small cushion in the expense budget.

The condensed budget and highlights are included on the next few pages.

BUDGET FY22

Trinity Lutheran Church & School

FY22 BUDGET

July 2021 through June 2022

	<u>TOTAL</u>
	<u>Jul '21 - Jun 22</u>
Income	
CHILD CARE INC	517,026.00
CONGREGATIONAL INC	1,191,020.00
LAY MINISTRIES INC	600.00
SCHOOL INC	<u>1,318,715.00</u>
Total Income	<u>3,027,361.00</u>
Gross Profit	3,027,361.00
Expense	
CHILD CARE EXP	574,095.00
CONGREGATIONAL EX	582,357.00
LAY MINISTRIES EXP	485,143.00
SCHOOL EXP	<u>1,385,766.00</u>
Total Expense	<u>3,027,361.00</u>
Net Income	<u><u>0.00</u></u>

BUDGET FY22

CHILDCARE CONSIDERATIONS:

- Only minor changes from FY21
- Add Thrivent dollars to income
- Add Indeed hiring cost to Expense
- Decrease computer hardware
- Lower Shared Allocations slightly
- Pay increases not realized in FY21 (Jan) budgeted for Jan '22—not set in stone
- Overall Income/Expense down \$3,000 from FY21

CHURCH CONSIDERATIONS:

- No major changes to income
- Continue to budget Debt Reduction in same way as FY21
- Same support to School

LAY MINISTRIES CONSIDERATIONS:

- Health insurance costs increase 8%
- No pay increases
- No major changes

SCHOOL CONSIDERATIONS:

- Health insurance costs increase 8%
- No pay increases
- Add 7th grade teacher
- Increase 4K teacher to full time to accommodate growth
- Student Count:
 - 184 at time of budget (24 in 4K, 14 in 5K, 146 in 1st-8th)
 - 44.5% member, 21.7% non-member, non-Choice, 33.7% WPCP
 - Increase in tuition, increases in School Choice dollars

OVERALL BUDGET ASSUMPTIONS:

- Increase in enrollment
- Additional; staff for school
- Childcare recovers by mid-Summer
- Money will be tight this year and as we position to grow the school
- Giving continues with current trend

Proposed Change to the Bylaws

Intention:

The intention of this Bylaws change is to simplify the management of the Endowment Fund by shifting the responsibility to the elected Church Council rather than having a separate Endowment Committee, hereby eliminating the Endowment Committee.

Minor changes to language, grammar and spacing are also proposed to be consistent with the current Constitution and Bylaws.

Requirements:

ARTICLE 11: AMENDMENTS

These Bylaws may be amended in the following manner:

- 11.1 Amendments shall be adopted by a majority of all votes cast in a properly called meeting of the Congregational Assembly.
- 11.2 The intention to amend the Bylaws and the wording of the amendments proposed shall be published and distributed to the Congregation by either of the following methods:
 - 11.2.1 At all the worship services of two weekends prior to the date upon which the amendments are presented for action; or
 - 11.2.2 In all the worship services of the previous weekend when preceded by written notification by mail or email to all voting members at least two (2) weeks prior to the date upon which the amendments are presented for action.
- 11.3 The revised Bylaws shall, as a condition of continued membership in good standing in The Lutheran Church—Missouri Synod, be submitted to the President of the North Wisconsin District for review by the district's constitution committee and favorable action by the district's board of directors before being adopted by the Congregation.

Impacted Articles/Proposed Changes:

ARTICLE 10: ENDOWMENT FUND

- 10.1 Name
This congregation shall establish a congregational fund which shall called the Trinity —Lutheran Church Endowment Fund. It shall not be a separate entity but shall be one of the funds of the congregation.
- 10.2 General Purpose
The Fund's purpose shall be to receive gifts and bequests to provide financial assistance to existing and new mission, ministry and educational programs of Trinity Lutheran Church of Wausau, Inc. and the Lutheran Church - Missouri Synod, its districts, seminaries, colleges, institutions or agencies that are generally considered beyond the scope of the unified budget of this congregation. The list of approved uses, projects and programs shall be appended to the Bylaws and shall be distributed to the members of the congregation.
- 10.3 Donations
Gifts and contributions from any individual, firm or corporation, in money, securities, or in any other form of property, including by way of explanation and not in limitation, direct gifts for the purpose of the Fund, gifts in memory of any deceased person or in appreciation or recognition of any living person, gifts in the form of a devise or bequest under will or trust instrument, and gifts of proceeds or portions of proceeds of insurance, annuity or endowment policies or contracts, may be made-at any time to the Fund, directly by donors or by action of Trinity Lutheran Church of Wausau, Inc..

Means for acknowledging the receipt of each gift and contribution shall be established and maintained, including, whenever feasible, a designation of the value ascribed to each gift. ~~Gifts and contributions may be made upon special terms or condition or containing limitations or directions as to the investment or use of the substance of the gift, the use or accumulation of the income (as distinguished from those terms and conditions hereinafter set forth) provided that such are acceptable to Trinity Lutheran Church of Wausau, Inc. Separate identification and recording shall be made of all transactions with respect to any such special or restricted gift or gifts.~~

10.4 Distributions

During the continuance of the Fund there shall be distributions of the total net income —of the Fund at least annually, unless by resolution the Trinity Lutheran Church of Wausau, Inc. ~~Congregational Voters'~~ Assembly designates in writing that some or all of the income shall be reinvested in the Fund (which designation is revocable and can be altered by resolution by Trinity Lutheran Church of Wausau, Inc. ~~Congregational Voters'~~ Assembly).

Distribution to Trinity Lutheran Church of Wausau, Inc. shall be made from the principal assets of the Fund only upon specific request by the ~~Congregational Voters'~~ Assembly of Trinity Lutheran Church of Wausau, Inc. No combination of specific requests shall deplete the principal assets by more than 25% during any calendar year. A specific request for a distribution from the principal assets of the Fund shall be evidenced in writing duly authenticated as a formal resolution of the ~~Congregational Voters'~~ Assembly of Trinity Lutheran Church of Wausau, Inc. Such request may be satisfied by distributing cash or property or both, it being provided that no liability shall be incurred for any loss or diminishment to the Fund that may result from such distribution.

10.5 Administration of Fund

10.5.1 ~~The Church Council, who shall be responsible to the Congregational Assembly, shall administer the Fund. There shall be an Endowment Fund Committee who shall administer the Fund and who shall be responsible to the Church Council and the Voters' Assembly.~~ The Church Council ~~committee~~ shall be responsible for receiving or declining gifts or bequests according to the powers set forth in Section 6 of these Bylaws.

10.5.2 ~~The committee shall consist of six (6) members elected by the Voters' Assembly at which the officers of the congregation are elected. Members shall serve a term of three (3) years and shall not be eligible to serve for a consecutive term. Two (2) new members shall be elected each year.~~

10.5.23 ~~The Church Administrator treasurer of the congregation~~ shall be responsible for receipts and disbursements from the fund, shall maintain complete and accurate books of accounts, and shall submit at least annually a written financial report of the Fund's income and corpus accounts as of a date reasonably close to the date the statement is submitted, and the receipts, disbursements and changes therein since the Fund's inception or the previous accounting, as the case may be, to the Trinity Lutheran Church ~~Treasurer Endowment Fund Committee~~ for review and presentation to the next ~~Congregational Voters'~~ Assembly.

10.5.34 ~~The Church Council Endowment Fund Committee~~, if it deems it to be in the best interest of the congregation, may recommend that the assets of the Fund be delivered to the Lutheran Church-Missouri Synod Foundation for investment management. Any agreement entered into for the management of the Fund shall be valid only if approved by a two-thirds (2/3) majority of the voting members present at a duly called and constituted meeting of the ~~Congregational Voters'~~ Assembly.

10.5.45 For tax, accounting, distribution, or other purposes, the fiscal year (whether terminating December 31 or otherwise) of Trinity Lutheran Church of Wausau, Inc. shall be the fiscal year of the Fund.

10.6 Powers

The manager of the Fund, whether the Fund is managed and administered by the ~~Church Council Endowment Fund Committee~~, or whether the Fund is delivered to the Lutheran Church-Missouri Synod Foundation for management and administration, shall have the following powers and authority:

The property constituting the corpus of the Fund shall be invested and reinvested in any kind of property, (whether real or personal, tangible or intangible, and/or domestic or foreign), including, but not limited to, securities, real estate, oil, gas, and other -natural resources and/or accounts of certificates of banks or other lending institutions, and each investment shall be managed and protected in accordance with the principles herein established. In exercising the authority granted in this Section, the decisions with respect to investment shall be guided by the concept of a prudent investor whose investment purpose includes both income and capital appreciation and shall not otherwise be restricted by any law, rule or custom (i) requiring safety of corpus as a primary consideration, (ii) regarding investment in income producing property, or (iii) requiring diversification of investments. It is further understood that any part or all of the Fund may be invested in obligations of the Lutheran Church Extension Fund-Missouri Synod, St. Louis, Missouri, and to assist to the extent possible in its activities identified with the North Wisconsin District Program. In amplification but not limitation, of the foregoing, authority is granted:

10.6.1 To acquire interests in property by purchase, lease, rental or other method; to sell, option, exchange, redeem, or convert any property interests; and to rent or ~~lease least~~ property of the Fund;

10.6.2 To exercise all rights and privileges accruing to a holder of securities, including (without limitation) all conversion, subscription, and preemptive rights; to deposit any securities with delegate discretionary power to, and participate, cooperate and contract with, as a member or otherwise any protective committee or security holders; and to effectuate any merger, consolidation, dissolution, reorganization or financial adjustment of the issuer of any securities and/or any transfer, demise, or encumbrance of any of its properties;

10.6.3 To manage and/or develop any real property owned, leased or otherwise held by the Fund; to erect, repair, remodel, reconstruct, demolish or remove buildings or other improvements on it; to partition or subdivide it; to dedicate all or any part of it to public or semi-public use, and to grant easement or other charges with respect to it;

- 10.6.4 To abandon any property interest seemed worthless or of insignificant value;
- 10.6.5 To borrow money from any source, to encumber property of the Fund and to repay any loan due by the Fund;
- 10.6.6 To foreclose any mortgage, lien or other encumbrance, and to purchase the encumbered property, whether through foreclosure or private arrangement;
- 10.6.7 To establish and maintain, out of income, depreciation, depletion and/or amortization reserves;
- 10.6.8 To maintain a portion or all of the property constituting the Fund in liquid or nearly liquid form, even though little or no income is earned thereon;
- 10.6.9 To use income or corpus funds (irrespective of their derivation) for any purpose of the Fund and with respect to any property of the Fund (irrespective of the income, if any, it produces) even if such funds are derived from the sale of or income from, other property as security.

10.7 Without limiting the authority otherwise conferred, the additional authority is hereby granted to be exercised as is believed to be in the best interest of the fund by the ~~Church Council Trinity Lutheran Church Endowment Fund Committee:~~

- 10.7.1 To accept and receipt for any inter vivos, testamentary or other transfer of property to the Fund;
- 10.7.2 To hold property; and to negotiate and execute documents on behalf of the fund, in the name of the Fund, or in the name of a -nominee(s) without disclosing any fiduciary, relationship to anyone;
- 10.7.3 To allocate between income and corpus (in case where reasonable doubt of the applicable law exists) in equitable proportions, and money or other property received, and any loss or expenditure incurred;
- 10.7.4 To vote, or refrain from voting, securities having voting privileges, and to give any type of proxy (with or without voting directions) to vote the same;
- 10.7.5 To make division and distribution of property held in the Fund (whenever directed to do so) either in kind or in cash, or partly in kind and partly in cash and for such purpose to set values upon property of the Fund;
- 10.7.6 To protect the Fund and its property by insurance against damage, loss or liability;
- 10.7.7 To establish checking account(s) in which may be deposited income and/or corpus cash; and
- 10.7.8 To employ, at the expense of the Fund, attorneys, investment counsel, brokers, custodians of assets, and other agents and employees.

10.8 Duration of Fund

The Trinity Lutheran Church Endowment Fund shall continue in existence and be used as hereinabove provided, unless earlier revoked as provided herein, so long as Trinity Lutheran Church of Wausau, Inc. shall continue to exist. If Trinity Lutheran Church of Wausau, Inc. should cease to exist, the assets constituting the Endowment Fund shall become the property of a successor Lutheran Church, or, if no successor Lutheran Church, then it becomes the absolute property of the Lutheran Church-Missouri Synod Foundation (except that any and all properties held by the Fund upon special conditions, restrictions or limitations shall continue to be subject to the conditions, restrictions or limitations upon which such properties are held). If Trinity Lutheran Church of Wausau, Inc. dissolves, it shall at the time of such dissolution, have the right and duty to determine the existence of a successor Lutheran Church, if any, providing such successor Lutheran Church must qualify as an exempt organization under the Internal Revenue Code, and Trinity Lutheran Church of Wausau, Inc. ~~Church~~ shall execute the necessary documents to effect such transfer.

The Fund shall be a revocable fund and may be terminated as follows:

- 10.8.1 The request for termination shall be presented to the ~~Church Council Endowment Fund Committee~~ for review.
- 10.8.2 The ~~Church Council Endowment Fund Committee~~ shall call a ~~Congregational Assembly meeting of the Voters~~ no sooner ~~than~~ thirty (30) days and no later than forty-five (45) days after receiving the request to present the termination resolution. Notice shall be sent to the voting membership and published three (3) consecutive times in the Sunday bulletin.
- 10.8.3 A second ~~Congregational Voters~~ Assembly shall be called no sooner than twenty (20) days or no later than thirty (30) days following the first meeting for the purpose of taking action on the resolution. During this 20-30 days period a written copy of the resolution shall be mailed to the voting membership. Notice of the meeting must also be published three (3) consecutive times in the Sunday bulletin. Termination of the Fund requires a two-thirds (2/3) majority vote of those present at this meeting and those eligible to vote.

If so terminated, all of the assets of the Fund shall be distributed to the General Treasury of Trinity Lutheran Church of Wausau, Inc.

NOTE: Motion to amend should include verbiage to move the Article under Bylaws Article 3.3, which describes the Responsibilities of Church Council.

CHURCH OFFICERS & MINISTRY CONTACTS

Church Officers

Bryon Graff, <i>Chairman</i>	chairman@trinitynet.org	715-571-8340
Jim Erdman, <i>Vice Chairman/Nominating</i>	vicechairman@trinitynet.org	715-849-3415
Lisa Knoll, <i>Church Secretary</i>	Secretary@trinitynet.org	715-359-2816
Chad Oelke, <i>Church Treasurer</i>	Treasurer@trinitynet.org	715-675-9264

Board of Elders

	raun.egner@gmail.com	
Raun Egner (<i>Chairman</i>)		715-370-2979
Craig Singkofer (<i>Vice Chairman</i>)		
Doug Beisner		
Ted Gruhn		
Mike Hase		
Todd Hauer		
Terry Knoll		
Skyler Lynn		
Troy Pagel		
Chad Schwantes		
Seth Sneider		

School Board - SchoolBoard@trinitynet.org

John Schult (<i>Chairman</i>)		715-573-9733
---------------------------------	--	--------------

Fellowship & Public Relations Committee - churchcouncil@trinitynet.org

Kelly Peterson (<i>Director</i>)		715-574-1584
------------------------------------	--	--------------

Properties Committee - churchcouncil@trinitynet.org

Dave Christian (<i>Director</i>)		715-410-7012
------------------------------------	--	--------------

Human Care Committee - elders@trinitynet.org

Darryl Neumann (<i>Director</i>)		715-218-6600
------------------------------------	--	--------------