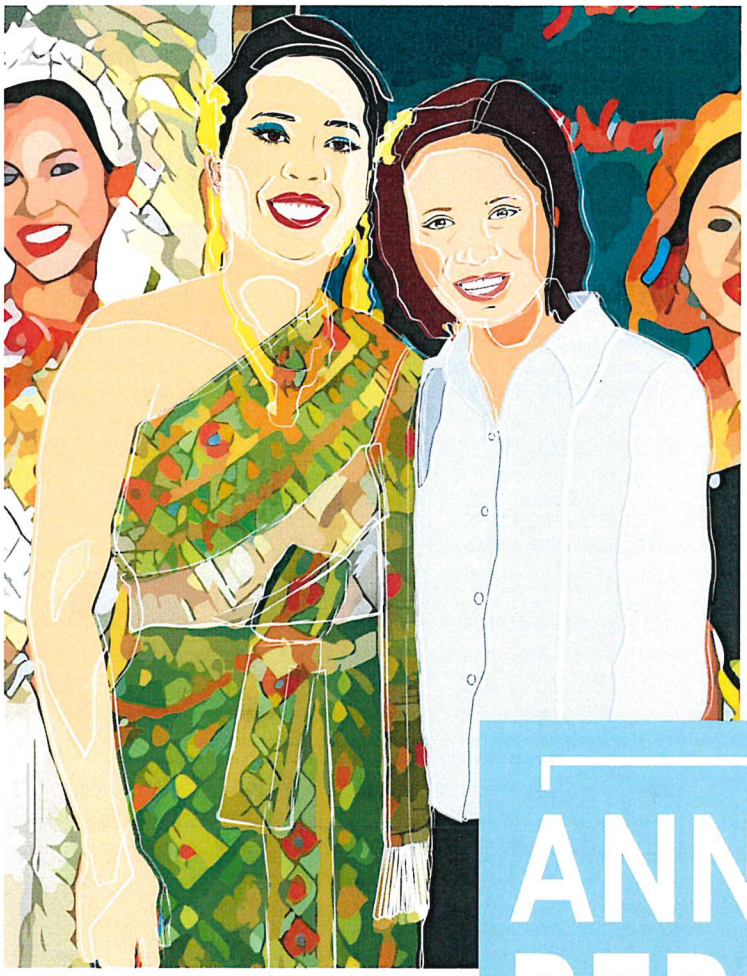

ANNUAL REPORT

2020

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

A MESSAGE FROM
ELCA PRESIDING BISHOP ELIZABETH EATON

Dear friends in Christ,

This year has been a challenging one! The COVID-19 pandemic has changed the church and society. We have had to shift the ways we engage in ministry from a focus on in-person worship and meetings to livestream worship, virtual meetings and gatherings in the parking lot. We have had to shift to teaching children at home and working from home. We have not been able to travel to see friends or relatives or to celebrate life events. This has also been a time to address economic and social justice issues, to shift our thinking and our way of life.

In times such as this, our baptism in Christ makes a difference and makes us different. Like Christians before us, we recall that God is faithful to God's promises and God's people. We see that God enables us to connect with one another even when we are separated. Shifts in the world invite us to be innovative in how we do God's work and reach out to all ages in making disciples. We see that God is at work not only in our buildings but beyond them as well. We have found new ways to serve our neighbors and reach those in need.

As we experience this time of uncertainty, we sense something new emerging. In many places there are new strategies and renewed energy for ministry, often generated by emerging leaders. We have developed a framework to build on, and now is the time to engage in hard work together. As you do in your congregation, we want our collaborative efforts to be both faithfully thoughtful and sustainable. We want to build up the body of Christ today and for the future.

Looking across the church, I am grateful for your generous giving of time, talents and resources. Yes, God does continue to bless us! God will provide both relief from life's struggles and hope for a stronger church, God's church. We do not need to know how the future will unfold. As members in the body of Christ, we need only trust that God is with us and will provide.

Building up the body of Christ together,

Elizabeth A. Eaton

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

"The gifts he gave were that some would be apostles, some prophets, some evangelists, some pastors and teachers, to equip the saints for the work of ministry, for building up the body of Christ, until all of us come to the unity of the faith and of the knowledge of the Son of God, to maturity, to the measure of the full stature of Christ. We must no longer be children, tossed to and fro and blown about by every wind of doctrine, by people's trickery, by their craftiness in deceitful scheming. But speaking the truth in love, we must grow up in every way into him who is the head, into Christ, from whom the whole body, joined and knit together by every ligament with which it is equipped, as each part is working properly, promotes the body's growth in building itself up in love." —Ephesians 4:11-16

TRINITY LUTHERAN CHURCH
2020 ANNUAL REPORT

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AGENDA OF THE 109th ANNUAL MEETING
JANUARY 24, 2021, 1:00 P.M.

1. Call to order - President Mitch Ostlie
2. Devotions - Pastor Kristi Weber
3. Declaration of quorum - 46 voting members
4. Approval of minutes from 108th Annual Meeting
5. Annual reports
6. Resolutions– Constitution (local choice—2nd vote), Proposed Projects
7. Business-Resolution—Approval of 2021 budget
8. Elections - Nominations and Resolutions Committee
9. Report of Election
10. Closing prayer - Pastor Susan Haukaas
11. Adjournment

Present Trinity Staff

Senior Pastor Rev. Kristi Weber

Associate Pastor Rev. Susan Haukaas

Director of Stepping Stones - Ashley Gehlhar

Administrative Assistant - Meggen Henke

Director of Youth Ministries - Kirstie Dobson

Faith Quest Administrator - Lynette Berry

Pastoral Assistant - Wendy Thompson

Music Ministry

Dick Morris—Choir Director and Organist

Joyce Schulz - Handbell Choir

Beth Fritz - Music Accompanist

CHURCH COUNCIL

PRESENT CONGREGATION COUNCIL

[(XX) = TERM EXPIRES IN JANUARY OF YEAR INDICATED]

Rev. Kristi Weber, Senior Pastor
Rev. Susan Haukaas, Associate Pastor
Judy Brueske (22), Treasurer
Justin Connell, appointed to fill Rhonda Ferguson's seat, term ends (21)
Chris Flann (21), Vice President
Erin Klein (23), Secretary
Eric Knodel (21)
Leslee Larson (21)
Skip Olson (21) appointed following 2020 annual meeting, full term ends (22)
Mitch Ostlie (22) President
Jon Schlenker (22), Member at Large
Nathan Steele (23)
Greg Ulland (23)
Joni Zink (21), appointed to fill Katie Banet's seat, full term ends (23)

Mitch Ostlie, Congregation President

Dear Members of Trinity,

Thank you for the opportunity to serve as council president this past year. It has been an honor and privilege. Thank you so much to staff, fellow council and members of Trinity that have assisted me.

"Whenever there is change, and wherever there is uncertainty, there is opportunity". I have heard this quote many times over the years. 2020 was definitely a year of change and uncertainty for many. Even though we have not been able to have in person worship exactly as previous years (Change), upgrades in technology have allowed us to be able to stream services online so we can continue to be connected (opportunity). We still want everyone to attend in person when able, but now, whether you are traveling, are ill or when we get one of those inevitable snow storms, you can continue to attend worship online on Sunday mornings.

There are many different facets to the ministry of Trinity, from Sunday School and confirmation, Bible studies and Sunday and Wednesday worship. The staff and members have stepped up time and again to provide ministry and services to all of us on a continuous basis. Trinity continues to display in its every day actions, the purpose of our congregation, "Connect with God and with each other. Share God's good news with all."

The generosity of our members continues to amaze me. We are coming off a successful, "Connect Share Grow" campaign. 2 big accomplishments of this campaign where paying down on our primary mortgage and getting our alley and parking lot paved. What a blessing. We are also beginning our "Renew" campaign and are off to a strong start. We not only have a number of pledges made, but we are also receiving the actual gifts already. I have no doubt that this will also be a successful campaign and we will be able to continue to enhance the worship experience for everyone.

I close this message with a quote from Helen Keller and a Bible verse from 1 Peter.

"Alone we can do so little, together we can do so much." **Helen Keller**

1 Peter chapter 4, verses 8-10.
8 Above all, keep loving one another earnestly, since love covers a multitude of sins. 9 Show hospitality to one another without grumbling. 10 As each has received a gift, use it to serve one another, as good stewards of God's varied grace.

Yours in Christ,
Mitch Ostlie

Rev. Susan Haukaas, Associate Pastor

What a strange and difficult year 2020 has been! Certainly many of our experiences this year will be recorded in the history books. Never, when I began this calling to be a pastor did I think I would stand in an almost completely empty sanctuary on Easter Sunday to preach to a congregation gathered around radios, computers, and TV screens to hear the Gospel proclaimed.

Despite the challenges of this year I am incredibly thankful for all that I have learned. I am comfortable adapting quickly to changing circumstances and I am grateful that God equipped me with this ability, for I have needed it this year. On March 22nd we had our first online service due to a shutdown of in-person gatherings. For that first online service, we used a small webcam and a laptop and we weren't even on YouTube yet (as we waited for our account to be approved). Over the next nine months we learned a lot about how to improve those online worship services for those watching and listening at home. We've upgraded our equipment and the programs we use along the way. Each time, the "Tech Pastor" (that's my unofficial title) has had to learn new programs, procedures, and tricks. In a year where we suddenly had to move Worship, Christian Education, and all church meetings online, I am incredibly grateful for your patience, understanding, feedback and encouragement. I am also grateful for all the new skills I have learned.

I also spent a significant amount of time this year learning about leading a capital campaign. Led by Rev. Jana Swenson from Kairos, the RENEW Campaign team worked together to launch Trinity's newest capital campaign. Being on the team for the campaign was incredibly informative. I am grateful for the opportunity to be so involved and for the opportunity to learn more about this important skillset. Leading a capital campaign during a global pandemic made this a unique campaign. Our success is particularly sweet due to the unusual circumstances. I am grateful to the campaign chairs, Eric Hassebrock and Kelly Krein, the whole campaign team, and the congregation for making this RENEW campaign such a success.

Finally I want to call attention to a new life-giving partnership. Our Director of Youth Ministries, Kirstie Dobson, did excellent work planning the curriculum for our 2020-21 Faith Quest year, so that it could be done entirely online. In September, Lynette Berry joined our staff as the Faith Quest Administrator. She has organized teachers and families so that Faith Quest can happen each week over Zoom until we can gather together again safely. What a gift this partnership has been.

I'm thankful that I get to serve God alongside the people of Trinity Lutheran. Even in a year where I haven't see your faces as often I still consider myself blessed to be your pastor. I am grateful to my coworkers; Meggen Henke, Kirstie Dobson, Dick Morris, Lynette Berry and Pr. Kristi Weber. What a joy it is to do God's work together!

May God bless us in the year ahead,
Rev. Susan Haukaas

Rev. Kristi Weber, Senior Pastor

As we begin our eighth year of ministry together, this was not the year I thought it would be. Early in the year, I was preparing for a summer sabbatical that would provide time to refocus for the future of our ministry together. By March, it was clear that 2020 was neither the time for travel nor the time when my absence would serve Trinity well. I requested that the Council defer my sabbatical to a later time. Through all the unanticipated changes that 2020 brought, I am pleased that I can look back at the ways God has guided us in fulfilling Trinity's purpose.

Trinity's purpose: Connect with God and with each other
Share God's good news with all

Goals:
1) Help people connect with God
2) Help people connect with each other
3) Financial stability/debt reduction plan
4) Restructure how Trinity engages people in volunteering
5) Enhanced use of technology

The Council, congregation teams, and staff have been implementing these goals since 2016. This year, we saw how groundwork that had been laid in the past, allowed Trinity to respond nimbly to the challenges brought by COVID-19 public health recommendations and restrictions.

Trinity invites people to connect with God and with each other through worship through an enhanced use of technology – in 2016 and 2017, I did not anticipate that radio and online worship would be the primary way most of the congregation would participate in worship in 2020. Thanks to the *Connect Share Grow* campaign of 2017-2020, funds were available to install a high quality camera, upgrade computers, add two new video monitors in the sanctuary, and allow a more sophisticated online streaming of worship to reach people at home. My deferred sabbatical will now focus on best practices for online worship and for building community with people who initially connect with the congregation online. I will dedicate my attention to this project from April 19 – July 18, 2021. Plans for how my usual areas of ministry will be tended will be developed in the coming months and shared with the Council and congregation before mid-April.

Trinity's financial restructuring and debt reduction plan began in 2017 with the *Connect Share Grow* capital campaign. Projects that have been completed in 2020 include replacing the alley retaining wall and paving alley and both the north and southeast parking lots; improving technology in the sanctuary; and donating 10% of all gifts to ministries outside the congregation that support accessibility for all people. Projects that have funding and are scheduled to be completed in 2021 include adding a video and sound system feed to the Fellowship Hall, improving the microphones in the sanctuary, and installing a tele-coil hearing loop in the sanctuary to allow people with hearing aids to receive a feed directly from Trinity's microphones. Donations to Trinity's RENEW began to be received in the fall of 2020 and will continue through 2023. This campaign will allow Trinity to continue a commitment to **generosity**, **financial security** to make mortgage and principal payments, **facilities operations**, and improve **ministry spaces**. Early in the year, Trinity's Council will set the priorities so projects are completed in an order that serves the congregation well.

In September, Trinity welcomed Lynette Berry as the Faith Quest Administrator. Lynette brings years of experience with Trinity's Faith Quest program, existing relationships with families and children, and a passion for seeing that online Faith Quest programming works well during these months when gathering in person is not a wise option for many families.

I close with thanks to the partners in ministry who have walked with me through this seventh year with Trinity. Thank you to Council leaders - President: Mitch Ostlie, Vice President: Chris Flann, Secretary: Erin Klein, Treasurer: Judy Brueske, Executive Team Member at Large: Jon Schlenker; Justin Connell (appointed to complete Rhonda Ferguson's term), Eric Knodel, Leslee Larson, Skip Olson (appointed to fill Mindy Blackmore's term), Nathan Steele, Greg Ulland, and Joni Zink (appointed to fill Katie Banet's term); Handbell Director Joyce Schulz; Accompanists - Beth Fritz and John Clodfelter, along with student musician – Rebekah Werner; Pastoral Assistant Wendy Thompson; the staff with whom I serve on a daily basis - Meggen Henke, Kirstie Dobson, Lynette Berry, Ashley Gehlhar, Dick Morris, and Pastor Susan Haukaas. I also want to thank the partners who serve in less visible but no less important ways behind the scenes: Tax Forward (accounting services), Warren Batsch of ServiceMaster (custodial services), K&J Mechanical Mayhem (snow removal), and the team of volunteers who cared for the lawn and leaves this year. Thank you all for your service in the name of Jesus.

In Peace,

Pastor Kristina Weber

Lynette Berry—Faith Quest Administrator

My name is Lynette Berry and I have been blessed to call Trinity my church home for the past twelve years. During this time, I have served as a Sunday School teacher and also worked in Stepping Stones when my two kids were growing up, alongside Sarah McDermid. Both of these things allowed me to meet & come to know many wonderful families and create many great memories! This year, I accepted the role of Faith Quest Administrator and started in this position in September 2020. My husband is Brent and our children are Ashlyn (an 8th grader) and Canyon (a 4th grader).

We all know that this year has been a year like no other! Sunday, March 8th was the last time we ever met for Faith Quest in-person. One week later, schools were closed and everyone went to meeting and learning online. And so did Faith Quest. Pastor Susan and her son Owen started off the first few weeks by making video lessons for our families with stories from the Spark Bible. Soon, we received links to watch Family Sunday School provided by Sparkhouse. We received links through June 7th.

The start of the new school year arrived and the pandemic was still here so the decision was made to have Faith Quest virtually. We have been meeting over Zoom since September 13th and we currently have about 22 families enrolled. Bible lessons we have learned this year include The Story of the Good Samaritan, Young Jesus in the Temple, and The Woman at the Well. We have continued the rotational schedule with a different lesson each week related to the Bible story. In November, we made Advent wreaths with a new candle being made at home and added each week of the Advent Season. In December, we had a Virtual Christmas Pageant called "Do Not Be Afraid." Our Faith Quest kids were able to participate as angels in the angel choir and sheep as well as participate in the virtual choir in the song 'O, Little Town of Bethlehem.' In addition, the roles of Mary & Joseph, the angel Gabriel, the Magi, the shepherds, etc. were filled by the Faith Quest kids.

It is now 2021 and Faith Quest continues to meet via Zoom on Sunday mornings until it is safe to meet in-person. We all long for that day. We will continue to have hope and faith in Christ Jesus as he sees us through this pandemic. There will be much love and joy when we're all together!

If you are not currently enrolled in Faith Quest this year, we would love to have you join us! Or if you have any questions, etc, I can be reached at 701-320-5707 or faithtjnd@gmail.com. Blessings to all Trinity families this year!

Lynette Berry

Kirstie Dobson, Director of Youth Ministries

Conversations with God

This year, the youth and I have been walking through the Bible and taking an insider's look at some incredible interactions between God and His people. In a year that has been scarred by change and the unknown, these lessons have been a great way to keep us focused on those things that are most important.

We have been reminded, first and foremost, that we are beloved children of God. We are loved and there is absolutely nothing we can do about it. What a relief!

We have been reminded that God has amazing plans and that each of us has a crucial role to play in those plans. We've learned that listening is key and that there is just no way around the 'trust and obey' part. Trust and obey...hard words: hard to hear and hard to do but these are vital pieces in a vibrant relationship with our Creator.

We have been reminded that God uses our challenges, too. God uses our challenges to make us stronger and to help us to remember to rely on Him. We are prompted to use each hardship, difficulty and stumbling block to help us become more loving, more generous and more kind toward our neighbors and to become more compassionate toward our world.

We have also found that, in this time in our lives...maybe now more than ever, it's so important that we dive deep into our Bibles and use them, daily, to the purpose for which they are intended. We need God's words in our souls. We have been studying other's conversations with God so that we are ready to have our own.

May you be ever ready for your own conversations with God.

Wishing you all Love, Peace and Joy,
Kirstie

Dick Morris, Organist/Choir Director

My annual report last year started with these words: "2019 was a year filled with surprises for me".

This year's report starts in the same way. 2020 was a year filled with surprises for me and all of us. The year started with great expectations as I settled into the job and saw that we were beginning to move forward in finding ways to both develop and "grow" the music program.

Trinity Choir was increasing its participation in worship, and Music with Mr. Morris was making it possible for the beginnings of a children's choir. And then everything changed as the realities of Covid hit. We were forced to discover new ways to provide special music in worship. Thanks to a staff willing to experiment and the purchase of equipment we have been able to provide meaningful worship not only on the radio but also by live streaming all other services. This has taken time and creativity which has allowed us to reach out to the congregation and beyond in new ways.

Trinity Choir in groups of 2-5 people has safely rehearsed special music each week for the 8:30 a.m. radio service. Erin Klein has also provided oboe solos on numerous occasions. Celebration with its 4-6 members has faithfully continued to sing each week for the 10:45 a.m. service and also generously sang for the Wednesday evening services during the summer. And Music with Mr. Morris continued with recordings made so children could sing along at home and learn songs to sing with us in the Sanctuary. Wow - everyone has been so supportive and willing to help as much as possible.

Originally my job outline was to work for the 8:30 service as organist and choir director. However, with Heidi Williams' request to step back for a while in March, I became a regular member of Celebration and shared with Beth Fritz as one of the pianists as well as being one of the singers. Special thanks to Beth Fritz as she also prepares the weekly folders for the musicians. The Wednesday service has also changed as we have had youth record special songs to be included in the service. Again, how blessed we are to have people step forward when asked.

We miss hearing the Trinity Handbell Choir and look with anticipation to the time when it will be possible for them to rehearse and perform again.

I am grateful to our wonderful and supportive staff and to a congregation which continues to be alive in new ways.

So I end this report with these words. Let us pray that 2021 will be a year filled with surprises that include Trinity Church alive with open worship and increasing possibilities. Let us pray that in the meantime we will have the patience and determination to make that possible.

Peace -
Dick Morris

TRINITY LUTHERAN CHURCH
108th ANNUAL MEETING MINUTES
JANUARY 26, 2020

Call to order was given by Council President Hal Weiser.

Devotions were given by Pastor Susan Haukaas.

A declaration of quorum was given by Hal Weiser. (present 55). Fifty-four voting members were needed.

Robert Toso served as Parliamentarian.

Kelly Krein made a motion to approve the minutes from the 107th annual meeting. Cory Struble seconded. Motion carried.

Council President Hal Weiser referred to the annual reports that were distributed. Hal thanked the staff, council, and all who submitted reports for their work.

RESOLUTION #1 – CONSTITUTIONAL AMENDMENTS (REQUIRED)
Leslee Larson moved and it was seconded by Russ Sunderland that the Constitution of Trinity Lutheran Church of Jamestown located in Jamestown, North Dakota, be amended in *C.4.03.g, *C4.05., *C5.03., *C.05.04, *C.06.03.c,d,e., *C6.04., *C6.05., *C6.06., *C6.07., *C7.02., *C7.03., *C7.04., *C7.05., *C8.02.c,d,e., *C8.05.d., Chapter 9 title, *C9.02., *C9.03.a,b., [REMOVE *C9.03.c,] *C9.05., *C9.07., *C9.08., *C9.11., *C9.12., *C9.14., C9.15., *C9.21., *C9.22., *C9.23., *C9.24., *C9.25., *C9.26., *C9.27., *C9.28., *C9.29., *C9.31., C10.01., C10.02., C10.03., C10.06., C10.08., C11.01.b., C12.04.h., C12.05.b,e,f., C12.13., C13.06., C13.07., Chapter 14 title, C14.01., *C15.01., *C15.02., *C15.03., *C15.04., *C15.05., *C15.06., *C15.07., *C15.10., *C15.11, *C16.01., *C16.02., *C16.03., *C16.04., *C17.03., *C17.04., *C18.01., *C18.02., *C18.03., *C20.01., *C20.02., *C20.03., *C20.04., *C20.05., *C20.06 as stated in the text proposed at the meeting. (Attach copy of text recommended by Council.)

And that these amendments become effective February 1, 2020. The motion passed.

RESOLUTION #2 – CONSTITUTIONAL AMENDMENTS (LOCAL CHOICE)
Leslee Larson moved and it was seconded by Gary Olson that the Constitution of Trinity Lutheran Church of Jamestown located in Jamestown, North Dakota, be amended in C1.01., C1.02, C5.05., renumber C7.05. to C7.06. and C7.06. to C7.07., *C9.01., C11.02., C12.01., C12.02., C12.05.c,d., C12.08., C12.12., C13.04., C13.05. as stated in the text proposed at the meeting. (Attach copy of text recommended by Council.)

And that these amendments become effective after a second affirmative vote anticipated at the January 2021 annual meeting. Anticipated effective date: February 1, 2021. (See amendment below) The motion passed as amended.

Amendments proposed under *C16.01. will require approval at the annual meetings in both January 2020 & 2021.

Mitch Ostlie moved and it was seconded by Bob Toso that the Constitution of Trinity Lutheran Church of Jamestown located in Jamestown, North Dakota, be amended in C13.01. to state: The executive committee shall be comprised of the officers of this congregation, the ~~administrative pastor~~ **Senior Pastor** and others designated by the Congregation Council. (This text appears in the text recommended by Council but C13.01 was inadvertently omitted from the list of sections to be amended that was publicized to the congregation.)

And that this amendment become effective after a second affirmative vote anticipated at the January 2021 annual meeting. Anticipated effective date: February 1, 2021. The motion passed.

RESOLUTION #3 – AMENDMENTS TO BYLAWS

Leslee Larson moved and it was seconded by Cory Struble that the Congregation Council recommend that the Bylaws of Trinity Lutheran Church of Jamestown located in Jamestown, North Dakota, be amended in B4.01.b, B5.05., B8.05.e, B8.05.f, Chapter 9 title, B10.01.a, B10.03., B10.04., B11.01.c, B11.01.d, B11.02., B12.01., Chapter 13 title, Chapter 14 title, B14.01, Chapter 15 title, [RENUMBER B4.01 to B4.03.a, B7.01. to B7.06.a, B7.02. to B7.06.b, B7.03. to B7.06.c, B8.01. to B8.02.a, B8.02. to B8.02.b, B8.03. to B8.02.d, and B8.04. to B8.02.c, B8.04.b to B8.02.c.a, B8.05.a to B8.05.c, B10.02. to B10.04., B10.04. to B10.06., B12.01. to B12.08., B12.02. to B12.05.d, B12.03 to B12.05.c.1, B12.04 to B12.05.c.2] and [REMOVE B8.04.a, B8.04.c, B8.05.b, B8.05c., B9.01., B10.05.] as stated in the text proposed at the meeting. (Attach copy of text recommended by Council.)

And that these amendments become effective February 1, 2020. Discussion followed on the addition of the Trinity Foundation bylaws into the main bylaws document. The motion passed.

RESOLUTION #4 -- PROPOSED PROJECTS

Jon Schlenker moved and it was seconded by Randy Lebahn that the Council have authority to move forward with the following Proposed Projects at a cost not to exceed 15% more than the stated budget for each item unless additional funds are received.

Discussion followed on the type of paving to be done (cost of concrete vs. blacktop).

The motion passed.

Proposed Projects have costs estimates as follows:

Education Wing Roof (if funds are raised for this project)	$ 35,000
Parking Lot and Alley Paving (from *Connect Share Grow* funds)	$110,000
Tele-coil Hearing Loop, Sound, Video Updates (from *CSG* funds)	$ 45,000
Sanctuary Floor replacement (if funds are raised for this project)	$ 20,000
Fall 2020 Capital Campaign (funding source to be determined)	$ 40,000
TOTAL	$250,000

RESOLUTION #5 -- BUDGET

Judy Brueske moved and it was seconded by Skip Olson that the proposed budget as submitted by the Congregation Council in the amount of $480,000 for the General Fund and $26,472 for the mortgage payments be adopted for the year 2020.

Treasurer Judy Brueske reviewed the income and expense summaries that were distributed in the Annual Report. Discussion followed on the currently vacant Children's Ministry Coordinator position.

The motion passed.

Alaine Toso of the Nominations and Resolutions Committee brought forward nominations for Congregation Council.

Alaine Toso moved that the Congregation Council be permitted to choose one more nominee for a two-year term. Seconded by Ruth Urdahl. The motion passed.

Alaine Toso moved to accept the following nominations and cast a unanimous ballot. Seconded by Mitch Ostlie.

Nominations for Congregation Council members to serve three year terms: Katie Banet, Erin Klein, Nathan Steele, Greg Ulland

Nomination for Congregation Council member to serve two year terms: Jon Schlenker

Nominations for Congregation Council members to serve one year terms: Rhonda Ferguson, Chris Flann, Eric Knodel

The motion passed.

Nominations for the 2020 Eastern North Dakota Synod Assembly voting members: Alaine Toso of the Nominations and Resolutions committee moved that the following nominees be elected as voting members: Jon Lillejord, Dale Thompson, Wendy Thompson, Council President, Council Executive Committee Member, and Connie Lillejord (alternate). Seconded by Kelly Krein. The motion passed

Nominations for two-year terms on the Nominations and Resolutions Committee: Alaine Toso of the Nominations and Resolutions Committee moved that the following nominees be elected as members: Judy Perleberg and Jim Vagneur. Seconded by Cory Struble. The motion passed.

The assembly shared their appreciation for staff and council members.

Erin Klein noted that any nominations for Bishop of the Eastern North Dakota Synod should be submitted to Council (via Erin) by Feb. 16.

Meeting closed with the Lord's Prayer.

Hal Weiser adjourned the meeting.

Respectfully submitted,

Erin Klein, Secretary

PASTORAL ACTS

BAPTISMS

Mya Quinn Andrews
Blair Rose Arbuckle
Bowden Russell Boechler
Kaiden Dean Clouse
Lacy Taylor Dwelle
Lexie Alice Dwelle
Elijah Woodero Charles Hernandez-Herrera
Nickolas Asher Hines
Piper Evelyn Rose Lavallie
Elinore Grace Lee
Chet Kay McDonald
Aerowyn Phoenix Rose Mueske
Cohen Thomas Perkins
Braxlee Daniel Premo
Ryley Anthony Smith
Jayden Marie Vee
Jaeger Scott Willman

AFFIRMATIONS OF FAITH

Blair Arbuckle
Josephine Banet
Ashlynn Cleghorn
Dylan Cleghorn
Justin Cleghorn
Evyn Dick
Adyn Eckart
Ethan Gall
Preston Gall
Haylie Hakanson
Abigail Heinle
Rylee Joseph
Allison Kudrna
Brady Lettenmaier
Anja McDermid
Breanna Oettle
Aspyn Peterson
Wyatt Reisnour
Issac Rostenbach
Gavin Skjeret
Peyton Waliser
Tayla Yokom

WEDDINGS

Layne Carlson and McKayla Keller
William Marler and Carly Nelson
Peyton Walker and Samantha Johnson

FUNERALS & MEMORIAL SERVICES

Virginia Aschenbeck
Richard Berland
Doris Engel
Lucille Finch
Irene Gensler
Evelyn Hanson
Lyle Hanson
Nanette Hockert
Leonard Holzworth
Richard Knapp
Lillian Larson
Dorothy Pederson
Darrell Roberts
Luella Roberts
Ruby Rolfson
David Rude
Rhonda Sorenson
Wesley Strand
Andrew Waldock
Judy Wescom
Quinn Julene Wiest
Michael Willason

NEW MEMBERS RECEIVED

Due to COVID-19 challenges,
no new member classes were held in 2020.

MEMBERS REMOVED BY TRANSFER OR THEIR REQUEST

[NEW CHURCH HOME]

Molly Martell & Mario [Living Waters Lutheran Church, Fargo, ND]
Jonathan & Samantha Miller, Jaxon & McKenna [St. John's Lutheran Church, Jamestown, ND]
Dale Schlindler [Sheridan Lutheran Church, Lincoln, NE]

MEMBERS REMOVED BY COUNCIL ACTION

(no response to request for current contact information)

Kevin Andrus
Chris & Linda Bjone; Dillon & Kellen
Brian Block & Tracy Fliflet
Max Brandenburger
Michelle Brunner
Sondra Clark; Logan & Mackenzie
Bernard & Vicki Duven; Cory
Troy & Sarah Duven; Sadie & Isaac
Dawn & Greg Entzminger
Marsha & Greg Finch; Taegan & Bailey
Susan Freymark
Karen Ganser; Terence
Robert & Sharla Heitz
Marc & Karina Hoffman; Dylan & Dustin
Penny Iverson
Cindy Johnson
Donna Kaiser; Jared
Myron & Rhonda Kamlitz; Jessica
Toni Krawczyk
Tiffanie Mickelson; Landon, Arya,
Tyler & Lisa Schrenk
Cory & Kayla Van Dyke
Michael Wilson

ALTAR GUILD

Altar Guild is very grateful to the Trinity members that continue to sponsor altar flowers, candles and radio broadcast weekly. The costs are: $35 for flowers, $15 for candles and $100 for the radio broadcast. The flowers can be taken home by the sponsors following the 10:45 a.m. service.

The Altar Guild continues to meet in the sanctuary on the 2nd Thursday of each month at 10:00am. Members are Pam Hansen, Coleen Lebahn, Alaine Toso, and Ardell Quigley, Chairperson.

Duties of Altar Guild remain the same:

Replenish supplies in the pew pockets

Replace and sharpen pencils

Have right paraments on for each season

Prepare hymnal boards

Keep oil candles filled

Replace altar linen when soiled

Get fresh flowers weekly

Dust Altar area and window sills

Keep communion supplies on hand

Prepare baptismal banner when there is a baptism

Vacuum pew cushions and wipe down all the pews once a year

Memorials can be made to the Altar Guild for more permanent items such as brass candle stands, brass flower stands, paschal stand and candle, communion ware, linens, and 7-day candle.

If anyone is interested in joining the Altar Guild contact Ardell or the church office.

Thank you to Trinity members and the Women of Trinity for the continued support.

Chairperson Ardell Quigley

Memorial Committee

Members of the Memorial committee are: Chairperson, Peg Beckman, Pam Hansen; Mike Rene and Hal Weiser

The committee received and approved requests to help purchase quilting supplies; grant for Renew Fund Drive; Outreach Food Basket and continue to support radio broadcasts, flowers and candles that have not been sponsored.

Requests to the Memorial Committee are always welcome and may be submitted to the committee in written form by the committee making the request.

Your gifts in memory of relative and friends help to make possible the purchase of items not on Trinity's yearly budget. Gifts may be designated for a specific need or left for use at the discretion of the Memorial Committee and the Congregational Council.

Trinity is truly blessed and we express our gratitude to the many who have given so generously in the memory of their loved ones and friends.

Respectfully submitted,

Peg Beckman, Chairperson

MEN OF TRINITY

The **Mission of the Men of Trinity** is: To promote fellowship within the male membership of Trinity, strengthen their faith in Christ and do good works within Trinity and throughout the community.

Like most public events, the Men of Trinity hosted Annual Lutefisk and Meatball Supper that was scheduled for Oct. 7th, was cancelled this year due to the pandemic. As a result, funds were not available to support numerous organizations we had supported in the past. We are thankful for receiving individual donations to help us meet some of our commitments. With these donations and with our checking account reserve we were able to help Trinity in the areas of weed control, underground sprinkler repairs, taxi cab service, Outreach Holiday baskets, van license and the parking lot paving. In addition, a donation was made to Red Willow Ministries.

Another ministry The Men of Trinity support is the Boy Scout Troop 163. As such, Trinity's van is provided to Troop 163 for their use. However, they too were affected by the COVID virus and were unable to travel as much.

The Men of Trinity meet on the third Tuesday of the month in the Fellowship Hall. Meeting time is 8:00 a.m. for the months of April thru December. All of the men of Trinity, or friends of Trinity, are welcome to attend. For more information on being part of this ministry, contact Randy Lebahn, 701-320-1678 or rclebahn@hotmail.com.

OUTREACH TEAM

The Outreach Team reaches out to members of Trinity, the community, and globally. During this past year, the Outreach Team ministered in the following ways:

Holiday Food Baskets were assembled and delivered to Trinity members and other community families prior to Thanksgiving and Christmas. We thank the Men of Trinity, Thrivent Financial, and the Women of Trinity for their donations to this cause.

At the end of the fall semester, Trinity college students were mailed a fast food gift card, with a message from Trinity.

Alternative Gift Giving was available to members by online orders because of the pandemic. This is a way to purchase unique gifts for the holiday, as well as support our global missions.

The current outreach team members are: Donette Rasmussen; Shirley Driessen; Randy Lebahn; Ruth Urdahl; Erin Klein; Gayle Nelson; Pastor Kristi and Pastor Susan. The team would welcome and greatly appreciate others to join us and be a part of this ministry.

Shirley Driessen

Parish Care Team

The Parish Care Team exists to help members of Trinity in their times of need or loss as admonished in Galatians 6:20, "*Let us do good to all, especially those who belong to the family of believers.*"

Due to the COVID-19 restrictions, the team has been limited in its usual caring contacts. Young at Heart monthly gatherings, home communions, in person bereavement visits, and nursing home visits all have been curtailed. Bulletin delivery has been replaced by worship guide delivery, which in congregate living situations are delivered to the reception desk for delivery by staff.

Our current team members are Ruth Urdahl, Phyllis Kleinknecht, Diana Carlson, Gayle Nelson, Julie Wenner, and Joan Gehlhar. They are anticipating return to our regular bi-monthly meetings and caring connections as soon as they can safely do so.

Ruth Urdahl, Chairperson

Selma Alexander Fund

Our Board meets periodically to plan on the use of the bequest from Selma Alexander. We receive quarterly donations from her trust fund. We use the dollars to support the work of Trinity in a variety of ways. Below is the list of donations made from this fund.

Red Willow Ministries (Support the work of Red Willow Bible Camp)	$1000
Park River Bible Camp	$1000
Salvation Army (Our annual donation to the support organization for those less fortunate.)	$1000
Good Samaritan Fund (Our annual donation to Trinity's assistance fund.)	$1000
Community Action	$1000
James River Senior Center	$1000
JPS Counselor's Food Fund	$1000
Jamestown Cancer Support Fund	$1000
Total Donations during 2020	$8000

Trinity Foundation Board

Trinity Lutheran Church:	$ 17,850.20
Eastern North Dakota Synod:	$ 2,500.00
James River Medical Foundation:	$ 2,500.00
Two Rivers Activity Center:	$ 1,000.00
Arts Center	$ 1,000.00
Shriner's Transportation Fund	$ 1,000.00
Bio Girls	$ 500.00
LaundryLove	$ 500.00
Safe Shelter	$ 500.00
Trinity Lutheran Youth Fund	$ 500.00
Total	$27,850.00

Board Members: Bob Toso, chair Colleen Lebahn, Skip Olson, Mindy Olson Blackmore, Evelyn Runck, Cory Struble, Russ Sunderland, Pastor Kristi Weber

Women of Trinity

Covid-19 disrupted the usual activities of the Women of Trinity but not the commitment of the women to continue to fund the causes usually funded by the salad luncheon and bazaar. Thanks for donations totaling $522 to fund the benevolences. Thanks to those who helped by making apple pies for the drive-through pie sale, purchasing raffle tickets for the quilt raffle, and helping with both these projects. A special thanks to Trish Greenwood who donated the batting and backing for both quilts and professionally machine quilted them. (Thrivent paid the expenses of the pie supplies; apples were picked and donated by the women.) Profit from these two fundraisers was about $1500.

We hope to be able to resume the annual salad luncheon and the bazaar in 2021 as well as resume Grace Circle on the third Tuesday evening and almost monthly women's planning meetings at noon in the conference room on the second Thursday. (When monthly "Ladies Aid" ended, a core group of women continued to meet and to plan so the cherished projects could continue. As the years passed and took their toll, our numbers have dwindled, leaving only three women left. We are in great need of additional voices and hands!!) Whether you are a longtime member or a Trinity transplant, we'd welcome your new ideas and fresh enthusiasm!

Quilting is usually twice a month in the Fellowship Hall with quilters bringing their sack lunches. Since the pandemic began, quilting has been suspended several times and we are awaiting decreased case numbers to begin again. Masks and physical distancing will be required when it begins again.

Donation of fabric, including colored sheets for backing, is a constant need. When quilting begins again, additional hands are needed. No experience is necessary. Cutting 10 1/2 inch squares at home or sewing kits of 48 squares together to make 60" x 80" quilt tops are valuable home activities to make the quilting sessions more productive.

Trinity shipped quilts in the spring and fall Lutheran World Relief shipments as well as school kits in the fall.

Ruth Urdahl, Chair.

Addendum:

Sources of funding for 2020 activities included:

Pie Sale

Quilt Raffle

Funerals

Circle Offerings

Donations and Other Offerings

For a list of disbursements see page 41.

RESOLUTION #1 – CONSTITUTIONAL AMENDMENTS (LOCAL CHOICE—2nd vote)

In accordance with the Constitution of Trinity Lutheran Church which states in *C16.01. that Amendments to this constitution may be proposed by at least 10 percent of the voting members or by the Congregation Council, the Council recommends the following amendments to the Constitution affecting the following sections:

C1.01., C1.02, C5.05., renumber C7.05. to C7.06. and C7.06. to C7.07., *C9.01., C11.02.,

C12.01., C12.02., C12.05.c,d., C12.08., C12.12., C13.01., C13.04., C13.05.

C1.01 and C1.02 are recommended so the name in this congregation's constitution matches the name listed in this congregation's Articles of Incorporation filed with the State of North Dakota.

C5.05 moves a provision from this congregation's bylaws into the constitution itself.

C12.01 allows for the size of the Council to be not more than 12 nor less than 10 members in addition to the pastors. The current size of the Council is 12 in addition to the pastors.

C12.05.c moves a similar provision from this congregation's bylaws into the constitution itself.

C12.08 and C13.04 clarifies the current practices related to Trinity's Personnel Committee and staff supervision. Trinity formed a Personnel Committee instead of a Mutual Ministries Committee in 2005 but did not update the constitution at that time.

Amendments proposed under *C16.01. will require approval at the annual meetings in both January 2020 & 2021.

Whereas *C16.01. of Trinity's Constitution provides a process by which Trinity's Constitution may be amended to incorporate amendments to the *Model Constitution for Congregations* approved by the Churchwide Assembly, and

Whereas Trinity's Council recommends the changes to

C1.01., C1.02, C5.05., renumber C7.05. to C7.06. and C7.06. to C7.07., *C9.01., C11.02.,

C12.01., C12.02., C12.05.c,d., C12.08., C12.12., C 13.01., C13.04., C13.05. listed in detail in the handout.

Be it resolved that the Congregation Council recommend that the Constitution of Trinity Lutheran Church of Jamestown located in Jamestown, North Dakota, be amended in
C1.01., C1.02, C5.05., renumber C7.05. to C7.06. and C7.06. to C7.07., *C9.01., C11.02.,

C12.01., C12.02., C12.05.c,d., C12.08., C12.12., C13.01., C13.04., C13.05. to state: (language as noted in handout).

And that these amendments become effective after a second affirmative vote anticipated at the January 2021 annual meeting. Anticipated effective date: February 1, 2021.

First vote affirmed these amendments on January 26, 2020

RESOLUTION #2 -- PROPOSED PROJECTS

WHEREAS, several projects have been identified either through the *Connect Share Grow* capital campaign, the RENEW capital campaign, or through and awareness of the need for work in 2021, and

WHEREAS, these proposed projects have costs estimates as follows:

Education Wing Roof (from RENEW funds or if additional funds are raised for this project)	$ 52,000
Parking Lot Stripes (from source to be named) (waiting for estimate)	$ 1,000
Tele-coil Hearing Loop, Sound, Video Updates (from *Connect Share Grow* RENEW and Estate funds)	$ 35,000
Sanctuary Floor replacement (from RENEW funds)	$ 30,000
Lighting Replacement (from RENEW funds)	$ 13,000
TOTAL	$131,000

therefore be it

RESOLVED that the Council have authority to move forward with these Proposed Projects at a cost not to exceed 15% more than the stated budget for each item unless additional funds are received.

RESOLUTION #3 -- BUDGET

WHEREAS, each committee has reviewed and submitted their working budget; and

WHEREAS, the Congregation Council has reviewed these committee's budgets as well as the other budgeted needs of Trinity Lutheran Church; THEREFORE BE IT

RESOLVED, that the proposed budget as submitted by the Congregation Council in the amount of $486,000 for the General Fund and $30,000 ($26,472 of which will be paid in 2021) for the mortgage payments be adopted for the year 2021.

TRINITY LUTHERAN CHURCH TEN-YEAR ANALYSIS

YEAR	BAPTIZED MEMBERS	CONFIRMED MEMBERS	AVERAGE ATTENDANCE (per week)	BUDGET	ACTUAL INCOME	EaND SYNOD	LUTHERAN SOCIAL SERVICES OF ND
2011	2,065	1,520	268	434,894.00	^412,687.48	**12,699.68	1,000.00
2012	2,088	1,512	252	++429,054.00	388,556.95	**7,583.39	1,000.00
2013	2,073	1,496	215	377,868.00	357,527.90	**9,777.84	1,730.17
2014√√	1,971	1,442	246	437,021.00	383,422.31	**17,571.90	2,500.00
2015√√	1,869	1,355	231	501,458	395,029	**10,878	0
2016√√	1680	1224	220	533,259	450,967	**26,324.95	2,500.00
2017	1698	1231	223	553,054	426,602	**7,795.02	987.00
2018	1713	1233	201	546,972	421,632	**4,784.10	1249.00
2019√√	1598	1139	187	555,174	508,261	**3,481.07	884.41
2020√√	Tbd	Tbd	Tbd	506,472	613,829*	**20,123.71	1633.00

Attendance included all Wednesday services including Lent (Includes Monday services Nov 2016 through June 2018)

*** =Includes $167,053 from capital campaigns and $18,000 from Estate Gift for budgeted benevolence**
****=Includes drink offering**
^=includes $10,400 taken from Reserve
++ = includes revisions made at annual meeting
√√ = statistical adjustments voted on by council for members who had no current address on file

WORSHIP ATTENDANCE

2019 SERVICES

51 weeks of worship (at 26 of which Communion was celebrated).....9,561
Lenten Services (1 on Good Friday).....863
3 Easter Services.....455
3 Christmas Services.....503
Average Attendance Sundays & Wednesdays (excluding Lent Wed & Easter Sunday)..187

10 Sundays - extreme cold and snow in 2019

2020 SERVICES

51 weeks of worship (at 26 of which Communion was celebrated) .....
Lenten Services (1 on Good Friday).....
2 Easter Services .....
4 Christmas Services .....
Average Attendance Sundays & Wednesdays (excluding Lent Wed & Easter Sunday).....

TBD – most worshippers attended via radio or livestream due to COVID-19 public health concerns

BALANCE SHEET DECEMBER 31, 2020

ASSETS		LIABILITIES/EQUITY	
CURRENT ASSETS		**CURRENT LIABILITIES**	
Building Fund	9776.94	Accounts Payable	0
Building Use Deposit Checking	2701.17		
General Fund Checking*	55402.85		
Good Samaritan Checking	1450.22		
Memorial Account Checking	14,644.74		
Men of Trinity (Checking)	8087.12		
Men of Trinity (MIF Van Savings)	5204.94		
Reserve Savings*	234,937.59		
Selma Alexander Checking	3486.88		
Women of Trinity		included with General Fund checking and Reserve Savings	
Youth Checking	8697.19		
Total Current Assets	**344389.64**	**Total Current Liabilities**	**0**
FIXED ASSETS		**LONG-TERM DEBT**	
Church proper	5214000.00	Mortgage	245,344.68
Church contents	783000.00		
Parking Lots	24500.00	before new assessment with paving	
Van and Trailer estimate	24500.00		
Total Fixed Assets	**6046000.00**	**Total Liabilities**	**245344.68**
INVESTMENTS		**EQUITY**	**6762236.79**
Foundation - Commonwealth	309,428.16		
Foundation - ELCA Foundation (on November 30, 2020)**	183,907.40		
Foundation - Checking Account	21,985.27		
Foundation - House at 506 5th Ave SE	101,871.00	purchase price plus cost of improvements	
**For December 31, 2020 amounts, please contact church office			
Stained Glass Window Savings	12,201.33		
Total Investments	**617,191.83**	**Total Equity**	**6762236.79**
TOTAL ASSETS	**7007581.47**	**TOTAL LIABILITIES & EQUITY**	**7007581.47**

* balance on December 31, 2020 BEFORE transfers made to Reserve Savings from General Fund

Trinity Receipts Summary 2020

actuals are per Tax Forward Income Statements 12/31/2019 and 12/31/2020

Receipts Sources	2019 Actual	2020 Proposed	2020 Actual	2021 Proposed	
General Fund (all sources #300)	381,247	442,000	348,160	400,000	
Non-Offerings (#305)	7,702	8,000	2,239	2,000	
Pass Through (#306)	12,066	12,000	16,719	12,000	
Stepping Stones (#314)	12,793	14,000	6,245	14,000	
Women of Trinity (#317)*	178	4,000	2,963	4,000	
Total New Receipts	413985	480,000	376,326	432,000	
PPP Loan (#321)			52,450		
Total Receipts including PPP Loan Funds			428,776		
* add #317 to Non-Offering #305 to match Tax Forward for 2019					
Transfers from Reserve Savings Account (#303)	24,134		196,341		
Building Mortgage (#304)	0		25	30,000	RENEW Financial Stability
Connect Share Grow and RENEW (#308)**	70,141	105,000	167,053	30,000	RENEW Facilities Operation
Additional Connect Share Grow Income Directly Deposited into Savings Account*	11,480				
10% of Estate Gift (helping fund benevolence)			18,000	12,000	
Contracted Staffing from Partner Congregations				13,000	
Total receipts from additional sources	105,756		381,419	85,000	
* Not included in Tax Forward income statement due to direct deposit into savings account					
**2019 and 2020 Actual include $25,000 that was later directed to Building Mortgage in 2019 and 2020 for each year	25,000	specifically for building mortgage (included with Connect Share Grow above)	25,000		
Receipts (General, Building, Transfers, and Connect Share Grow)	519,741		810,195	517,000	

Receipts 2020 (General, PPP Loan, 10% Estate, Building)	471,776	Proposed Receipts 2021	517,000
Disbursements 2020 (General and Building)	428,989	Proposed Disbursements 2021	516,000

Estate Gift	$180,000
On December 31, 2020 the first of two anticipated distributions from the Estate of Doris and Ellis Engel was received by Trinity. These funds were deposited into Trinity's Savings Account. See page 35 for additional details.	

Trinity Budget Disbursements Summary

Disbursement Category	2020 Proposal	2020 Actual	Variance to 2020 Budget	2021 Proposal
Benevolence	31,000	25831	-5,169	32,000
Christian Education	5,000	2133	-2,867	5,000
Fine Arts	1,000	0	-1,000	1,000
Mission Resource	1,000	727	-273	1,000
Office	23,000	21617	-1,383	23,000
Outreach	2,000	898	-1,102	2,000
Parish Care	2,000	371	-1,629	2,000
Professional (includes 5th Ave house)	300,000	265648	-34,352	305,000
Property	88,000	65888	-22,112	88,000
Public Relations	5,000	4704	-296	5,000
Reserve	0	5000	5,000	0
Stepping Stones	4,000	341	-3,659	4,000
Women of Trinity (see pg 41 for detail)	4,000	1147	-2,853	4,000
Worship	11,000	8006	-2,994	11,000
Youth	3,000	206	-2,794	3,000
General Fund Expenses	480,000	402517	-77,483	486,000
Building (mortgage)*	25,000	25000		30000
Building from funds received in previous years	1472	1472		
Total Building (for Mortgage)	26,472	26472		30000
Total (General and Building)	506,472	428,989		516,000

*Mortgage payments will remain at $26, 472 for 2021 but $30,000 from RENEW campaign will be added to building fund to cover partial payments for future years

Proposed Projects 2020	Budget	Actual	**Proposed Projects 2021**	
Education Wing Roof	35,000	0	Education Wing Roof	52,000
Parking Lot and Alley Paving	110,000	136,307	Stripes for Parking Lot	1,000
Tele-coil Hearing Loop, Sound, Video updates	45,000	23,443	Tele-coil Hearing Loop, Sanctuary Sound, Fellowship Hall Sound and Video	35,000
Sanctuary Floor replacement	20,000	0	Sanctuary Floor replacement	30,000
Fall 2020 Captial Campaign	40,000	32,393	Lighting	13,000
Proposed Projects	250,000	192,143		131,000

Expenses for Proposed Projects not to exceed 15% more than stated budget unless additional funds are received.

Note: even though paving project cost 24% more than stated budget, additional funds were received to cover expenses and much more was completed an originally anticipated in 2017 (north lot, retaining wall, plus alley and southeast lot are all completed.)

Note about Variance: Historically, Trinity has underspent the budget in many areas each year.
In 2020, COVID-19 restrictions on in-person gatherings meant many activities that were planned happened remotely if at all.
Council and staff members worked to keep the disbursements in line with the available receipts throughout the year.

Disbursements	Subcategories	2020 Budget	2020 Actual	2021 Budget
Benevolence		**31,000**	**25,831**	**32,000**
	Eastern North Dakota Synod support*	19,700	18000	20000
	Mission Support	6000 as received and determined by Council	3952	6500 as received and determined by Council
	Lutheran Social Services	included in Mission Support	1633	included in Mission Support
	Salvation Army	included in Mission Support	0	included in Mission Support
	Red Willow Bible Camp	included in Mission Support	0	included in Mission Support
	Synod Assembly Annual Gift (August)	300	300	500
	Drink Offerings	as received to Eastern ND Sy	1823.71	as received to Eastern ND Synod
	Special Appeals/World Hunger	as received	16.31	as received
13000 for 2019	Health Care Savings-Synod Endowment	5000		5000
	LUTHERAN DISASTER RESPONSE		106	
	Total planned was 7% of budget			
	**Check was cut in January 2021 for 2020*			
Reserve		**0**	**5,000**	**0**
	Reserve	0	5000	
	Roof Savings	0	0	
Christian Education		**5,000**	**2,133**	**5,000**
	Curriculum/Ed Resources birth-5th gr	500	345.95	500
	Curriculum/Ed Resources 6th-12th gr	300	675.75	300
	Adult Education	400	103.08	400
	Confirmation materials	800	363.45	800
	Special Events/VBS	800	67.55	800
	Sunday School Supplies	2000	577.37	2000
	Teachers' Appreciation	200	0	200
Fine Arts		**1,000**	**0**	**1,000**
	Flowers and Plants	200	0	200
	Seasonal (Christmas, Thanksgiving, Easter, Other)	700	0	700
	Other Fine Arts (including Lighting)	100	0	100
	Fine Art Donations		0	

Disbursements	Subcategories	2020 Budget	2020 Actual	2021 Budget
Mission Resource		1,000	727	1,000
	Mission Resource Programs	200	0	200
	Offering Envelopes	800	727	800
Office		23,000	21,617	23,000
	Mailing Costs	2700	2270.05	2700
	Letterhead and Outsourced Printing	500	1036.00	500
	Online fees (Vanco, website hosting)	2000	1432.72	2000
	Professional Services (accounting)	4500	4503.82	4500
	Office Supplies & Support (includes Copier Paper, Coffee, and Office Service Contracts)	3600	2771.59	3000
	Telephone	3600	4125.21	4200
	Computer Maintenance	1000	401.67	1000
	Copier Contracts	5100	5075.48	5100
	Computer Procurement	0	0	0
Outreach		2,000	898	2,000
	New Member Orientation	100	0	100
	Block Party	100	0	100
	Income Donations for Block Party	300	0	300
	College/Military Care Packages	200	180.00	200
	Holiday Food Baskets	100	717.67	100
	Income for Food Baskets/Care Pkg**	1000		1000
	Other Outreach	200		200
	**NOTE: Income for Block Party and Food Baskets/Care Pkg NOT included here			
Parish Care		2,000	371	2,000
	Stephen Ministry	200	0	200
	Other Parish Care Ministries (includes funerals, potlucks, meals, Wednesday dinner)	1800	370.82	1800

Disbursements	Subcategories	2020 Budget	2020 Actual	2021 Budget
Professional		300,000	265,648	305,000
	Senior Pastor - Salary	38597	38609	40505
	Senior Pastor - Housing Allowance	25000	25000	25000
	Senior Pastor - Social Security Allowance	4865	4866	5011
	Senior Pastor - Benefits/Pension	24066	23518	21407
	Senior Pastor - Continuing Education	1000	435	1000
Total Senior Pastor		93528	92,428	92,923
	Associate Pastor - Salary	31440	31450	33133
	Associate Pastor - Housing Allowance	25000	25000	25000
	Associate Pastor -Soc. Security Allowance	4318	4319	4447
	Associate Pastor - Benefits/Pension	25017	24631	27984
	Associate Pastor - Continuing Education	1000	435	1000
Total Associate Pastor		86775	85,835	91,564
	Pastoral Assistant - Wages (7 hrs/wk 2020)	969	0	5460
	Employer's Share Pastoral Asst - Taxes	74	0	418
Total Pastoral Assistant		1043	0	5878
	Administrative Assistant - Wages	23861	24472.37	24577
	Administrative Assistant - Benefits	1121	1163.04	1155
	Employer's Share Admin Asst - Taxes	1825	1872.14	1880
Total Administrative Assistant (30 hrs)		26807	27,508	27,612
	Children's Ministries Coordinator - Salary	10400	0	0
	Employer's Share Ch Min Coor - Taxes	796	0	0
	Dir. of Youth Ministries - Salary (20 hrs per wk)	15910	18970.08	16387
	Dir. of Youth Ministries - Benefits	748	868.5	770
	Emp. Share Dir of Youth Min - Taxes	1217	1451.21	1254
included with salary	Faith Quest Curriculum - Salary (200 hrs pr/yr)			3152
Director of Youth Min	Faith Quest Curriculum - Benefits			148
	Emp. Share of Faith Quest Curr - Taxes			241
	Faith Quest Administrator-Salary (10 hrs per wk)		732	5280
	Emp. Share Admin Faith Quest - Taxes		56.00	404
Total Children/Youth Ministries		29071	22,078	27,636
	Primary Organist/Choir Director - Salary	12,680	12679.92	13366
not included in 2020 actual	Pr Organist/Choir Dir - Housing Value	10200	10200.00	10200
	Primary Organist/Choir Director -Benefits	1,075	1144.20	943
	Employer's Share Pr Org/Ch Dir - Taxes	1750	1750.31	1803
not included in 2021 budget	5th Ave SE House maintenance/repairs	2400	6039.70	3600
	Music Support (piano, organ, instruments)-Salary	7020	3855.00	7020
	Employer's Share Music Support - Taxes	537	294.91	537
	Handbell Choir Director - Wages	1600	1600.02	1600
	Employer's Share Handbell Dir - Taxes	122	122.40	122
Total Music Ministries Personnel		37,384	27,486	35591
	Stepping Stones Director - Salary	6459	4317	6653
	Emp. Share Stepping Stones Dir - Taxes	494	330.25	509
	Stepping Stones Staff - Wages	9250	1617.50	9250
	Emp. Share Stepping Stones - Taxes	708	123.75	708
Total Stepping Stones Staff (reimbursed)		16911	6,389	17,120
	Kitchen Cleaning - Wages	1200	1200	1200
	Emp. Share Kitchen Cleaning - Taxes	92	91.8	92
Total Kitchen Cleaning (reimbursed)		1292	1,292	1,292
	Worker's Compensation	500	160.74	200
	Mileage Allowance	2189	314.01	1184
	Continuing Education Shared (see below Congregational Groups)	0	0	0
	Assembly Fees, Dues	4500	2157.58	4000
Total Additional Professional		7189	2,632	5,384

Disbursements	Subcategories	2020 Budget	2020 Actual	2021 Budget
Property		88,000	65,888	88,000
	Custodial Equipment and Supplies	1600	1086.50	1600
	Repair and Maintenance	12000	6339.88	12000
	Electricity	19000	13320.00	18000
	Fuel (MDU)	6800	5785.91	6700
	Water and Sewer and Recycling	2000	2589.37	2600
	Taxes	1800	1735.28	1800
	Insurance	8600	10549.05	9800
	Snow Removal Contract	8000	2575.00	8000
	Service Contracts (HVAC, Fire Suprsn)	7200	7553.20	7500
	Lawn/Leaves Contract and Sprinkler	1000	0.00	1000
	Custodial Cleaning Service Contract	20000	14353.75	19000
Public Relations		5,000	4,704	5,000
	Public Relations	100	0	100
	Radio Broadcast	4500	4505	4500
	Jamestown Sun Advertising	400	199	400
Worship		11,000	8,006	11,000
	Organ and Piano maintenance	1500	1395	1500
	Guest Speakers	200	0	200
	Bulletins - special services	200	75	200
	Music - vocal/instrumental	3000	1076.15	2500
	Handbell Choir Music	150	0	150
	Devotion Resources	700	678	700
	Altar Flowers and Candles	1850	1638.49	1850
	Handbell Supplies and Repairs	700	0	700
	Copyright Licensing/Subscriptions	1500	1593.9	1500
	Sound System	700	219.35	700
	Worship Supplies(inc. baptism candles, oil, and communion supplies)	500	1329.87	1000

Disbursements	Subcategories	2020 Budget	2020 Actual	2021 Budget
Youth		3,000	206	3,000
	Synod Events Youth	1800	0	1800
	Food/Refreshments Youth	300	7.98	300
	Social Events Youth	500	0	500
	Senior Recognition (high school)	200	197.97	200
	Youth Other Expenses	200	0	200
Stepping Stones budgetted category		4,000	341	4,000
	Stepping Stones Supplies	4000	340.58	4000
	Stepping Stones Staffing included in Professional			
Women of Trinity budgetted category		4,000	1,147	4,000
	Reserve for Women of Trinity	4000	0	
	TWELCA Benevolence		1146.5	1100
	TWELCA Other Expenses (in with Congregational Groups 515.02)			2900
	Total before including benevolence, Stepping Stones or Women of Trinity	*441,000*	*370,197*	
General Fund Disbursement		480,000	402,515	486000
	Principal in 2020 = $15,342.41 Interest in 2020 = $11,129.59			
	Building Fund Transfer	25000	25000	30000
	Funds Previously Deposited in Building Fund	1472	1472	
Total for Building Fund		26472	26,472	30,000
	Mortgage payments will remain at $26,472 for 2021 but $30,000 from RENEW campaign will be added to building fund to cover partial payments for future years			
Grand Total (General and Building)		506,472	428,987	516,000

	Congregational Groups	10000	2447.30	10000
	Additional Pass Through	5000	1068.59	2000
	RENEW Capital Campaign Preparations		32392.82	
	Connect Share Grow Goal 2 Expenditures	15000	164750.34	
	RENEW Goal Expenditures			
Passthrough Disbursements		30,000	200,659	12,000

Proposed Projects 2020			
	Education Wing Roof	35,000	0
	Parking Lot and Alley Paving	110,000	136,307
	Tele-coil Hearling Loop, Sound, Video updates	45,000	23,443
	Sanctuary Floor replacement	20,000	0
RENEW	Fall 2020 Capital Campaign	40,000	32,393
Proposed Projects		250,000	192,143

Expenses for Proposed projects not to exceed 15% more than stated budget unless additional funds are received
Note, even though the paving project cost 24% more than stated budget, additional funds were received to cover expenses and much more was completed than originally anticipated (north lot, retaining wall plus alley and southeast lot are all completed.)

Proposed Projects 2021	2021 Budget
Education Wing Roof	52,000
Stripes for parking lot (waiting for estimate)	1,000
Tele-coil Hearing Loop, Sanctuary Sound, Fellowship Hall Sound and Video	35,000
Sanctuary Floor replacement	30,000
Lighting replacement	13,000
Proposed Projects	131,000

Additional Notes about Trinity's Current Financial Outlook

In 2016, Trinity identified financial stability and debt reduction as a goal for the next three to five years. Refinancing Trinity's mortgage occurred in 2017 following the *Connect Share Grow* campaign.

Connect Share Grow Campaign

began spring 2017, update through December 31, 2020 (campaign end date)

Gifts received by December 31, 2020	$605,235	
Additional Gifts received without a pledge	$ 79,186	(not including Engel Estate)
Funds in Memorial Fund for tele-coil hearing loop	+ $ 3,598	
Total to be received	$688,019	*initial pledges $688,068*

Funds disbursed through December 31, 2020 $652,108 (*includes $24,445 from Engel Estate)

Disbursed in 2020

$ 25,000	Mortgage Payments
$136,307	Parking Lot & Alley Paving and Retaining Wall Replacement (includes $16,002*)
$ 23,443	Sanctuary Technology Updates (includes $8,443*)
$ 5,000	Outreach Grant (Anne Carlsen Center)
+ 792	Fees paid over the life of the campaign for gifts received from credit cards
$190,542	

Disbursed in 2019, 2018, and 2017

$ 50,000	Mortgage Payments
$ 60,000	Recently Enhanced Ministries at Trinity
$ 2,799	Computer Lab and other Tech upgrades for Children's Ministries
$307,871	Loan payoff (prior to refinancing remaining building debt)
$ 942	Additional Expenses related to Loan Refinancing
+ 39,954	Outreach Grants (Anne Carlsen Center, James River Senior Center ELCA Disability Ministries)
$461,566	

Funds within the Reserve Savings Account for *Connect Share Grow* Projects and Gifts on December 31, 2020 $50,156

Benevolence outside the congregation (designated for Freedom Resource Center, James River Senior Center, Jamestown Cancer Support Group, A Moment of Freedom, and Safe Shelter to be distributed in January and February 2021)	$ 23,848
Tech Upgrades for Children's/Youth Ministries	$ 2,212
Tech Upgrades for Fellowship Hall and Sanctuary Microphones	$ 7,694
Tele-coil Hearing Loop (plus $3,598 in Memorials for a total of $20,000)	$ 16,402

In June 2020, Trinity was informed that the congregation would be receiving a gift from the estate of Doris and Ellis Engel. The first of two distributions was received on December 30, 2020. The second distribution is anticipated after the taxes for the estate are settled in 2021. In anticipation of receiving this gift, Council actions were to use the funds in the following ways:

Gift from the Estate of Doris and Ellis Engel $180,000

Funds disbursed as follows in 2020

$ 18,000	to Eastern North Dakota Synod (check to be sent in January 2021)
$ 25,393	for RENEW Capital Campaign Expenses to inspire generosity
$ 16,002	to complete paving (southeast parking lot and driveway at 506 5th Ave SE)
$ 8,443	to supplement funds for improving sanctuary technology (monitors & camera)
$ 5,000	for new microphones in the sanctuary
$ 52,450	for Cash Flow Reserve (including $15,000 for Repair Cash Flow Reserve)
+ $ 54,712	in Reserve Savings Account until second distribution is received
$180,000	

Additional actions by Council affecting future distributions:

$ 18,000	to supplement funds for Fellowship Hall technology
$ 50,000	as matching funds for principal payments for the mortgage
10%	of what is received to support ministry outside the congregation (may be part of the budgeted benevolence of the congregation)

RENEW Campaign

began fall 2020, update through December 31, 2020

Gifts received by December 31, 2020	$ 52,095	
Additional Gifts received without a pledge	$ 8,215	
Funds from Trinity Foundation	+ $ 5,000	
Total received	$ 65,310	*initial pledges $314,564 from 100 households*

No funds for the RENEW campaign have been disbursed as of December 31, 2020.

Campaign goals are as follows: Goals by 2023 $440,000 from 200 households

Generosity – 10% of all funds received to be given to the Eastern North Dakota Synod
Financial Security - $130,000 for mortgage payments and principal reduction
Facilities Operation -$ 90,000 for repair and maintenance expenses
Ministry Spaces - $180,000 (sanctuary floor, education wing roof, front steps and sidewalk, LED Lighting and Fixtures, boiler replacement – one of three)

$ 9,931.82 for the RENEW campaign had not been transferred from the General Fund to the Reserve Savings Account by December 31, 2020. The rest of the funds were in Savings.

Good Samaritan Checking

Financial Report 1/1/20-12/31/20

Beginning Balance			**1400.04**
Income			
Selma Alexander Foundation	1000		
Interest	0.12		
Total Income	**1000.12**		
Expenses			
Medical Assistance		99.70	
Rental/Utility Assistance		641.40	
Food/Gas Assistance		208.84	
Total Expenses		**949.94**	
Ending Balance			**1450.22**

Building Use Deposit Checking

Financial Report 1/1/20-12/31/20

Beginning Balance			**2801.17**
Income			
Deposits for Weddings	300		
Interest	0.62		
Total Income	**300.62**		
Expenses			
Refund of Deposits		400.00	
Total Expenses		**400.00**	
Ending Balance			**2701.79**
PPP Loan funds received 4/1/2020	52450		
PPP Loan disbursements 4/1/2020 - 6/1/2020		52450	
Ending Balance			**0**

Notice of Loan Forgiveness received 12/31/2020

Account	Receipts	Disbursements	
Selma Alexander Checking			
Financial Report 1/1/20-12/31/20			
Beginning Balance			**3439.50**
Income			
Selma Alexander Foundation	7797.38		
voided check	250.00		
Total Income	**8047.38**		
Expenses			
Community Action and James River Senior Center		2000.00	
Red Willow and Park River Bible Camps		2000.00	
Jamestown Public Schools Counselor's Food Fund		1000.00	
Good Samaritan Fund		1000.00	
Salvation Army		1000.00	
Jamestown Cancer Support		1000.00	
Total Expenses		**8000.00**	
Ending Balance			**3486.88**
Trinity Foundation Checking			
Financial Report 1/1/20-12/31/20			
Beginning Balance			**14141.38**
Income			
Gordon Larson Foundation	22683.09		
ELCA Foundation - Distribution	6506.44		
Dividends from Invest Forward	6490.00		
Interest	14.56		
Total Income	**35694.09**		
Expenses			
RENEW Campaign Grant for campaign expenses		7000.00	
RENEW Campaign Gift		5000.00	
Plumbing repairs at 506 5th Ave SE		5000.00	
New Ministries Anchor Church Continuing Ed		850.20	
Eastern North Dakota Synod		2500.00	
JRMC Foundation		2500.00	
TRAC Splash Park		1000.00	
Arts Center		1000.00	
Shriner's Transportation Fund		1000.00	
Donations $500 each to the following: BIO Girls, Laundry Love, Safe Shelter, Trinity Youth		2000.00	
Total Expenses		**27850.20**	
Ending Balance			**21985.27**

Account	Receipts	Disbursements	
Building Fund Checking			
Financial Report 1/1/20-12/31/20			
Beginning Balance			**8967.88**
Income			
Transferred from Connect Share Grow for Mortgage Payments	25000.00		
Memorial Fund - Designated	415.00		
Additional Designated Gift for Mortgage	1864.43		
Interest	1.63		
Total Income	**27281.06**		
Expenses			
Loan Payments		26,472.00	
Total Expenses		**26472.00**	
Ending Balance			**9776.94**

Youth Account Checking			
Financial Report 1/1/20-12/31/20			
Beginning Balance			**8693.52**
Income			
Special Events	0		
Fundraising	277.00		
Trinity Foundation	500.00		
Gifts	20.00		
Total Income	**797.00**		
Expenses			
Fundraising		130.76	
Food		16.41	
Supplies		146.16	
Special Events (Christmas gifts and sharing with the community)		500.00	
Benevolence		0	
Total Expenses		**793.33**	
Ending Balance			**8697.19**

Account	Receipts	Disbursements	
Memorial Checking			
Financial Report 1/1/20-12/31/20			
	Beginning Balance		**16856.08**
Income			
Gifts	2995.00		
Interest	6.50		
Total Income	**3001.50**		
Expenses			
Printing - thank you cards		302.00	
Outreach (food baskets)		25.00	
Trinity Lutheran RENEW Campaign Loan for campaign expenses		4000.00	
Quilting Supplies		321.84	
Building Fund/Connect Share Grow - Designated		460.00	
Returned Check		104.00	
Total Expenses		**5212.84**	
	Ending Balance		**14644.74**

Account	Receipts	Disbursements	
Reserve Savings			
Financial Report 1/1/20-12/31/20			
Beginning Balance			**73901.68**
Income			
Trinity Foundation for Plumbing Repairs	5000.00		
For RENEW (projects/gifts)	55253.18		
For Connect Share Grow (projects/gifts)	140687.83		
For Women of Trinity	1422.20		
Interest	13.70		
Engel Estate Gift	180000.00		
Total Income	**382376.91**		
Expenses			
Connect Share Grow Projects and Gifts		164869.21	
Transfer to Building Fund		25000.00	
TWELCA		1174.95	
Roof Repairs		648.42	
Repairs (Plumbing at 506 5th Ave SE)		5511.60	
RENEW Campaign Expenses		24096.82	
Continuing Education		40.00	
Total Expenses		**221341.00**	
Ending Balance			**234937.59**

Breakdown of funds available:

Sound System in Addition	218.00
Roof Repairs	6805.23
Continuing Education	2560.00
Campaign/Mission Resource Coaching	478.00
Repair Funds	0.00
Cash Flow Reserve	60033.46
Connect Share Grow projects/gifts	50156.35
RENEW Campaign projects/gifts	56549.36
Engel Estate Gift	54711.94
Stepping Stones	3000.00
Women of Trinity	425.25
2020 Balance	**Total 234937.59**

Account	Receipts	Disbursements
Women of Trinity		

Disbursements	
Great Plains Food Bank	200.00
Lutheran World Relief	200.00
Lost and Found Recovery Center	150.00
Perry Center Maternity Home	100.00
Kitchen cleaning	900.00
Red Willow	300.00
Safe Shelter	200.00
Salvation Army	600.00
Women of the ELCA (1/2 Circle Offerings)	146.50
Women of the ELCA (EAND Synod)	100.00
Confirmation Flowers	296.70
Processing Fee for Giving Hearts Day credit card	24.95
Quilt Raffle Permit and Tickets	105.82
Funeral Bars	66.00
Holiday Food Baskets $200 designated for bill to be paid in January 2021	
Total Disbursements	**3389.97**

Note: The Women of Trinity Account was closed on January 15, 2020.

On December 31, 2020 funds were distributed as follows:

General Fund	$787.98
Reserve Savings Account	$425.25
Total	$1,213.23

Account	Receipts	Disbursements
Men of Trinity Checking		
Financial Report 1/1/20-12/31/20		
Beginning Balance		**10084.56**
Income		
Lutefisk Supper	0.00	
Other (gifts, memorials)	131.00	
Interest/Adjustment	0.50	
Total Income	**131.50**	
Expenses		
Lutefisk Supper Food and Supplies		0
Misc. Supper Expenses		0
Buildings & Grounds Maintenance Weed Control		326.00
		636.94
TLC Parking Lot Fund		500.00
Memorial Fund		0
Boy Scout Troop 163		0
James River Transit		40.00
Boy Scouts of America - Northern Lights Council		0
Red Willow		200.00
Trinity Youth "The Lighthouse" sponsorship		0
Outreach Holiday Baskets		250.00
Salvation Army		0
Dakota Boys and Girls Ranch		0
Donation - Kitchen Cleaning		0
Donation - Women of Trinity		0
MIF Van Savings Account		0
Van Maintanence & License		176.00
Total Expenses		**2128.94**
Ending Balance		**8087.12**

LITANY

L. O God of all power and love …

C. … we give thanks for your unfailing presence.

L. O God of all power and love, we give thanks …

C. … for the hope you provide in times of uncertainty and loss.

L. O God of all power and love …

C. … we ask you to send your Holy Spirit to enkindle in us your holy fire.

L. O God of all power and love, we ask you …

C. … to revive us to live as Christ's body in the world.

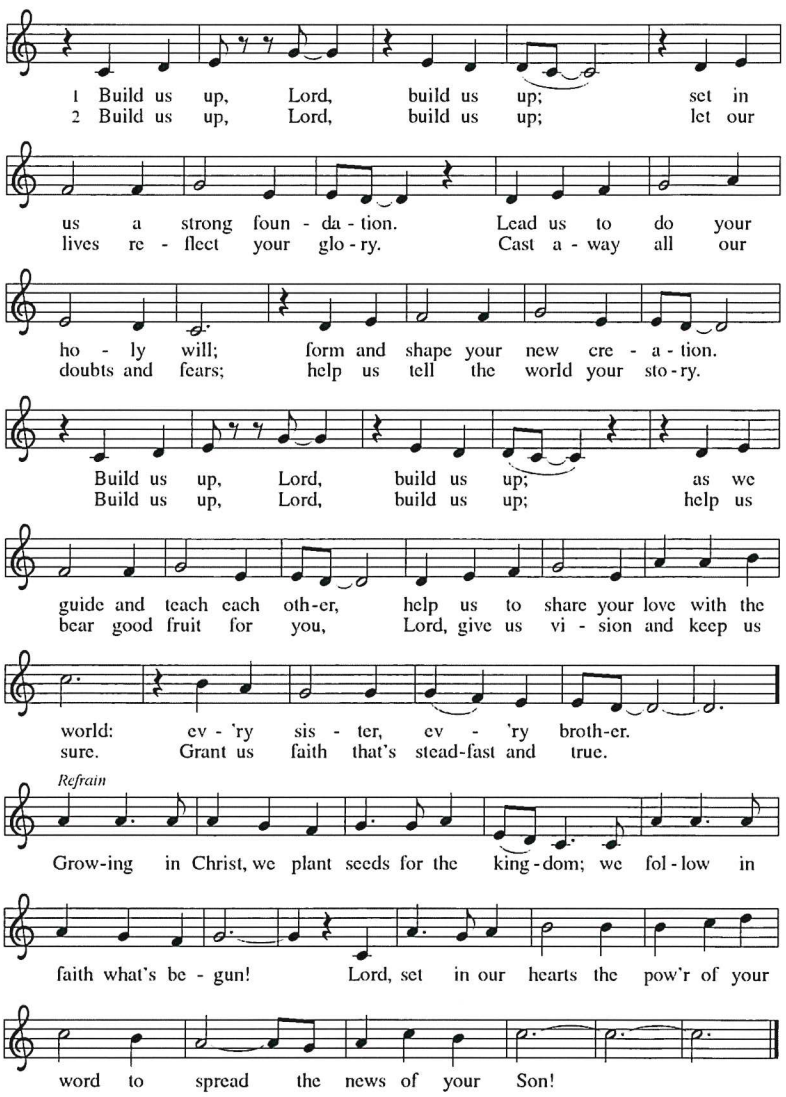
L. O God of all power and love, we ask to be …

C. … a people who pray, worship, learn, break bread, share life, heal neighbors, bear good news, seek justice, rest and grow in the Spirit.

L. O God of all power and love, we ask you to be with us …

C. … wherever and however we gather. Unite us in common prayer and send us in common mission, that we and the whole creation might be restored and renewed, through Jesus Christ, our Lord. Amen.

Build Us Up, Lord



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In the early verses of Ephesians 4, the apostle Paul writes to the Christians in Ephesus, a city on the Aegean Sea at the mouth of a river and at the intersection of three trading routes. The letter was written about ten years after the church had started. During the early years of this congregation, Jews and Gentiles from several ethnicities and nationalities had come together to form "one body." Paul was aware that they had done well and commended them for their faith and love.

The word "one" appears more than seven times in the first four verses. This reflects the importance Paul gave to being called into the "unity of Christ." He wanted to note that, although many of the church members came from far off, there is "one Lord, one faith, one baptism." This oneness reflects God's gift of reconciliation in Christ.

A second emphasis from Paul was that, as believers, they were to "bear with one another in love." This would require humility, gentleness and patience as each of them practiced their faith. It would require tolerance to "maintain unity of the Spirit in the bond of peace."

A third emphasis was that each person had been given gifts by God and that these gifts were given to increase the whole. Because the Ephesian church was a young congregation and its members were just beginning in their faith journey, their understandings were often tossed to and fro. But as they grew in faith, each person contributed to building up the body of Christ.

The fourth and final emphasis was that by "speaking the truth in love," each person must grow into Christ. This means taking time to learn about one another and their gifts. Knowing these gifts, we can do God's work both within and beyond the faith community. When there are decisions to make or relationships to reconcile, we know to begin with prayer and reflection, always desiring to speak the truth in love — not for our own benefit but for God's glory, that we might become more complete.

As our members and friends gather today, whether face-to-face or online, we are reminded of our calling into "unity in Christ." We come from many places and work in many contexts, and yet we recognize "one Lord, one faith, one baptism."

Whether new to a worshiping community or further along the journey, we realize that humility, gentleness and patience are required both in the good times and especially in times of uncertainty and struggle. God wants us to be more complete through our work. Christ provides the way. The Holy Spirit is with us for guidance and courage. Each of us has been given the gifts to be complete, and through our faithfulness we will grow stronger and work together as one body.

LET US PRAY: LORD, LET THE WORDS OF THE APOSTLE PAUL DWELL IN US DEEPLY. MAY WE EMBRACE THE RECONCILING POWER OF ONENESS WITH CHRIST. MAY THIS ONENESS GUIDE OUR CONGREGATION AS WE LIVE INTO THE NEW REALITIES OF THESE TIMES. AS WE MEET NEW PARTNERS IN MINISTRY, MAY WE TAKE TIME TO GET TO KNOW THEM WITH PATIENCE, HUMILITY AND LOVE. HELP US TO SEE HOW SHARING OUR GIFTS WILL MAKE YOUR WORK EASIER AND MORE FULFILLING WHILE BRINGING ALL OF US CLOSER TO CHRIST. MAY THE BLESSINGS YOU GIVE EACH DAY STRENGTHEN US TO A LIVING, DARING CONFIDENCE IN YOUR GRACE. AMEN.