

Holy Trinity Lutheran Church



June 2023 Annual Report

We are a welcoming community of believers
in Jesus Christ who witness our faith by
serving together, praying together
and living generously together.



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ANNUAL CONGREGATION MEETING – JUNE 11, 2023 – MEETING AGENDA

Welcome and Opening Prayer
Sign In/Meeting Instructions
Presentation of 2023 Annual Report
Pastor's Report
Secretary's Report
Minutes from June 26, 2022 – Congregation Meeting
Minutes from January 23, 2023 – Special Congregation Meeting (Ed Wing Bathrooms / Pastoral Intern)
Fiscal Year Recap: Exciting New Beginnings
Stewardship Appeal Update
Endowment Fund Update
Financial Report and Proposed Budget
Update on Governance Change
Delegates for Synod Assembly 2024
Closing Prayer

PASTOR'S REPORT TO THE CONGREGATION

*+ Grace to you and peace from God our Father and the Lord Jesus Christ, in the unity of the Holy Spirit.
Amen. +*

Sisters, brothers, and siblings in Christ,

Time flies when you're having fun, and I can say without equivocation that as we approach two years of shared ministry, things sometimes feel like a blur, but that's because I'm having a blast! I'm so grateful for the opportunity to serve as your pastor, and I'm excited about the work that we are continuing to do together in Christ's name here at Holy Trinity!

During the 2022 program year, we have been working hard to ensure that our ministry is guided by the strategic goals adopted by our Board and staff in retreat:

- 1) Encourage and equip one another in our journey of spiritual growth
- 2) Create and provide energizing worship experiences
- 3) Cultivate intentional relationships with our community and one another
- 4) Enhance and expand our digital ministry

I'm encouraged by how our Board and staff have taken these goals seriously, and by how much of our ministry truly has been oriented toward or shaped by these goals in the past twelve months.

We continue to have robust educational and spiritual growth experiences throughout the year, with our women's and men's Bible studies and our Fellowship of Faith gatherings anchoring those offerings. Many thanks go to Michelle Spunar, Paul Stratton, Amy Morse, and our Education Team (especially Team Lead Sue Mount-Campbell) for your leadership in planning and carrying out these vital ministries.

Worship continues to be vibrant and energizing under the adept and creative leadership of our Director of Music Ministries, Dr. Daniel Mikat. Thanks to the many of you who assist in worship as sacristans, ushers, altar guild members, communion assistants, lectors, assisting ministers, Chancel Choir and Handbell Choir members, musicians and soloists, and pulpit supply! It is truly a team effort to offer worship and praise to God, and I am grateful for all the ways you make our gatherings for worship both welcoming and heartfelt each week.

Our relationships with our partners in ministry continue to grow. We regularly worship and work with our friends at Independence Village in Plymouth. We have welcomed representatives from our partner ministries – NOAH, St. Christine's, Fed Up Ministries, and Randolph Elementary - to share the impact of their work on the people they serve, and have been inspired to deepen those relationships and find other ways to contribute to our shared ministry.

Our digital ministry is thriving, thanks in large part to the inspired work of our Communications Minister, Alysa Offman, who has offered her substantial gifts in graphic design, messaging, and videography and editing to help us tell the story of our work together in engaging ways. Our livestream has continued to improve in quality under the steady hand of Bill Deacon and the many volunteers who do the work of managing our livestreaming equipment. At the risk of leaving anyone out, I'd like

to thank Dick Casper, Kevin Deacon, Ruth Hagen, Debbie LaFontaine, Andrew and Jonathan Morse, Kathleen Newman, Aaron and Michelle Spunar.

All this is not to say that we have arrived at our goals. I acknowledge that I have not been as attentive to some of you in terms of pastoral care as I should be – something that falls directly under our third goal – and I am deeply sorry for my failings in this area. As we expand our relationships with others, I know that it is also vitally important to tend to the relationships that already exist within our community. To help me form and cultivate relationships with all of you, we are relaunching the Shepherd Team. These shepherds have long-standing relationships with our members, and will be able to keep me informed about your pastoral needs, introduce me to you if necessary, and build a system of mutual accountability for pastoral care. I'm grateful to Layne Fagnani, Joan Gaul, Lois Gilmore, Yvonne Harris, Karen Hissong, Sherlyn Kottke, Gretchen Newland, Linda Schwelnus, and Rita Wood for their faithful work in maintaining contact with our members and friends by mail since the COVID-19 pandemic started in 2020.

While we do the work of rebuilding this team, I want to reiterate my invitation to anyone who reads these words (or to anyone else with whom they are shared): My phone is always on and my door is always open. If you ever have need of pastoral care, or if you know of someone who does, please let me know, and I will do my best to reach out in a timely manner and offer that care.

There is so much more I could say – about our amazing Tiny Tots program, the gifted service of our faithful parish administrator Patti Harhold, the excellent care of our facility by custodian Don MacRae, the accomplishments of Scouts BSA Troop 782 and Cub Scout Pack 790, our Kids Hope mentors, among other things – but I trust that the other included reports will capture these and many more worthy topics. For now, I'll say that I look to 2023-2024 with great anticipation – for the possibility of serving as a host site for a pastoral intern, for the ministries begun and renewed in this past year, and for all that God has in store for us over the next twelve months!

Thank you again for the privilege of serving you as Holy Trinity's senior pastor. It is a responsibility and a trust that I do not take for granted, and for which I am profoundly grateful.

Wishing you peace and everything good,

The Rev. Andrew V. Chavanak, n/OLF

MEMBERSHIP CHANGES

Membership Reactivated: Harry Cebula (by Board action, 1/17/2023)

Transfers out: Dale Diane Love: (by letter of transfer, 5/3/2023)

Affirmation of Baptism: Jonathan Paul Morse (10/30/2022)
Brady Keiro Newman (10/30/2022)
Liam Mateo Villalobos (10/30/2022)

Baptisms: Maddalena Marie Aristeo (1/8/2023)
Parents: Lorace [Lacey] (Fetterman) Aristeo and Stephen Aristeo
Sponsors: Timothy and Shellie Johnston

Andrew Quentin Martz (4/16/2023)
Parents: Jason Martz and Melissa (Hagan) Martz

Caroline Elizabeth Martz (4/16/2023)
Parents: Jason Martz and Melissa (Hagan) Martz

Deaths: Douglas Harold Ruffing (6/12/2022)
Barbara Ann Allan (10/3/2022)
Henry ("Hank") Marshall Mundie (10/13/2022)
Gail Audrey Jaska (10/20/2022)
Patricia Ann Johnston (12/22/2022)
Judith Anne DeFrancesco (5/19/2023)

PRESIDENT'S REPORT TO THE CONGREGATION

This past year has flown by. We have a lot of activities taking place at Holy Trinity and we continue to grow as a church family. There are many ways to be engaged at the church and grow in your faith.

With the pandemic behind us, Holy Trinity has re-engaged with many of our Outreach Missions this year. We are back at Randolph Elementary School with our Kids Hope Program. Kids Hope has been a long-standing and very successful program that benefits the school, student, and mentor in ways that are not measured by the hour per week together but by the effect it has on each other in the years to come. The services done at Independence Village have switched from Sunday evenings to mid-day during the week once a month. The attendance from the residents has increased and we are building long-lasting relationships. HTLC continues to grow in our partnership with NOAH and St. Christine's to help supply and feed people in need. We are not just sending food and money to charities; we are diving deeper into the actual work at these facilities and engaging with the people in need.

The new church governing body (Board) was an experiment this year and it has worked very well. We have developed policies and procedure to help organize and streamline decision making and operating procedures for the Board and Teams. This work provides future Boards a roadmap for visioning and

planning upcoming church years to help focus on God's calling for HTLC. It will also allow ministry teams the freedom to carry out their missions without waiting on decisions by the Board.

This upcoming year will bring new opportunities for members to serve in the work at Holy Trinity. With the approval of the new governing body comes the need to form another Task Force that will be given the assignment of updating HTLC's Constitution. I also believe there is a need for another Listening Team that will discern where God is calling Holy Trinity to work within our church family and our community. This very important role will keep our church current with the wants and needs of those around us. It will allow us to see if what was most important to us five years ago is still valid or is evolving and moving us in a different direction. Please consider if this is something you might be called to participate in.

Holy Trinity has a wide variety of teams that keep our church functioning and growing. I challenge each member of our church family to prayerfully consider trying something new that they feel passionate about. If you don't feel you are prepared to take on a new role, please remember that God has always worked with people who didn't believe they were ready to serve a purpose in God's plan. Each step of the way God will be with you and give you what is needed to fulfill the project, whether it be words to speak or strength to continue onwards. Pastor Andrew leads and coordinates the teams. He is always available to talk with you about your interest in joining a team and will point you to the right person to get involved. If you become a part of a team you will certainly grow in your faith and relationship with God. Have faith and trust in God. It is very rewarding to use your gifts to the benefit of others.

I have been blessed to be a member of the new church Board working with very talented and caring people - thank you Pastor Andrew, Debbie, Sherri, and Michelle! I look forward to seeing and being a part of the great things that will take place this next year.

God's Peace and blessing to you all,
Bill Deacon, Board President

CHURCH GOALS (ADOPTED JANUARY 2023)

Encourage spiritual growth and develop ministry leaders

Create and provide engaging and alternative worship experiences

Cultivate intentional relationships with our neighbors and one another in person and online

OPPORTUNITIES TO SERVE THE MINISTRIES OF HOLY TRINITY

We are a welcoming community of believers in Jesus Christ who witness our faith by serving together, praying together and living generously together.

Holy Trinity is one body with many members. God has gifted each of us with different talents and interests and each of us is an important part of God's ministry at Holy Trinity.

How is God calling you to serve both inside and outside the congregation? How is God calling you to use your gifts to serve others?

There are many opportunities to serve at Holy Trinity. Please prayerfully consider how you can be an active participant in our ministries. There are many opportunities to share your gifts by serving on our various committees. You don't need to make a long-term commitment because there are plenty of opportunities to help on a single event or project.

- **Faith Development and Community** – Supporting one another in our faith development and practices is an essential part of creating a strong community of believers. No special training is needed, just a willingness to share how God is active and at work in your own life. Contact the Pastor or church office for more information. Do you have another idea to promote Faith Development and Community? Feel free to offer it up.

Bible Study and Fellowship of Faith – Join one of our existing groups to learn from others and share your own faith experiences.

JAM (Jesus and Me) and Bible Buddies – Share bible stories and your own faith experiences with our little ones.

Faith Stepping Stones – Support our young people in their faith journey. Each step of the journey is marked by a special event – bibles for 3 year olds, bibles for 3rd graders, First Communion, Confirmation and High School graduation.

Shepherd Ministry – Help us keep in touch with those who are not able to join us in person, those who are dealing with illness, and those who have lost a loved one.

Prayer Chain – Our faith tells us that God answers prayers. Join others in praying for the needs of our congregation, the community and the world.

Fellowship and Service Events – Plan fun events for our faith community to help create stronger bonds. Some sample events include book clubs, patio parties, women's tea, prayer shawl ministry, advent tea.

Music Programs – Share your musical talents with others while serving the Lord. Join one of our music groups – choir, praise team, bells, special music performances.

- **Outreach and Missions** – In baptism, one of the promises we make is to *proclaim the good news of God in Christ through word and deed*. Holy Trinity has many opportunities to reach out to our community in service and to make connections. Contact our current Outreach Chairperson, Margaret Ash (mash@holyltrinitylivonia.org) for more information. Do you have another idea not included below for Outreach and Missions? Feel free to offer it up.

Kids Hope – Be a mentor to one student from the local elementary school, meeting with them on a weekly basis to develop a strong, caring relationship; training is provided.

God's Work, Our Hands – Organize activities for this ELCA day of service in the community.

Share the Bounty and Families in Need – Organize this fun event and service project to help families at Christmas.

Community Connections – Make connections with people in the community around us, such as **Independence Village, Tiny Tots, Scouts, Livonia Youth Choir**, and other groups using our building. This could involve organizing workshops/seminars on topics of interest, organizing service projects for joint participation, providing promotional information about happenings at Holy Trinity and invitations to participate.

Community Fun - Organize fun activities for the general public and our own church family, such as **Vacation Bible School, Easter Egg Hunt, and Trunk or Treat.**

Community Service - Oversee service opportunities to help those in our neighboring communities, such as **Empty Pockets, Food Pantry, Flint Water, Crop Walk, NOAH Lunches, Work Camp.**

- **Trustees and Building Support** - Our church building and grounds require on-going maintenance and upkeep, which cannot be done by our custodian. There are hands-on opportunities to get "down and dirty" as well as opportunities to serve in consultation. Contact our current Head Trustee, Jim Ash (jash@holylivonia.org), for more information.

- **Stewardship and Generosity** - This is more than just a campaign for funds each year; it is a way of living. You can be a part of the ministry team that helps our congregation live generously. It takes a team of people to develop, plan and implement a successful stewardship program. Contact our current Stewardship Chairperson, Paul Stratton (pstratton@holylivonia.org), for more information.

Annual Appeal – Running a successful stewardship appeal is hard work. There are opportunities to help with the planning and visioning for the appeal as well as to prepare promotional materials for print and distribution.

Financial Education – Help plan seminars and workshops to educate our congregation and the community on things like Estate Planning, Planned Giving, Budgeting and other financial matters.

Worship Support – There are many ways you can help during scheduled worship services – lectors, altar guild, ushers, sacristans, greeter, assisting minister, cantor, sound system, communion server. These opportunities are open to all – young and old. Contact Patti Harhold (htlc@holylivonia.org), Parish Administrator, for more information or to sign up.

Special Worship Support – Support is sometimes needed to make worship extra special and meaningful, especially for holidays. Examples include: Blessing of the Pets, Healing Services, Easter Vigil and Holy Week, Christmas, Advent and Lent Midweek.

Altar Guild – Setup/cleanup for communion, which is an important part of our worship services.

Offering Counters— Count offerings after Sunday worship services; training is provided.

Sacristans – Assist the Pastor in getting ready for worship, making sure doors are unlocked, lights are turned on, sound system and AV equipment is ready.

Ushers – Assist people who attend worship by distributing worship bulletins, directing them to seats and providing direction for communion.

Greeters – Be a welcoming presence for worship, greeting people as they enter the building especially visitors and occasional attenders.

Tech Support – Assist with the audio/visual technology used to support our live stream and in-house display screens. Training and mentoring are provided.

WAYS TO FINANCIALLY SUPPORT THE MINISTRIES OF HOLY TRINITY

"For where your treasure is, there your heart will be also." Matthew 6:21

We are thankful you recognize the blessings God has given to you and your desire to share those blessings to support God's mission through Holy Trinity. Please contact the church office at 734.464.0211 or htlc@holytrinitylivonia.org if you have questions.



Checks

Checks payable to **Holy Trinity Lutheran Church** can be placed in the offering plate during worship or mailed to the church office at:

Holy Trinity Lutheran Church
39020 Five Mile Road, Livonia, MI 48154

All gifts will go toward the General Fund unless otherwise noted in the memo line.



Online Giving

Visit our website www.holytrinitylivonia.org and click the GIVE ONLINE button to make a donation using the Tithe.ly Giving App. You will be able to choose the amount, the frequency of your gift (one time or recurring), and the fund. Choose to pay with a credit card, a debit card, or a checking/savings account (lowest fees

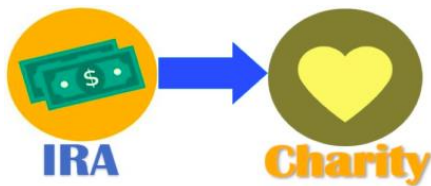
option). And, if you choose to cover the fees, your gift goes even further to support God's mission. The Tithe.ly Giving APP is also available for download to your Apple or Android device.



Stock Donation

Holy Trinity can accept direct donations of stock into our Brokerage Investment Account. When you donate stock directly to Holy Trinity, you will not have to pay capital gains tax and you are eligible to deduct the full fair-market value of the asset you donated from your income tax (up to the overall amount allowed by the IRS). A win-win for both you and for Holy Trinity!

Please let us know that you are planning to make a donation of stock by completing the Stock Donation Form found on our website and returning it to the church office. Information that your broker needs to complete the stock transfer is included on the form.



Qualified Charitable Distribution (QCD)

Funds transferred directly from your IRA to Holy Trinity Lutheran Church can be counted toward your Required Minimum Distribution (RMD) for the year. Such giving is referred to as a Qualified Charitable Distribution (QCD) and can potentially lower your tax liability for the year and provide a greater contribution to Holy

Trinity. Please consult your tax advisor for details.

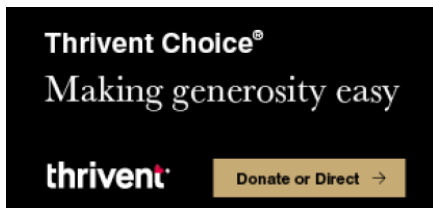


Estate Planning - Create a Lasting Legacy

Estate planning is for everyone. Creating an Estate Plan enables you to provide a lasting legacy and protect your loved one. You can make a lasting contribution to the ministries of Holy Trinity Lutheran Church by including Holy Trinity in your Estate Plan. Your legacy can be assured by beneficiary designation in your will, trust or charitable gift annuity. Please contact your financial advisor or

the church office for more information. Holy Trinity will be providing additional information on Planned Giving in the coming months. Watch our announcements for more information.

Other ways to support the ministries of Holy Trinity



Since its inception in 2010, Thrivent has provided more than \$458 million in charitable outreach funds through the Thrivent Choice program. Thrivent members with eligible plans can direct Choice Dollars to Holy Trinity Lutheran Church. Contact your Thrivent representative for more information.

EDUCATION TEAM REPORT

Debbie LaFontaine, Amy Morse, Sherri Wisniewski, Sue Mount-Campbell, and Pr. Andrew Chavanak [our permanent auxiliary member].

Our Team meets once a month, and our time together is spent planning and organizing future education events for faith formation, including service projects during Advent and Lent; JAM [Jesus and Me]; confirmation classes; coordinating service projects with (and for) the residents at Independence Village; First Communion; coordinating our annual Graduation Quilts ministry; and of course the ever-present quest for new ways to connect to our members, our youth, and the community at large. Work camp is another event/series of events planned/coordinated by our Education Team, as is VBS, one of the biggest annual events at HTLC.

TINY TOTS

As a ministry of Holy Trinity, we are always looking to improve our connection with the Tiny Tots Preschool staff and students, because we want them to feel they are a part of our HTLC family. We keep lines of communication open so we can stay up to date with their activities, and be aware of any needs they may have.

Tiny Tots continues to run a very successful program. They are at or near full enrollment most of the time. Keeping their facility updated and upgraded is important to them; the recent bathroom renovations made a significant difference in appearance, and functionality as well.

During our Lenten project of getting to know those whom we serve, Tiny Tots was the subject one week. We held a Tiny Tots open house during Fellowship of Faith – so our HTLC members could learn more about our pre-school, and see the classrooms where it all happens.

Pr. Andrew maintains a direct connection to Tiny Tots, by reading to students approx. 8 times per month [once for each class], as well as popping in 1-2 times a week to see the kids, and once a week he meets with Stacy Kraus, the Tiny Tots Director.

Tiny Tots enrolls students in the following classes:

- 3 year old classes

- 4 year old classes

- “Teeny Tiny Tots” classes [2 year old, with an adult]

- 4’s Plus classes [allows students to attend 5 days a week].

The 2022-23 Tiny Tots school year wrapped up on May 24, 2023, and 50 students are moving on to Kindergarten. The ceremony was held on May 17, 2023.

We are excited to say that enrollment for next school year is at or near capacity, and there’s a waiting list for the 4’s Plus class. This puts Tiny Tots in a position to expand. They are taking steps to add another classroom, adding 10 a.m. students and 10 p.m. students. Use of the additional classroom space has been approved by the HT Board.

In the meantime, efforts are currently being made to get the classroom ready, which is necessary before Tiny Tots submits their licensing request to the State of Michigan for the additional classroom. If approved, it will add significant monthly tuition revenue.

FAITH FORMATION

We typically have a few weeks of summer hiatus, and then get back to faith formation in the fall, after our Coming Home. Bible studies and book studies are the focus of our sessions, following worship each week, and occasionally we redirect our attention for a Sunday or two to a different subject, when it seems appropriate. Below are the studies we participated in.

Pr. Andrew led a bible study of Book of Revelation, starting October 2022, taking a break for Advent, then resuming in January 2023.

Amy Morse led a book study of The Battle Plan For Prayer, from Mid-April – Mid-June [with a couple breaks due to previously scheduled events]. HT covered the cost of the book for any who wanted it.

We have held Intergenerational Faith Formation sessions in order to encourage our younger and older members to all come together. We would like to schedule them every 2-3 months. In January, the

subject was the Beatitudes. All who participated seemed to enjoy sharing the lesson between the generations.

OUR SERVICE PROJECTS

Advent Plan: Joint plan between Education Team and Outreach Team - put together birthday decoration bags for Samaritas/Wayne County Family Shelter

NOAH – make sandwiches

Wrapping of gifts for Randolph and/or Salem Lutheran

Assemble craft kits for Independence Village residents

Lenten Plan: This year, instead of service projects, we wanted to learn more about those for whom we serve –we invited guests to share stories and information about the impact of our support. We had representatives from NOAH; St. Christine's; Randolph Elementary to share the impact of Kids Hope on their students; Pr. Anna Taylor-McCants, from FedUp Ministries came to share; she also preached when she visited. We also held an open house for Tiny Tots and tour. Pr. Andrew and Debbie presenting. All of these presentations were very well received.

HOLY WEEK - several copies of devotional booklets were printed by Patti and Alysa and made available to any who wanted them. A children's curriculum for Lent / Easter was available in the playground area, and during Lent, large coloring posters were on a table where anyone – adults and children – could participate in coloring them.

EASTER SUNDAY ACTIVITIES –Outreach Team organized a wonderful Easter Breakfast, which was served before Worship, and of course, the children enjoyed the annual Easter Egg Hunt, organized by Sherri Wisniewski and Amy Morse.

VACATION BIBLE SCHOOL 2022: Food Truck Party

VBS was held July 25th – 28th, from 9:30 – 11:30 a.m.

About 20 children participated; everyone that attended had a wonderful time.

Children participated in 4 rotations – craft, service, games, and bible story/science. There was also opening and closing time, where the children all gathered together to learn songs and hear the theme of the day.

Service projects for the week included:

- Making a thank you to give to food service and/or grocery store workers
- Pack lunch bags for NOAH
- Pack gift bags for the children at Wayne County Family Center
- Make pocket prayer quilts for residents at Independence Village

We are currently preparing for 2023 VBS – HERO HOTLINE

Mon, July 17 – Thurs, July 20, 9:30am – 11:45am

JAM

The kids love JAM! Debbie leads most of the time, but needs coverage sometimes. Layne Fagnani, Katie Chavanak, Jen Casper, and Carol Klann have filled in when Debbie cannot be there. A

subscription to Illustrated Ministries Mini Revolutions was purchased, to make it easier for others to fill in to help lead each week. Bonus - Illustrated Ministries also has quarterly intergenerational lesson plans/ideas which we can use for Fellowship of Faith.

INDEPENDENCE VILLAGE

In February, our activity with the residents was making hearts with paper strips, which they very much seemed to enjoy.

We also coordinate with the residents and their own program of RANDOM ACTS OF KINDNESS for charitable activities. In November, we worked with them to pack the brown bags for the NOAH lunches. NOAH sandwiches were made on a different day. In late March, we worked with them to make Easter Baskets for the families at Samaritas. A Thrivent grant was obtained for this project, as well as sign-up sheet for donations. Anything needed after donations was purchased with grant funds.

CONFIRMATION CLASS

Pr. Andrew is the Confirmation instructor at Holy Trinity.

Three of our youth - Jonathan Morse, Brady Newman, and Liam Villalobos affirmed their baptism in October 2022.

Erik Brown, and Cole Wilson are nearing the end of their Confirmation education, with just a few weeks left when they resume classes in the Fall.

Andrew Martz will continue for another year, and after Confirmation Sunday, when classes start up again, will be joined by Evie Chavanak, who will begin her confirmation education.

WORK CAMP

Over the past few years, Holy Trinity's work camp has transitioned into a cross generational activity. When we plan our work camp events, all age groups are considered. We try to get the events scheduled and the dates out to the congregation as early as possible for greater participation.

Events are still being researched and scheduled for Summer 2023, but we will likely go to St. Christine's, in the Brightmoor area, and to Micah 6, in Pontiac. The information should be published soon.

GRADUATION QUILTS - no HTLC high school graduates for 2023.

We will have five graduates for 2024. Letters will be sent out to the families in the fall.

FIRST COMMUNION

Two of our youth recently made their First Communion – Cole Wilson and Andrew Martz. On a side note, Andrew and Caroline Martz were baptized.

PRAYGROUND

Our latest exciting project is our new Prayground. It has been up and running for a few months, and has been a great success. It allows our younger members to be remain in worship and be quietly entertained [except when they are in JAM], and it allows mom and dad to remain in and focus on worship. Win Win for everyone!!

This summer we have plans to add new materials for the different age groups, and to organize a better system for swapping out/rotating items regularly, which will also allow a better system for sanitizing them.

Our God truly is an AWESOME God who is with us ALL of the time – something for which we can be truly THANKFUL.

Respectfully submitted,
Sue Mount-Campbell

KIDS HOPE USA REPORT

The Kids Hope ministry at Holy Trinity has been touching the lives of children for the past 13 years. The program was launched in September 2010. The idea was brought to Church Council in January 2010 and contact was made with the Kids Hope USA office. After some initial conversation, the Kids Hope USA office indicated they had a school in Livonia who wanted a Kids Hope program. That school, Randolph Elementary, turned out to be right in our neighborhood. Coincidence? Probably not. God was working to put this ministry in place at Holy Trinity before we even started thinking about it. Throughout the years, Kids Hope at Holy Trinity has touched the lives of 67 children, positively impacting their lives.

This past year, Kids Hope had ten active mentors, working with 11 students. Nine of these students are at Randolph. In most cases, mentors meet with their student each year they are at Randolph, which is through 4th grade. The mentor and student develop a strong relationship throughout the time they are together. Two mentors opted to continue the relationship with their student by meeting with them at Johnson Upper Elementary. This experiment has worked well and has provided additional support for those students.

Randolph welcomed new leadership at their school this year – Julie Linn as Principal and Jan Bice as Educational Support Specialist. These two women have embraced the Kids Hope program and have been a joy to work with this school year. More than once, they have gone out of their way to say how happy they are to have Kids Hope at their school.

Kids Hope mentors spend one hour each week with their student at the school. This time is spent playing games, reading, coloring, and simply having a good time together. Prayer Partners lift the student and mentor in prayer each week. The addition of prayer partners is what really sets Kids Hope apart from other mentoring programs. Wrapping each relationship in prayer makes all the difference!

Comments and stories from the staff at Randolph give a glimpse of how God can use just one hour each week to positively impact the life of a child.

Sara Williams a second grade teacher at Randolph sent this comment when she found out we would be returning for another year: "This is awesome news! Thank you so much for all that you do for our students. I have seen the tremendous impact your program has had on our students over the years. You are so appreciated!"

And from Leah Smith a first grade teacher: "Thank you for continuing this wonderful program for our Randolph student community."

Third grade teacher Kelly Nehs had this to say: "The Kids Hope program is very beneficial to students. My student looks forward to seeing his student every week. He gets excited and it reduces his anxiety about school. He is a little more proficient with some of the things he does because he gets to work with an adult one on one. It helps to build his confidence in school so it is super helpful. I would highly recommend the program."

And from our mentors:

"I couldn't be happier after meeting Arthur today. He is a very happy and personable child and easy to interact with. We read two books, started a puzzle, played with a letters game and of course Legos."

"I saw Luke for the first time this year. I have been his mentor since the first grade. When his teacher called him up, he saw me and ran across the classroom, jumping over kids sitting on the floor, and gave me a big hug. That made my day."

Parents even have high praises about the impact mentors have on the students.

Tom ran into his student's mom as he was leaving Randolph after mentoring. He introduced himself and they had a brief conversation: "I need to give you a big hug (which she did)! Jayden talks about you all the time! I really appreciate all that you are doing with Jayden."

Debbie, who has been DJ's mentor for several years, received the following text from his nana: "I hope what I was told today is correct – that you will meet with DJ soon. He so misses you! He is struggling this year and can really use your support. He is happy that he will be seeing you soon."

And finally, some comments from the students:

"Will you come back next year and stay with me through 4th grade?"

"Do you want to come to my birthday party?"

"How long can you be my mentor? Like through high school?"

A few mentors have kept in contact with their students even after they have stopped mentoring. One mentor received an invitation to her student's graduation party. Such a great testament to the impact that mentor has had on the student.

Kids Hope is making a positive difference in the lives of children at Randolph Elementary. Thank you for your continued support and prayers for this ministry.

MISSION TEAM REPORT

The people of Holy Trinity know how to live generously as is evidenced by their support of missions, both financially and in action.

The annual CROP Walk takes place each October to raise funds and provide aid for hungry families both locally and across the globe. Holy Trinity had several walkers participate in the event. Thanks to your generosity, Holy Trinity donated \$2372.00 to the cause.

Holy Trinity continued our support of the NOAH lunch program by packing 300 lunches on five different occasions. Expenses for the supplies to make the lunches totaled just under \$3000. Additional funds were provided by several Thrivent Action Team grants. Cash donations of nearly \$3200 were received to offset the expenses. In addition to the lunches, socks, gloves and hats were purchased and sent to NOAH.

On the first Sunday of the month, the Empty Pockets jar is set up in the back of the worship space. Everyone is encouraged to deposit their loose change into the jar. Donations for July through September were designated for Samaritas, with a total of \$333.35 donated. October donations of \$50.03 went to support CROP. November and December donations were designated for our Families In Need/Angel Tree programs; \$229.50 was collected. Donations in January and February totaled \$238.50 for the Livonia Chapter of Blessings in a Backpack. ELCA World Hunger received donations totaling \$313.06 from March and April. May and June donations are designated for St. Christine's Food Pantry, with \$148 collected in May. Empty Pockets funds from collections in previous years were disbursed as follows: \$250 to Lord of Light Lutheran Campus Ministry in Ann Arbor and \$700 to SEMI Synod for the Daudi Congregation scholarship fund.

Funds from the Randolph Rainy Day Fund were used to cover the cost of lunches for children who could not otherwise pay for their lunch. We also purchased gloves, boots, mittens, snow pants and underwear to replenish the supply in the Randolph office.

During Advent, people were encouraged to stock the pantry for St. Christine's using a "Reverse Advent Calendar". Each day throughout Advent the calendar listed an item, food or otherwise, that is needed at the food pantry.

Holy Trinity donated \$16,373 to Southeast Michigan Synod ELCA Benevolence.

Donations to our food pantry are taken to St. Christine's on a regular basis. We are also able to service the needs of people who come into our building for help. Throughout the year we provide occasional assistance for rent and utilities to people who are in need.

Many non-monetary donations are made throughout the year to support various service projects. Whenever we ask for something, people are generous in their giving, usually above and beyond what is needed.

Although it is not a budgeted line item, we continue to provide rent-free classrooms for our Tiny Tots preschool. This includes utilities, use of the fellowship hall and kitchen, daily cleaning, snow removal – everything they need to have for their preschool operations. Similar services are provided for Boy Scout Troop 782 and Cub Scout Pack 790 for which we are the chartering organization. In all, these services are valued at about \$30,000 annually.

It is with sincere thanks to all at Holy Trinity for living generously to touch and support the lives of those in need.

Respectfully submitted,
Debbie LaFontaine

OUTREACH TEAM REPORT

Outreach Mission Statement

We believe that, as followers of Jesus Christ, we are God's representatives in the local community. We reach out to our neighbors to share God's love and spread the God News of Jesus Christ, with the intent of bringing our neighbors to join the family of Christ at Holy Trinity.

In Outreach, the scripture verses below are at the center of why we do what we do:

Then the king will say to those at his right hand, 'Come, you that are blessed by my Father, inherit the kingdom prepared for you from the foundation of the world; for I was hungry and you gave me food, I was thirsty and you gave me something to drink, I was a stranger and you welcomed me, I was naked and you gave me clothing, I was sick and you took care of me, I was in prison and you visited me.' Then the righteous will answer him, 'Lord, when was it that we saw you hungry and gave you food, or thirsty and gave you something to drink? And when was it that we saw you a stranger and welcomed you, or naked and gave you clothing? And when was it that we saw you sick or in prison and visited you?' And the king will answer them, 'Truly I tell you, just as you did it to one of the least of these who are members of my family, you did it to me.' Matthew 25:34-40

As we grow in our understanding of outreach, we are striving to be more intentional and engaged in our efforts to be God's ambassadors in our own community and surrounding areas. Our Outreach Team is continually exploring ways to develop relationships and share our God stories through our service activities. We would like to be known as the church that cares – not just another group that provides for needs. The Outreach Team is committed to reaching out, sharing God's love with others, and maintaining relationships.

Listed below are summaries of the outreach opportunities we accomplished in the last 12 months.

God's Work, Our Hands Sunday

The ELCA God's Work, Our Hands annual day of service was held on September 11, 2022. When we choose a service project, we look for something that is inter-generational so that everyone can participate. The children attending Vacation Bible School last summer made pocket prayer quilts that were delivered to the residents at Independence Village. They were very well received, so for our service project we made an additional 50 quilts for them. We had a potluck lunch upon the completion of the project. The Outreach Team provided Lee's Chicken, apple cider and coffee. God's Work, Our Hands in action. Thank you everyone who participated!!

Salem Lutheran Church Summer Festival

Pastor Monica Villarreal requested our help with their Summer Festival / COVID Vaccine Clinic on September 17, 2022. We were asked to provide prizes for their raffle. Attendees got raffle tickets for providing proof of vaccination or by getting their vaccination on-site at the event. A Thrivent Action Team grant was approved for the purchase of some of the raffle prizes. Additional raffle prizes were donated by Dave and Beth Newman, Debbie LaFontaine and Jim and Margaret Ash. The Outreach Team also provided funds to pay for the bounce house. Jim and Margaret Ash were on-site to help with setting up and running the raffle.

Now Showing: Movie Nights at Holy Trinity!!

Movie Nights at Holy Trinity is a fellowship event that we were happy to launch in September 2022. Not only does it provide a fellowship opportunity for our members, but they are encouraged to invite a guest or two. The evening begins at 6:30 p.m. with a potluck meal followed by the movie and a brief discussion. The Outreach Team provides the main dish and beverages. As of this writing we have shown four movies: *Paul: Apostle of Christ*, *War Room*, *Risen*, and *The Shack*.

Trunk or Treat (BOO!)

We were blessed with great weather on October 23, 2022, when we brought Trunk or Treat back to the front circular driveway at Holy Trinity. Our best “guestimate” is that we had 250 children attend. We had 13 very creative trunks – great job everyone!! In addition to getting lots of yummy candy and treats from the decorated trunks, the children had the opportunity to do an arts and craft project, have a balloon twisted into a shape of their choosing, and get a bag of popcorn. Randy Stegen was our DJ and provided some great background music. We couldn’t have done this without our volunteer team who helped with traffic control, registration, arts and crafts, and snacks. Two lucky families won our Made in Michigan raffle bags and were thrilled to receive them.

In Service to Others

In years past we provided non-perishable food and fresh fruits and vegetables as our “bountiful harvest” Outreach project. This food was delivered to Salem Lutheran Church in Flint for inclusion in their Christmas holiday food boxes. Instead of food, we were requested to purchase personal hygiene items for Salem and Randolph Elementary School using funds from two Thrivent Action Team grants. Items purchased included toothbrushes, toothpaste, shaving cream, razors, deodorant, shampoo, etc. Families who use the State of Michigan Bridge Card for food assistance benefits cannot purchase these basic personal hygiene items using the card. Thank you to Joan Gaul and Margaret Ash for applying for these funds and to Thrivent for approving the request.

Independence Village

We continue to strengthen our relationship with the staff and residents of Independence Village. Listed below are examples of this Outreach initiative:

- Brief on-site worship services are being held at 2:30 p.m. on the third Tuesday of each month.
- Some of the residents expressed interest in helping with our service projects, so we invited them to come to lunch to help fill the lunch bags with non-perishable food for the NOAH lunch project and assemble Easter baskets for the Samaritas Wayne County Family Center.
- We expanded our Movie Nights at Holy Trinity fellowship event to Independence Village. Movies will be shown in their first-floor activities room during the afternoon on the fourth Tuesday of the

month. The movie *Risen* was shown on April 25, 2023, and we will show *Heaven is for Real* on June 27, 2023.

Easter 2023

Easter 2023 was very busy for the Outreach Team. Listed below is a summary of our projects and events:

Easter Egg Hunts were held for our Tiny Tots students as well as for the children who attended worship at Holy Trinity on Easter Sunday. Thank you to everyone who helped fill over 1,200 plastic Easter eggs with candy and small toys. The Easter Egg Hunts for our Tiny Tots children were held on March 20th and March 21st in the Fellowship Hall during their gym time. It was so much fun watching these little children as they searched for the eggs that we very cleverly hid. It's hard to say who enjoyed it more – the children or the Outreach Team!! Many thanks to Amy Morse and Sherri Wisniewski for coordinating the Easter Egg Hunt for the children on Easter Sunday. We had nice weather on Easter Sunday, so the eggs were hidden outside.

For our service project this year we made 32 Easter bags for the children currently residing at the Samaritas Wayne County Family Center. In addition to candy, the children also received coloring books and crayons, balls, bubbles, jump ropes and other toys. Thank you to everyone who contributed to making Easter happier for the children and their families.

Layne Fagnani and her Caring Ministry Team mailed 175 Easter cards to our shut-in members and others. In addition to that, Joan Gaul and a group of six volunteers are sending cards every other month to 32 of our shut-in members and those we haven't seen in a while.

Tiny Tots Preschool Year-End Programs

On May 17, 2023, the sanctuary was filled with proud family members who attended the "Moving On" program for 50 of our Tiny Tots students who graduated from our preschool and will be going to Kindergarten or Young Fives in the fall. Pastor Andrew thanked the families for enrolling their children in our preschool and wished the students well in their future endeavors. The Outreach Team gave each graduate a special gift to let them know how much we appreciate them. Additionally, all Tiny Tots students were given special end of the school year gifts. Thanks to Karen and Lisa Hissong for championing this project again this year.

May 24, 2022 was the last day of school for our preschool students and was celebrated with a family picnic at the open space next to the Boy Scout Pavilion. It was a beautiful evening with lots of fun things to do and yummy treats provided for the children. They could go on a train ride (very cool), have their faces painted, get balloons shaped into swords or unicorns, and enjoy Kona Ice and cotton candy. It was great to see some of our Tiny Tots "alums" come back to see their teachers. It's hard to say who was happier to reconnect with each other – the children or the teachers. This is just another example of the special relationships that are formed between children and their teachers.

Operation Easter Cookie

It is extremely important for us to maintain a relationship with the young adults in our congregation. Layne Fagnani put on her apron, made chocolate chip cookies, and mailed them to our 20 high school /

college students. Included with the cookies was a personal Thinking of You note from Pastor Andrew. Thank you, Layne, for championing this project.

Teacher Appreciation Luncheons

Tiny Tots Preschool is not just another preschool in Livonia – it's a very important mission of Holy Trinity. The Outreach Team is grateful for the wonderful relationship we have with our Tiny Tots teachers and staff. Through our Kid's Hope affiliation with Randolph Elementary School, we have also formed a strong relationship with the teachers and staff. As a token of our appreciation for the work that they both do, the Outreach Team hosted "teacher appreciation luncheons" for these wonderful teachers to thank them for the amazing job that they do to make learning fun.

Cub Scout Troop 790

Our Cub Scout troop held their Pinewood Derby on March 18, 2023. It was really fun watching the cars that the children made race down the track. The Outreach Team hosted a simple continental breakfast for the scouts and their families before the start of the event. The breakfast menu was kid-friendly consisting of donut holes, mini bagels with cream cheese, clementine oranges, bananas, apple juice and coffee. The scouts loved it – especially the donuts!!

Boy Scout Troop 782

Our Boy Scout Troop 782 celebrated the achievements of two Eagle Scouts in a Court of Honor ceremony in the sanctuary on April 17, 2023, at 7:00 p.m. Each scout received a congratulatory letter from Pastor Andrew recognizing this great accomplishment and thanking them for their service to God and the community. This was especially meaningful as Pastor Andrew also is an Eagle Scout. Cool!!

S'More Fun

The Outreach Team is presenting "S'More Fun" on select Wednesdays this summer. A potluck meal will be served at 6:30 p.m. followed by a spiritual enrichment activity at 7:00 p.m. We will gather around the campfire at 7:45 p.m. for s'mores and sing camp songs. Mark your calendars for: May 31, June 21, July 19, and August 16 and join us for "S'More Fun"!!

Keep On Keepin' On

Working together, we are embracing our PEWS Outreach philosophy of **P**articipate, **E**ngage, **W**itness, **S**tart today. Join us by implementing the PEWS philosophy in your everyday life. You can "Start today". Call or text a friend to see how they are doing. Send a card. Invite them to Movie Night or S'More Fun. It's really that simple!!

Respectfully submitted,

The Outreach Team - Margaret Ash, Team Leader, Audrey Andison, Wendy Andison, Layne Fagnani, Lisa Hissong, , Debbie LaFontaine and Paul Stratton

STEWARDSHIP TEAM REPORT

Growing in generosity is part of our growth in Christian faith at Holy Trinity. "Living generously together" is part of our purpose statement as one way we witness our faith. We recognize that

financially supporting the ministries of Holy Trinity is an act of worship. That is one way we glorify God and give thanks for God's abundance.

Over the past year generosity has been the focus of bulletin announcements and presentations during worship and Fellowship of Faith. As one member shared, "Everything I have is a gift from God. So, I am just giving back what God has first given to me. I have an abundance mindset, so I always have something to give to Holy Trinity."

Stewardship for All Seasons (SAS) has provided training, consultation and support over the past year. The pandemic has taught us that we can continue to do God's work, while not meeting in person. Zoom has been a blessing by allowing pastors and their stewardship leadership from the Southeast Michigan synod to join together for interactive learning experiences or to tune in to recorded sessions, as needed.

One of the big take-aways from the SAS training has been the importance of "story". People are more generous, when they know how their giving impacts or changes the lives of others. The bulletin board in the Welcome Center regularly presents pictures and impact stories. During Lent we had guest speakers from a few of our service partners, including N.O.A.H., Randolph Elementary School and St. Christine's Christian Services, come to share how our generosity has helped them do their work to make people's lives better. We have also been able to present impact statements by video during worship.

Our Spring 2023 Stewardship Appeal is wrapping up as I write this. Under the theme, "Moving Forward and Outward Together," additional funds were requested for three initiatives: supporting the development of a new leader in the church by hosting a pastoral intern, provide food for unhoused persons and those facing food insecurity, and continuing ministry excellence. Two generous families together offered a \$10,000 challenge to stimulate generosity in others.

As of this writing, 70 Statement of Intent cards have been returned out of 150 mailed. This is somewhat more than last year and has met the goal for claiming the challenge gifts. The total amount pledged will cover about 70% of the projected ministry expenses for the upcoming fiscal year, also somewhat more than last year. Based on history, we anticipate that actual overall giving during the year will be higher than pledged. We trust in God's abundant provision to inspire people to continue being generous in their support of the ministries of Holy Trinity.

Planned giving has also been a training track provided by SAS. A planned giving program would provide our members with information and tools needed for estate planning. When in place, the planned giving program will provide tools for people who want to include Holy Trinity in their estate plans, including the option of contributing to our perpetual endowment for mission. We have work to do on this.

Submitted by Paul Stratton, Stewardship Team Leader

TRUSTEES REPORT

The last twelve months have been very busy with numerous maintenance repairs, inspections, and upgrade projects. Listed below are the completed projects:

Gate Repairs

- On September 8, 2022, I replaced the damaged dumpster gate boards. Material Cost: \$120.00

Door Repairs

- Altech Door Company installed a new man door and new overhead garage door in the garage storage building. Cost: \$2,481.87

Carpet Cleaning

- On September 30, 2022, Right Way Carpet Cleaning spot-cleaned different areas of the church carpeting. Cost: \$250.00
- On January 19, 2023, they also replaced damaged tile squares. Cost: \$700.00.

Fire Inspections

- On October 20, 2022, Fire Equipment Company tested, checked, and serviced all the fire extinguishers. They also tested the Ansul fire suppression system over the kitchen ovens and stove.
- On November 20, 2022, the annual fire inspection was done by ADT fire technicians. All the smoke detectors, manual pull stations, hose/strobe units and duct smoke detectors were tested.

Plumbing

- On May 18, 2023, Horton Plumbing completed our annual backflow cross-connection test to ensure there is no contamination in the public water supply distribution to the church. Cost: \$145.00.

HVAC Maintenance

- On October 19, 2022, and on May 18, 2023, Slasor HVAC Company completed the fall and spring maintenance on all the church's HVAC units. This included changing air filters, washing condenser coils, changing worn out belts, blowing out condensate lines and adding R-22 AC refrigerant as needed. Cost: \$2,910.00.

Church Occupancy

- I am currently working on installing maximum occupancy signs for the Fellowship Hall (303), Sanctuary (400), Library and Prayer Parlor (65) and the Choir Music Room (38). This project is being done to accommodate students from Randolph Elementary School if they have to do an emergency evacuation to our church.

Floors

- Floor Coverings International will install new luxury vinyl plank flooring in the kitchen to replace the old and broken 12-inch vinyl tiles. This includes a 2-year installation warranty and a 15-year manufacturer's warranty. The approximate installation date is in late June 2023. Total cost: \$4,066.29.

Baby Changing Tables

- On April 20, 2023, new baby changing tables were installed in the men's and women's restrooms by the Welcome Center. Cost: \$563.40.

Front Church Sign

- On March 2, 2023, Danbois Electrical Company installed new LED light fixtures and light bulbs in the church sign. What a great improvement!! Cost: \$1,538.00.

Respectfully Submitted by Jim Ash, Head Trustee

WOMEN OF THE ELCA REPORT

Well after a two year hiatus we were able to gather together for Share the Bounty. We decided to change things this year with a different format. We gathered on a Saturday afternoon instead of Friday night and we had the food catered by Victoria's Tea Salon. Laura Dwyer and Joan Newman were recognized for their many years of creating and supporting this great program. We raffled donated items, beautiful homemade items, and had a 50/50 raffle. With the Share the Bounty Tea and the generosity of the Holy Trinity family we raised \$7,135.00 for the nine families from Salem Lutheran in Flint and seven families from Randolph Elementary.

In addition to Share the Bounty, WELCA made a year-end donation to St. Christine's and FedUp ministries.

As we begin a new year at Holy Trinity, we look forward to gathering together and planning ways to share our blessings with others. The Holy Trinity's Women of the ELCA Leadership Team thanks all our church family for their continued prayers and support.

*Respectfully submitted,
Lisa Hissong on behalf of the WELCA Leadership Team*

WOMEN'S MINISTRY REPORT

Our Women's Bible Study group remained strong and vibrant as we came through the pandemic. The study of the Gospel of Luke we began last year continued through much of this year, focusing on the early ministry of Jesus, and especially on the Beatitudes. From there, we jumped back into the Old Testament to look at the Psalms. We studied the different types of psalms, and discussed how they aren't really organized in a thematic way – lament and praise and thanksgiving are all mixed together throughout the book. After the Psalms, we read through the story of Ruth and her "kinsman redeemer". Our last class before this report centered on a video by Priscilla Shirer with her thoughts on how to conduct a personal Bible study with God. We learned about how to get to know God personally, which creates the ability to know His voice and learn about His character.

Thanks to everyone who attends in person or online and contributes to our discussion. We have an amazing group of ladies who gather in study and fellowship, and all of their insights are important to the learning we do together. We look forward to continuing to grow in faith as we study God's word together in the coming year.

Respectfully Submitted by Michelle Spunar, Women's Bible Study Leader

MEN'S MINISTRY REPORT

Yes, there is a ministry of and for men at Holy Trinity. We are composed of a small group of men who are unapologetic in our belief in Jesus Christ and that life is better with Jesus in it. We are a

diverse group of guys in terms of our age, marital status, and work experience; nevertheless, we are brothers in Christ. We meet regularly to support one another and to read and discuss scripture to discern how we can glorify God by our living the life He has given to us.

During the previous year we read Ecclesiastes to learn from the wisdom of King Solomon about aging with and without God in our lives. This year we have read the apostle Paul's letters to the Corinthians about the basis (and cost) of faith in a diverse and challenging world. Presently we are immersed in the Acts of the apostles, learning about the early church and how this obscure Jewish sect became Christianity in a hostile, materialistic world. If any of this sounds familiar, it is, because many of these same issues are being played out in our lives today. We look to scripture for guidance. As opportunities have been presented, we have also ventured into related areas of inquiry and discussion, such as evidence for alternatives to the resurrection, restorative justice, sacrifice and faith, and healthy living.

Annual retreats have allowed us to retreat from our daily lives and immerse ourselves in our faith for a weekend with other guys. Past retreats have been held at Grace Adventures in Mears, Michigan. However, the 2022 retreat was held on the weekend of the Michigan-Michigan State football game, and we stayed home for football. So, we are looking forward to the next retreat in the fall of 2023.

Movie Night has been hosted by the Men's Bible Study group in the past. This opportunity for outreach and fellowship has now been assumed by the Outreach Team. The invitation has been extended to people who don't regularly attend Holy Trinity. Also, we have hosted Movie Day for residents of Independence Village who can watch the movies during the day at their facility. On Movie Night at Holy Trinity we have shared potluck dinners, fellowship and movies. This year we have watched Paul, Apostle of Christ, War Room, and Risen. The Outreach Team plans on more movies, and our men will be there to help.

Paul Stratton, Men's Ministry Leader

TINY TOTS REPORT

Tiny Tots started the school year with 99 children enrolled! We were only one child away from being full! During the year, we had a few moves but we are happy to announce that we are ending the year with 98 children, 50 of them graduating and moving on to kindergarten!

Tiny Tots staff continues to be a blessing to the school! They work together and have done an outstanding job "going with the flow". We have been lucky to keep the same staff for many years and it helps with the consistency of each class. Mrs. Wayne will be celebrating 15 years at Tiny Tots, Mrs. Diegel will be celebrating 10 years, and Mrs. Balow and Mrs. Staber will be celebrating 5 years. The fact that have been able to retain our staff speaks volumes about our program during these crazy times!

This year we were able to continue our Teeny Tiny Tots program! Mrs. Wayne is the teacher, and we had a total of 18 children in the three different classes. 80% of our Teeny's registered for our 3-year-old program for the next school year and we are excited to have many new families ready to join the Teeny Tiny Tots crew in the fall!

Registration for the 2023-2024 school year began in February with our currently enrolled families. To date, we have 77 students enrolled for next school year and will continue to give tours as needed through the summer to fill the last few available spots. Many of our classes are full with waiting lists big enough to fill another classroom.

To assist the school financially this year, the state awarded childcare stabilization grants to help with costs. Tiny Tots was awarded a large grant in the spring and the summer. We were able to use the money for staff bonuses, new classroom furniture, supplies for everyday activities, remodeling of the staff bathrooms, and a fun end of the year event for our families. We are so blessed!

Tiny Tots looks forward to another outstanding year next year!

Respectfully Submitted by Stacy Kraus, Tiny Tots Director

HOLY TRINITY LUTHERAN CHURCH ENDOWMENT FUND REPORT – MAY 13, 2023

The Endowment Fund will not be able to make a distribution in 2023. The fund balance has not exceeded the required perpetual principle to make a distribution for this fiscal year.

Past Year's Performance

The stock market has not recovered from the drop last year and continues to fluctuate, this coupled with the effects of inflation leaves the fund balance below the required perpetual balance for a distribution. The Endowment Fund balance started the 2022/23 fiscal year at \$311,230.16 and ended at \$310,573.70, a 0.21% decrease in value. Additionally, inflation for the past twelve months was at 4.93% ^{1/} which escalated the required perpetual principle to \$352,155 as of April 30th 2023, the e*nd of the fiscal year. The Endowment Fund's financial year starts May 1st and ends April 30th.

The Endowment Fund is invested with Thrivent Financial Management in Equity and Fixed Income mutual funds, and a money market account. Selection of funds for investment is based upon several criteria which include top ratings for financial management and control, past performance, resistance or security of funds during downturns in the financial market, and leadership by the fund manager.

Since June 2008 the fund has distributed \$127,934 for uses guided by the Holy Trinity Giving Committee.

How was the Endowment Fund Created?

The monies in the Endowment Fund came from 3 sources;

- 1) Consolidation of Epiphany Lutheran Church and Holy Trinity Lutheran Church in 1984,
- 2) A generous bequest from the Gail Copple Estate in August 2001, and
- 3) A bequest grant from Thrivent Financial on behalf of Gail Copple when monies were invested from parts 1) and 2) with Thrivent Financial.

If anyone wishes to create further endowments or make additional principal donations in the form of cash or stock to the Holy Trinity Lutheran Church Endowment Fund, please contact Tom Musselman or Bill Deacon.

How is a Distribution of Funds Determined?

All three parts of the endowment fund have limitations on the amount of the annual distribution as originally defined in the church constitution. Paraphrasing the requirement, the interest received

above and beyond what is required to maintain the principle after it is adjusted for the past year's inflation, can be distributed up to a maximum of 6%.

How Can the Monies be Used?

The use of the funds also has some limitations, that is, distributions from Part 1) are designated for local missions only and this fund is called the Local Missions Outreach Fund. Distributions from Parts 2) & 3) which resulted from Gail Copple's bequest can be distributed for any cause the church decides and this fund is called the Gail Ann Copple Bequest Fund.

The Giving Committee assists with determination of where the monies will be directed. If the members of the congregation have suggestions for use of the monies, please forward your suggestions to the Giving Committee members.

How are the Funds Invested?

The endowment funds are invested for Holy Trinity Lutheran Church with Thrivent Financial as follows:

Investment	Amount ^{2/}	Percentage
Thrivent Money Market	\$11,422.97	3.7%
Thrivent Mutual Funds – Equity	\$204,127.49	65.7%
Thrivent Mutual Funds – Fixed Income	\$95,023.24	30.6%
Total	\$310,573.70	100%

^{2/} = April 30, 2023 account balance statement.

Submitted by: Tom Musselman May 13, 2023
Endowment Fund Manager

^{1/} = Source of data is: <https://inflationdata.com/articles/charts/annual-inflation/>

Endowment Fund Account Summary for the Last 3 Years

Fiscal Year: 2020/2021						
Holy Trinity Lutheran Church Endowment Fund Status						5/13/2021
Fund Name	Initial Principal	Required Perpetual Principal	Fund Purpose	Date of Donation	Distribution Ratio	Market Value 4/30/2021
Local Missions Outreach	\$135,178	\$ 170,309	Local Missions	1984	55%	
Gail Copple Bequest	\$100,000	\$125,988	No Restrictions	2001	45%	
Thrivent Gail Copple Bequest Grant	\$10,000	\$12,599	No Restrictions	2003		
Building Fund	\$785	\$1,107	Building Improvements Renovation Maintenance	2007	0%	
Total Endowment Fund	\$245,963	\$310,003				\$376,614.71
Inflation Rate 05/01/2020 - 04/30/2021:		4.16%				Tom Musselman 5/13/2021

Fiscal Year: 2021/2022						
Holy Trinity Lutheran Church Endowment Fund Status						5/12/2022
Fund Name	Initial Principal	Required Perpetual Principal	Fund Purpose	Date of Donation	Distribution Ratio	Market Value 4/30/2022
Local Missions Outreach	\$135,178	\$ 184,377	Local Missions	1984	55%	
Gail Copple Bequest	\$100,000	\$136,395	No Restrictions	2001	45%	
Thrivent Gail Copple Bequest Grant	\$10,000	\$13,640	No Restrictions	2003		
Building Fund (Distributed as part of Local Missions Outreach)	\$785	\$1,198	Building Improvements Renovation Maintenance	2007	0%	
Total Endowment Fund	\$245,963	\$335,609				\$311,230.16
Inflation Rate 05/01/2021 - 04/30/2022:		8.26%	for year ending April of 2022			Tom Musselman 5/12/2022

Fiscal Year: 2022/2023						
Holy Trinity Lutheran Church Endowment Fund Status						5/13/2023
Fund Name	Initial Principal	Required Perpetual Principal	Fund Purpose	Date of Donation	Distribution Ratio	Market Value 4-30-2023
Local Missions Outreach	\$135,178	\$193,466	Local Missions	1984	55%	
Gail Copple Bequest	\$100,000	\$143,119	No Restrictions	2001	45%	
Thrivent Gail Copple Bequest Grant	\$10,000	\$14,312	No Restrictions	2003		
Building Fund (Distributed as part of Local Missions Outreach)	\$785	\$1,257	Building Improvements Renovation Maintenance	2007	0%	
Total Endowment Fund	\$245,963	\$352,155				\$310,573.70
Inflation Rate 05/01/2022 - 04/30/2023:		4.93%	for year ending April of 2023			Tom Musselman 5/13/2023

FINANCE REPORT

2021-2022 Financial Results	Income	Expenses	Surplus/(Deficit)
General Fund	\$418,936.00	\$377,464.00	\$41,472.00
Tiny Tots	\$193,665.00	\$168,409.00	\$25,256.00
Total	\$612,601.00	\$545,873.00	\$66,728.00

2022-2023 Financial Results	Income	Expenses	Surplus/(Deficit)
Budget through April	\$356,667.00	\$365,583.00	(\$8,916.00)
Actual through April	\$352,040.00	\$339,841.00	\$12,199.00

Tiny Tots Actual through April	\$238,391.00	\$155,003.00	\$83,388.00
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Working Cash on April 30, 2022	\$226,047.00
Working Cash on April 30, 2023	\$296,359.00
Working Cash Increase	\$70,312.00

- Please consider enrolling in our Tithe.ly Program for your weekly giving. It's easy to use and provides a great benefit to the Church for financial planning.
- Other ways of giving include Stock Donations that will allow you to deduct the full fair market value of the asset and will you will not have to pay Capital Gains Tax. A Qualified Charitable Distribution (QCD) can be transferred directly from your IRA to HTLC and counted toward your Required Minimum Distribution (RMD) for the year.
- Remember that our Congregation gives at least 10% of our general fund income for Missions.
- With your generous giving we have done landscaping around the building, painted the 3 crosses a brilliant white and increased our outreach efforts with Noah, St. Christine's and Independence Village. Thank you, Thank you!
- One of our Church Goals from this past year was to improve and upgrading our Technology equipment to be able to continue our On-line presence and broadcast our church services and other announcements. This goal has been accomplished and we have had great responses and reviews on how the service looks and sounds.
- We have a God of Abundance watching over us. The bank loan that we took out to take care of unknown cost for repairing the leak in the Tiny Tots office and potential staff expenses was paid off this past year instead of carrying it into the upcoming fiscal year.
- Thank you to all who are faithful in their giving. God has blessed your lives and we are thankful that you recognize this with your gifts back to Holy Trinity.

Respectfully submitted,
 Bill Deacon
 Finance Team Leader

Minutes of the Annual Congregational Meeting - June 26, 2022 (for approval)

Michelle Spunar called the Annual Congregational Meeting to order at 11:0AM with prayer. She welcomed everyone and presented the Annual Report. The meeting was also on ZOOM. There were 50 members present and 1 present on ZOOM.

Old Business

Secretary's Report: **Karen Hisson** presented the minutes of the June 27, 2021 Annual Congregational Meeting and the minutes of the October 17, 2021 Special Congregational Meeting. (AV Equipment)

Motion: **(Sue Rayburn)** to approve the minutes as written.

Second: **(Margaret Ash)**

Motion approved.

New Business

Pastor's Report: **Pastor Andrew Chavanak** gave highlights of his written report. He is excited about the next year.

Review of Fiscal Year: Improvements have been made to the building. Tiny Tots, Staff, and our Independence Village Service are able to be back in the building.

Endowment Fund: **Paul Stratton** presented the Endowment Fund Report for Tom Musselman. The Endowment Fund was not able to make a distribution in 2022. The past year has been very tumultuous from a socio-economic perspective.

Stewardship Report: **Paul Stratton** presented the Stewardship Report. There was increased giving from last year. There were no questions for Paul.

Financial Report and Proposed Budget: **Bill Deacon** presented the 2022/2023 Budget. Bill noted that there is a potential deficit of \$10,700. Discussion followed and questions answered.

Motion: **(Dick Casper)** to approve the Budget as presented.

Second: **(Jim Robertson)**

Motion approved.

Proposal for Governance Change: **Pastor Chavanak** and **Michelle Spunar** presented a proposal to reorganize our church leadership structure. The council would now be the Board. This new structure would be tried for one year before any changes will be made to the Church Constitution. The new structure would empower ministry Teams to get things done more efficiently and allow the Board to put emphasis on visioning and strategic planning. The proposed structure was shared by PowerPoint. Discussion followed and questions answered.

Motion: **(Dick Casper)** to adopt the proposed governance change.

Second: **(Tim Noechel)**

Motion approved.

Affirmation of Board Members: Proposed Board Members:

Two Year Terms

Bill Deacon

Debbie LaFontaine

Three Year Terms

Michelle Spunar

Sherri Wisniewski

Standing Position (ex officio):

Pastor Andrew Chavanak

Motion: (Margaret Ash) to accept the proposed Board Members.

Second: (Michelle Groven Nelson)

Motion approved.

Delegates for Synod Assembly May 2023: We need two members to attend the SEMI Synod Assembly in May 2023.

Motion: (Michelle Groven Nelson) to accept Eric Nelson and Katie Chavanak as our voting members.

Second: (Craig Koponen)

Motion approved.

Meeting was adjourned with prayer by **Pastor Andrew Chavanak** at 11:54AM.

Respectfully submitted,

Karen Hissong, Council Secretary

Minutes of the Special Congregational Meeting – January 22, 2023 (for approval)

51 members were present.

Pastor Andrew opened the meeting with a Prayer

First Item discussed – Proposal to remodel the bathrooms in the education wing for the purpose of enhancing those spaces for guests of Holy Trinity and students and staff of Tiny Tots Preschool.

- Rationale
 - Current bathrooms are dated, and have become difficult to clean properly
 - A refreshed appearance will make our preschool more attractive to families of potential students
 - Increased competition from new Livonia preschool beginning in Fall 2024
- Specifications
 - Demolition of old fixtures
 - New vinyl tile flooring
 - New stall/urinal partitions
 - New urinals in men's room (2)
 - New toilets (1 in men's, 3 in women's)
 - New sinks (2 in each)
 - Reinstallation of paper towel holders, toilet paper holders, and changing stations
 - Removal of debris / clean up
- Cost and Funding
 - Total Project Estimate: \$26,707.88
 - Construction by OnSite Solutions, Livonia
 - Tiny Tots contacted six companies, but was only able to secure one quote; three other companies declined to provide a quote when requested
 - Project funded by federal stabilization grants secured by Tiny Tots; funds must be used by March 31.
- Timeline
 - If approved, a contract will be signed and the work will be authorized to begin as soon as materials are available.
 - Our desire is to have the project completed as soon as possible for the benefit of our congregation and our preschool.
- Questions raised by attendees
 - Q. Will the full amount be covered by the grant? A. Yes
 - Q. What is the purpose of the grant? A. Funding provided by the government as a result of the COVID pandemic, referred to as a Federal Stabilization Grant, for which Tiny Tots is eligible as a school and/or day care facility.
 - Q. Recommendation that we change the motion to say 'not to exceed \$30,000' rather than 'in the amount of \$30,000'. A. Agreed. Change made.
 - Q. If all of the grant money isn't spent on the bathrooms, will it be spent on other things? A. Yes, Tiny Tots will manage that.

- Motion made by Bill Deacon, as modified based on the discussion
 - To authorize Holy Trinity Lutheran Church to enter into a contract with OnSite Solutions for the purposes of remodeling the education wing bathrooms, and to use grant funds secured by Tiny Tots not to exceed \$30,000 (\$26,707.88 quoted price, plus contingencies).
- Motion was seconded by Dick Schmidt
- Vote was taken. Motion passed unanimously.

Second Item discussed – Proposal to authorize Pastor Andrew Chavanak to submit an application for Holy Trinity to serve as a pastoral internship site for the 2023-2024 academic year.

- Rationale
 - Holy Trinity is a healthy, stable congregation that has great gifts to offer to the church by hosting a seminarian preparing for pastoral ministry in the ELCA
 - Holy Trinity’s vibrant ministry can be enhanced by the addition of an emerging pastoral leader to our staff and congregation
- Pastoral Internship Program
 - Every person preparing for ordination to the Ministry of Word and Sacrament is required to serve as a pastoral intern in a congregation under the supervision of another pastor
 - Interns have completed at least four full semesters of coursework at one of our seven ELCA seminaries
 - The internship program normally lasts one year (runs roughly alongside the academic year).
 - Pastoral interns are placed through a series of interviews in consultation with congregations, synodical leaders, and seminary personnel
- What Do Interns Do?
 - Interns are involved in the fullness of pastoral ministry
 - Worship Leadership & Preaching
 - Pastoral Care
 - Administration
 - Education & Teaching
 - Participation in the Wider Church
 - Social Ministry and Outreach
 - Interns complete an “Intern Project” that marries either a strength or growth area with a need in the host congregation
 - Ideally, the project will deliver something that will endure beyond the time of the internship
- What Do Host Congregations Do?
 - Host sites agree to allow interns to experience the entirety of pastoral ministry
 - Support and advocate for the intern through the formation of an internship team/committee
 - Provide financial support for the intern during their time with the congregation
- What Happens If We Are Approved?

- We will form a team to interview potential candidates
- A team (could be the same group) will be prepared to serve as an “internship team” that will support the intern
- The team and HT Board will consider potential candidates and make recommendations for approval
- Will We Definitely Have an Intern This Year?
 - Not necessarily; the number of potential interns and sites can vary greatly from year to year
 - Sometimes there are too few candidates for all the interested sites
 - Interns should also be good fits for their sites, and there may not be any candidates who fit well at HTLC
- Costs Associated with the Internship Program
 - Interns receive minimum compensation of \$2,000/month, plus housing & utilities, mileage, and other incidental expenses
 - The total cost of the program is estimated at around \$50,000
 - Varies depending on housing needs, commuting distance, potential moving costs, etc.
- Benefits to Holy Trinity
 - An enthusiastic ministry leader
 - Pastoral ministry enhanced and expanded
 - Intern Project “deliverable”
 - Greater awareness of the breadth of pastoral ministry
 - Connection to the wider church
- Questions raised by attendees
 - Q. Would we know whether we are getting an intern before the Congregational meeting in June? A. Possibly. Timing can vary depending on whether the candidate is geographically restricted
 - Q. Does every seminary student need an internship? A. Every student who wants to be an ordained minister or deacon must do an internship.
 - Q. Why are we going with the Luther Seminary? A. It has the largest student body so it also has the largest pool of candidates. We could go with a different seminary in the future if we think there is a reason to do so.
 - Q. Is there periodic oversight or evaluations? A. The internship committee is responsible for evaluations. There will be 4 evaluations: after first two months, at mid-year, at 3rd quarter, and a final. Also, the internship committee will meet monthly with the intern. The supervisor will be involved as well.
 - Q. Has Pastor Andrew supervised an intern before? A. No. It is something he has wanted to do for years. They didn’t have the resources for this at his prior call. Also noted that Pastor will get some training to prepare him to supervise.
 - Q. If we are successful, do we have the financial resources? A. We do have cash in the bank. But we will also include this in the budget for the next fiscal year in June.

- Motion made by Craig Koponen
 - To authorize Pastor Andrew Chavanak to submit an application to Luther Seminary to enter the Internship Site Program, and to have other discussions with seminary staff, synodical leaders, and congregational leaders to facilitate the application process.
 - Financial commitments will be made later during our normal budget preparation process.
- Motion was seconded by Dick Schmidt
- Vote was taken. Motion passed unanimously

Pastor Andrew closed the meeting with a prayer.

Respectfully submitted,

Sherri Wisniewski, Secretary