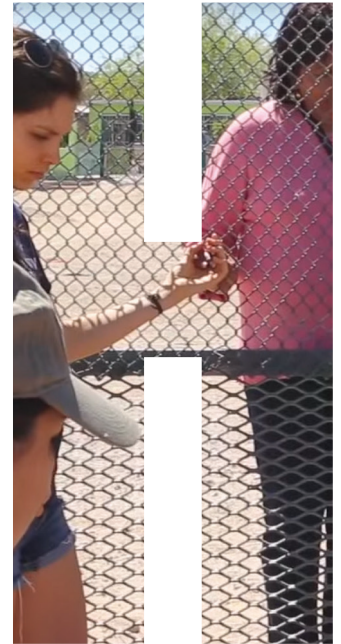




**Evangelical Lutheran Church in America**  
God's work. Our hands.



# ANNUAL REPORT

2019





## A message from ELCA Presiding Bishop Elizabeth Eaton

Dear friends in Christ,

Stepping out in faith can be difficult. Martin Luther did it in 1517. The Evangelical Lutheran Church in America did it at the 2019 Churchwide Assembly. This church can be bold and daring because of our scriptural and Lutheran confessional understandings. Is it easy?

No. Do we always get it right? Probably not. Where we are in error, may God correct us.

The cross is our center. Faith, grace and Scripture alone are our guides. We are church. We are compelled by the gospel and our understanding that in Christ we have been set free to love and serve the neighbor. This loving and serving of our neighbor alongside courageous and faithful leaders is what offers hope to congregations.

Over the past 18 months we have made significant strides in our work on congregational vitality. This church has multiplied its efforts and leveraged its resources to enhance vitality in congregations. Our vision continues to evolve around strengthening our relationships with God, each other and the neighbors we serve. In this way we are addressing both local and global issues by being present in our own community and proactive with issues in the broader church.

This presence is made possible in significant ways through your giving of time, talents and financial resources to our work together. The success of our recent campaign, *Always Being Made New: The Campaign for the ELCA*, reflects the increasing

support for existing and new ministries that serve our communities here at home and others around the globe. Through regular, special and legacy gifts, \$250 million was given to support God's work. Through the spiritual practice of giving, we both acknowledge receiving God's gifts and share in God's generosity by passing on a portion to others. Together we are doing God's work in ways that we could not do otherwise.

As your congregation plans work for the coming year, I hope you will be both bold and daring, remembering God provides and desires abundant life for all. May you continue supporting God's work together with a spirit of solidarity, collaboration and generosity. We are all partners in the gospel, believing in Jesus Christ crucified and risen for the life of the world.

Stepping out in faith together,

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

*"So if anyone is in Christ, there is a new creation: everything old has passed away; see, everything has become new!" —2 Corinthians 5:17*

# Beyond the Wall: Making All Things New



When have you discovered newness in life through Christ? Did you have to step out in faith to do so? Perhaps you had to let go of your will and accept God's will. This

is a major turning point in the faith journey of many people. There are examples in Scripture about Job (Job 29-30), Elijah (I Kings 19:4-14), Mary Magdalene (Luke 8:1-2) and the women at the tomb (Luke 23:55 – 24:5). Consider the story of the rich young man (Matthew 19:16-26, Mark 10:17-31, Luke 18:18-30). He approached Jesus with a simple question: "What must I do to inherit eternal life?" Jesus replied, "Go, sell what you own, and give the money to the poor, and you will have treasure in heaven." When the young man heard this, he was very sad and walked away, because he was very rich. Given the choice, he found it difficult to forsake wealth in this world for the promise of God and eternal life.

Sometimes there are barriers or walls that complicate trying something new or stepping out in faith. What walls or barriers have you encountered? Consider the story of Zacchaeus (Luke 19:1-10), who wanted to witness Jesus preaching but was too short to see past the crowd. After Zacchaeus climbed a tree, Jesus called out to him and invited himself to lunch in Zacchaeus' home. We know what Jesus said to Zacchaeus,

and he was a different person afterward. He had changed from wanting wealth and success in this world to desiring significance through a life of faith. When have you, or your congregation, chosen success over significance? Perhaps when using numbers or the size of your facilities as a measure. Moving toward significance usually means sacrificing success. In what areas of ministry is your congregation seeking significance today?

Stepping out in faith may be a personal choice for a short time but usually involves accompanying others. As members in the body of Christ, we are not called to meet our own needs alone. The Great Commission (Matthew 28:16-20) calls us to go beyond our barriers and bring the message of Jesus Christ to others. This helps us grow beyond a Christian enclave to become servants of Christ and a serving community. In what ways has your congregation moved from an enclave to a servant community?

Overcoming barriers and walls to make things new involves stepping out in faith. It means shaking loose from lethargy and moving out from sheltered comfort. In the process we break the chains of sin that hold us back and divide us from making us one in Christ. When we share in the distress of God's heart to do the kingdom's work, we are in tune with God's will, choosing significance over success and becoming a servant community. This is when we feel the vitality of our faith and the power of the Holy Spirit. May you experience this newness in Christ in and through your ministry.



**2019 ANNUAL REPORT**  
**TRINITY EVANGELICAL LUTHERAN CHURCH**

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# Evangelical Lutheran Church in America

God's work. Our hands.

## **136<sup>th</sup> Annual Congregational Meeting Agenda Trinity Evangelical Lutheran Church**

**January 26, 2020  
10:15 a.m.**

- 1. Call to Order**
  - a. Establish a Quorum (15% of 162 Baptized and Confirmed Members, or 25 Members)
- 2. Opening Devotions**
- 3. Approval of the Agenda**
- 4. Approval of the 135<sup>th</sup> Annual Meeting Minutes**
- 5. 2019 Year in Review (Accepted and Approved en masse)**
  - a. **Education**
  - b. **Social Ministry**
  - c. **Property**
  - d. **Music & Worship**
  - e. **Membership**
  - f. **Work of the Council**
  - g. **Financial Report**
  - h. **Pastor's Report**
- 6. Where are We Going in 2020?**
- 7. 2020 Ministry Budget**
- 8. Nominations, Ballots, & Elections**
  - a. Three Council Positions
  - b. Rocky Mountain Synod Representatives
- 9. Other Business**
- 10. Motion & Adjournment**
- 11. Closing Prayer**

## 2019 Annual Minute Meetings

January 27, 2019

Establish a quorum (15% of 354 Baptized and Confirmed Members, or 54 members)

The meeting was called to order by Lindsay Conyers at 10:16 am.

**Devotions:** Devotions were led by Lindsay Conyers.

### **Adoption of Agenda**

Diane Fiedler made a motion to adopt the agenda with no corrections or additions; Mary Baldwin seconded the motion.

Discussion: No discussion

Motion passed – No Nays or Abstentions

### **Approval of the 134<sup>th</sup> Annual Meeting Minutes (2018)**

Mike Smith made a motion to accept to approve the minutes as printed; Randy Wilkinson seconded the motion.

Discussion: No discussion

Motion passed – No Nays or Abstentions

### **Year in Review**

Judy Moline: Education Overall

Becky Dill was thanked for teaching Sunday School to the 1<sup>st</sup> to 4-5<sup>th</sup> graders.

Jennifer Zenor was thanked for teaching the preschoolers.

In June of 2018 Sky Ranch came to lead Vacation Bible School at Trinity. Approximately 15 – 18 children attended. Youth also went to Sky Ranch Camp with the aid of camperships, sponsored by Trinity's budget.

The Women's Bible Study continues to meet on Wednesday mornings at Trinity at 10 am. There are 14 – 15 women whom faithfully attend.

Reading The Bible, a 2-year program at Trinity, is being led by Jennie Lawrence. Anyone can simply hop into where the group is reading. The next meeting is February 10<sup>th</sup>.

Becky Dill: Youth Group

The Youth Group of Trinity offers a safe environment for youth from Trinity, the Methodist, and Baptist Church to meet and experience emotional and spiritual growth. There is approximately

20 kids whom get together on a regular basis.

Martin Greller: Social Ministry

There are people active in social ministry outside the committee structuring. The concern is for those whom may wish to become involve, with ideas, but don't know how or where to express their ideas. Perhaps in the future Trinity may have more of a structuring committee to capture these ideas and talents.

Janet Boss: Family Promise

Thanks to Mike Nutter for leading Family Promise during 2018.

The Family Promise committee currently has Molly and Ray Bredehoft, Janet and Steve Boss, Kris and Larry Oolman, and Denise Greller.

In the year 2018 Trinity served 9 children and 8 adults. These people were hosted somewhat quarterly throughout the year.

In 2019 we have hosted 2 families in January. Family Promise and Trinity have created a safe environment for these people. For those helping with this ministry, we are offered a chance to provide stability and a loving atmosphere for people whom depend on us for shelter and food. This is often a trying time for these families; thanks to volunteers we try to smooth out some of the rough patches. There are many areas in which to serve; our next family comes early March.

Diahann Jablin: Local groups

There are many local groups such as AA, Alanon, Laramie Kennel club, 4-H groups as well as Girl Scout Troops that utilize the different rooms within Trinity to conduct their business.

These groups represent approximately 125 people whom come into our doors.

Kevin Cox: Gruver Room remodel

The demolition for this project began in September 2018. The electrical and framing have been inspected. The plumbing for the heat is forth coming. The insulation will be installed and inspected. The drywall will shortly follow. The goal is to have the Gruver Room completed by March. The congregation will be kept posted when work is available for others to partake in.

Pastor Nate Report:

Thanks to all the paid staff:

Andrea Toven: Office Manager

Larry Hazlett: Choir Director

Becky Dill: Youth Leader

Bev Gossett: Financial Secretary for 30 years. Thank you for your faithful service to Trinity.

James Greening: Financial Director

Jinkun Jiang: Accompanist

This past year the council was involved with the writing and approval of the Employee Handbook as well as the Wedding Policy Book.

It has been made aware that 50% of our offerings come from congregation members



older than 70 years. As a church council and community, we need to discuss this monetary giving and how it will affect Trinity in the future, if it does not change. An End of Life Gift was given by the Gladys Crane estate, which is now in the Memorial Fund.

At the completion of the Gruver Room, Trinity will begin a Wednesday night worship service. This worship service will supplement Sunday morning service. In this space we hope to have more fellowship activities, inviting people to really get to know each other better.

The Christmas Beer and Hymn Sing was an example of a fellowship activity that brought forth people for conversation, laughter, and singing. This event was held at the Depot, advertised, to invite the general public into a more relaxed atmosphere for Christian fellowship.

Pastor Nate shared that visioning needs to be addressed. What does the congregation want to focus on? What types of ministry do we want to do? What kind of footprint do we want to leave on Laramie? What do we want people whom attend a funeral at Trinity, to come away with, and what will they say about us?

Pastor Nate thanked Trinity members in supporting Lutheran Good Gifts. By people's donations, we were able to buy a farm for Lutheran Good Gifts. We were able to buy 2 farms, on the special day that gifts were doubled!

With the confirmation of Ashley Bock in the fall, Trinity had 4 confirmations, under 2018 Congregational Statistics.

Mike Smith made a motion to accept the reports as presented; Carolyn Hazlett seconded the motion.

Discussion: No discussion

Motion passed – No Nays or Abstentions

### **2018 Financial Report**

Thanks to James Greening, Martin Greller, and Pastor Nate for figuring out the Endowment Fund.

Mike Smith made a motion to accept the 2018 Financial Report; Steve Boss seconded the motion.

Discussion: No discussion

Motion passed – No Nays or Abstentions

### **2019 Ministry Budget**

Mike Smith made a motion to approve the 2019 Ministry Budget; Adam Huck seconded the motion.

Discussion: No discussion

Motion passed – No Nays or Abstentions

### **Amendment of 2017 Annual Meeting Minutes**

Diane Fiedler moved to amend the motion passed at the 2018 annual meeting to adopt the minutes of the 2017 annual meeting by striking the paragraph on page 19 of the 2018 annual report labeled “AS ADOPTED” and inserting the paragraph labeled “PROPOSED AMENDMENT.”

Laura Buckner seconded the motion.

Discussion: No discussion

Motion passed – No Nays or Abstentions

### **Nominating Committee**

Diane Fiedler made a motion to cast a unanimous vote for Randy Wilkinson, Norm Bock and Mary Baldwin to each serve a 3-year term on Trinity church council. Janet Boss seconded the motion.

Discussion: No discussion

Motion passed – No Nays or Abstentions

### **Synod Assembly**

Trey and Jason Sherwood volunteered to be Trinity’s representatives at the Rocky Mountain Synod Assembly May 3 to May 5 in Albuquerque, New Mexico.

### **Other Business**

Thanks to Andrea Toven for starting the Campus Cabinet. This is becoming a valuable resource, not only for college students, but others in need as well.

### **Motion and Adjournment**

Dottie Bock made a motion to adjourn the meeting; Larry Hazlett seconded the motion.

Discussion: No discussion

Motion passed – No Nays or Abstentions

The meeting was adjourned at 12:11 pm by Lindsay Conyers.

**Closing Prayer** was led by Pastor Nathan Keith.

# 2018 Financial Presentation

By James Greening, Finance Director for TELC

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## 2018 Giving

Type	Amount
Envelope and Loose Offerings	\$219,641.08
Other Offering, VBS, Etc.	\$446.99
Gruver Room Donations	\$23,903.59
Restricted Funds (Building, Memorial, Campus, etc.)	\$6,989.00
<b>TOTAL GIVING TO TRINITY FOR 2018:</b>	<b>\$250,980.66</b>

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## 2018 Expenses

Type	Amount
Benevolence (Giving to Synod, Interfaith, Pastors Disc)	\$18,066.75
Administration (Office Supplies, Bookkeeping, etc)	\$19,094.27
Utilities (Electricity, Gas, etc.)	\$8,988.92
Insurance	\$5,205.00
Physical Plant	\$2,585.23
Christian Education	\$6,356.75
Worship & Music	\$6,501.61
Leadership Materials and Training	\$2,932.00
Ministry	\$2,804.43
Payroll (Pastor, Staff)	\$131,109.94
<b>TOTAL EXPENSES FOR 2018:</b>	<b>\$203,644.90</b>

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## 2018 Budgeted vs. Actual

Expenses Category	Amount	Offering Category	Amount
Budgeted	\$206,353.79	Budgeted	\$206,353.79
Actual	\$203,644.90	Actual	\$220,088.07
Difference:	<b>\$2,708.89</b>	Difference:	<b>\$13,734.28</b>

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## Restricted Accounts Balances

Gruver Room	Amount
Total Amount Given	\$23,903.59
Amount Spent	<b>\$8,890.11</b>
Balance in Gruver Room Account:	<b>\$15,013.48</b>

Other Accounts	Amount
Building	\$6,398.58
Memorial	\$3,267.41
Campus Ministry	\$16,417.02
Music Development Fund	\$1,660.00
Pastor's Discretionary Fund	\$90.28

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## 2018 Church Assets

Asset	Amount
Bank Account Balance (includes Restricted Funds)	\$62,456.01
Edward Jones Mission Fund (8% growth for year)	\$6,214.31
Mission Investment Fund (2% CD growth for year)* <i>*Matures on 9/28/2022</i>	\$2,992.20
In-Faith Investment Fund (3% growth for year)* <i>*Can withdraw any amount over \$5k</i>	\$19,524.44
Texas Mineral Rights (growing about \$35.00 each month now)	\$44.86

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## 2019 Budget Presentation

By James Greening – Finance Director

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## 2019 Budget Proposal

Category	2018 Budgeted Amount	2019 Proposed Amount
Giving (Revenue)	\$206,000.00	<b>\$216,000.00</b>
Expenses	\$72,597.78	<b>\$76,830.00</b>
Payroll	\$132,434.10	<b>\$139,170.00</b>
Amount Needed Each Week:	\$3,961.54	<b>\$4,153.85</b>
Average for 2018 Weekly Giving:		\$4,232.46

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## Why the \$10,000 increase in 2019?

Line Item	Increased Amount	Reason
6-3170 Bookkeeping	\$800.00	Having Finance Director all year now
6-3710 Maintenance	\$2,150.00	For needed maintenance on building
6-4340 Conventions	\$1,000.00	Usual conventions are further away this coming year
6-2110 Pastor/Salary	\$2,800.00	Cost of living raise
6-2340 Parish Secretary's Salary	\$2,700.00	Bringing Andrea to \$15.00 an hour
Several other line items	\$550.00	Slight increases in other lines to cover increase in pricing

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## And let's remember...

- We will not be giving to a major exterior project from the budget, like we did in 2018 with the Gruver Room.
- *We have a rollover of excess giving from 2018.*
- We can use funds from the restricted funds (like Building and Campus Ministry) to cover budgeted line items that involve these restricted categories.

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## But...Remember...

- Aging congregation and members that move may affect regular offering giving in 2019.
- If we don't have a big project we are working towards in 2019, will the congregation give as much?
- This budget is to only maintain what we currently have – do we want to remain static for the years to come?

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## Thank You!

- Thank you Trinity Lutheran for allowing me to be your Finance Director!
- If you have any questions, concerns, or need information to make future moves in the church, I am always available to you.
- James Greening: [telc.finance.director@gmail.com](mailto:telc.finance.director@gmail.com)
- Cell Phone: 860-597-8884

# **Trinity Lutheran Church Council 2019**

<b><u>COUNCIL MEMBER</u></b>	<b><u>TERM</u></b>
<b>Mary Baldwin</b>	2022
<b>Norm Bock</b>	2022
<b>Martin Greller</b>	2020
<b>Carolyn Hazlett</b>	2021
<b>Nathan Keith</b>	N/A
<b>Kris Oolman</b>	2020
<b>Randy Wilkison</b>	2022
<b>Jennifer Zenor</b>	2020

**\*\*\*Council terms expire after the annual meeting held in January of the year noted here**

## **Candidates for 2020 Council**

No nominations have been made.

## 2019 Pastor's Report

You have heard me say that I have the best job in the world. My call to Trinity has been a gift. I know that I am not the perfect pastor for Trinity, but I truly enjoy the relationships that we have formed and the ministry that we do together. I often say, "I love working for a forgiveness based organization," which is the central theme to what Jesus has given through the cross. May we continue to be a safe place for all people to gather around the font and the table to receive the gifts of God which empowers us to increase compassion and to welcome whoever finds their way to us. May God once again wash over us with courage, grace, and a vision as we look forward to another year of ministry together. Here are a few reflections as I look back on 2019 and wonder with curiosity what is coming in 2020.

1. **Youth Ministry:** This last year we blessed Becky Dill, our youth minister, for her next journey and we welcomed Sean Stayton to lead this ministry. Sean has done an amazing job leading our youth with Lock-Ins and other youth events. Andrea and I continue to teach confirmation to 3 youth and Jen Zenor, Lutia Stayton, and Jacob Burnett lead our Sunday School ministry.
2. **Increased Opportunity for Worship:** At last year's annual meeting we discussed the possibility of starting a midweek worship service. Last fall Trinity started a Wednesday evening worship service with a meal to meet the needs of those who do not work traditional hours as well as for those who are not able to attend a Sunday service. The Wednesday worship service is call Oasis, which is a time for worship attenders to find peace in the middle of their busy week. We offer this new ministry due to the hard work of this congregation to complete the Gruver Room Remodel. I also want to especially thank Shane and Andrea Toven for dedicating many hours to update the Gruver Room with the gift of technology.
3. **Fellowship:** It's easy to forget about the many hours it took to complete the Gruver Room, but this new space has been vital and is truly the heartbeat of our congregation. Worship is central to who we are, but fellowship or what I call relational ministry is needed for us to stay connected. Our fellowship spaces are crucial areas of ministry to engage each other and new potential members. People who come to a congregation are

seeking a relationship with God, but also with you and the Gruver Room is the place where this ministry flourishes.

4. **Serving our communities:** As an ELCA congregation I'm excited to see the various ways we can reach out to serve our community and also the world. During Christmas we once again focused on the ELCA Good Gifts program to support families and communities around the world and we also collected winter gear to help our community face the elements. Trinity continues to serve through Family Promise. Family Promise is a ministry where congregations open their door to provide safe housing a week at a time for those who have no home. Family Promise assesses the needs of each family and works with them daily to manage and reach their family goals. This year the church council will be discussing the possibility of starting a Homeless Day Center where vulnerable people could come to Trinity to receive a shower, a place to wash clothes, a safe quiet place to rest, and some nourishing food. I have been meeting with the Directors of Interfaith and Family Promise to see how Trinity could rise up to meet these needs in Laramie.
5. **Stewardship:** This year I continued to witness your generosity. Each year we discuss a budget and wonder what sort of ministry God invites us into and each year you dedicate your gifts to such ministry. It is a beautiful thing to see that whenever there is a need, you the people of God at Trinity respond.
  - a. Your generosity helps youth experience the gift of Christ through Sunday school, confirmation, Senior high ministry, Leadership Lab, and campus ministry. You are partnering with the congregation as we share God's love and grace throughout the generations.
  - b. Your generosity enables us to share our building for ministries like Family Promise, AA, and Girl Scouts.
  - c. Your generosity enables us to build relationships with God through worship and fellowship by paying our organist and choir director to lead and enhance our faith through the gift of music.
  - d. Your generosity enables your pastor to engage those who are homebound, grieving, lonely, and in despair. Your gifts grant me a salary to serve our community of faith through a diverse ministry.

- e. Your generosity empowers Andrea, our Office Manager to provide great communication with the bulletin, website, email updates, The Hub, and slides in the Gruver Room. She does an amazing job leading the Worship Band and keeps this place running smooth.
  - f. Your generosity has created the Campus Cabinet which addresses the need of those who are food insecure. We also use your resources to buy gift cards from Safeway to give to those who come to Trinity seeking assistance.
- 6. Staff of Trinity:** I am blessed to work with such a dedicated and faithful staff at Trinity. I give thanks to God for our staff listed below. You'll notice how many organists are listed. We continue to have a lot of turnover with our organists, which means that our members need a special thank you for leading our worship during the times our other organist are absent.
- a. Andrea Toven                      Office Manager
  - b. Larry Hazlett                      Choir Director
  - c. Sean Stayton                      Youth Minister
  - d. Alison Shaver                      Financial Secretary
  - e. Linda Lebeda                      Financial Director
  - f. Jinkun Jiang                      Accompanist
  - g. Sai Kit Ng                      Accompanist
  - h. Valentina Gavrilova              Accompanist
  - i. Tarje Grover                      Accompanist
  - j. Sally Edgar                      Accompanist
  - k. Alice Telander                      Accompanist

## **2017 and 2018 CONGREGATIONAL STATISTICS**

	<u>12/31/17</u>	<u>12/31/18</u>
<b>Family Units</b>	185	184
<b>Baptized Members</b>	434	431
<b>Confirmed Members</b>	351	352
<b>Avg. Worship Attendance</b>	97	90

## **2019 CONGREGATIONAL STATISTICS**

	<u>12/31/19</u>
<b>Family Units</b>	<b>92</b>
<b>Baptized Members</b>	<b>184</b>
<b>Confirmed Members</b>	<b>163</b>
<b>Avg. Sunday Attendance</b>	<b>82</b>

### **In 2019, Trinity had:**

5 New Members Join  
3 Baptisms  
2 Confirmations  
3 Funerals

You'll notice that our membership has gone down considerably. When I was called to Trinity I was given the total number of members which was over 400 people. This number is fairly high, considering our worship attendance is around 80-90, so I asked Andrea to go through our rolls and to make an adjustment of who is an active member and who will be placed on the inactive member list. An active member is someone who has attended worship at Trinity in the last year. On our old rolls we had a large number of people who are no longer living in the area. To give a better representation of Trinity Lutheran we are creating a list as good as we can that is who we are today. As your pastor our worship attendance is a clearer representation of who we are. Our membership numbers are difficult to track as people may or may not inform us when they stop attending or starting attending somewhere else. Our current active membership count will certainly miss a few individuals, but we have attempted to bring some realistic counting to our rolls instead of keeping our overinflated membership count.

Pastor Nathan Keith



# Evangelical Lutheran Church in America

God's work. Our hands.

January 26, 2020

Dearest Members of Trinity,

*"The Lord has done great things for us; We are glad." (Psalm 126:3)*

It is with much eagerness that your Church Council invites you to explore this annual report and to share in fellowship at our annual meeting.

Throughout this past year, the Council has enjoyed providing the congregation with updates of our work during Sunday services, in the Trinity Trumpet, and through our meeting minutes. With the support of Pastor Nate, we are working to engage with you in meaningful ways to celebrate and lift up God's word with each other and in our community.

Over the last two years, the Council has been working on creating and reengaging with documents that guide our work and to increase transparency. With the support of Linda Lebeda, TELC Financial Director, we are creating fiscal policies and procedures. We will soon be ready to share our beautiful space in the Gruver Room with others for meetings and events with the development of guidelines that outline the process and expectations for the use of the space.

Members of the Council and Pastor Nate worked on updating our Constitution and By-Laws throughout the year. We ended the year with an invitation for congregational members to join in this most important work and we are excited to welcome Thom Edgar and Diane Fielder to the committee. The Council's intent was to have a draft of the updated Constitution and By-Laws to you by the annual meeting, and unfortunately, we will not be able to meet this goal. When the drafts are fully prepared, the Council will engage the congregation in the formal process and conversation to update these guiding documents.

When the Constitution and By-Laws work is complete, the Council is excited to enter into visioning processes with you. At the annual meeting and throughout the year, we will be inviting you to share with us your vision, hopes, desires, and expectations of our work in God's name. To get you thinking, consider the following: What ministry should we continue? Where should we focus our energy? Who are we not serving and welcoming into God's word? What would a viable committee/project structure look like in practice?

As a Council, we asked each of you to faithfully consider your ability to give to Trinity this year. You responded to our call in the spring when expenses were surpassing income. Though faithful ministry and gifts, we are closing 2019 in the black. We are excited to present the 2020 budget we have prepared for you to consider at the annual meeting. In addition to financial gifts, members of Trinity provide boundless gifts of time and talent to our Church community. We look forward to sharing a year in review of these gifts at the annual meeting as well. Your commitment to grow our ministry in service to God is deeply appreciated.

The Council will be saying farewell to Kris Oolmen as a two-term (6 year) Council Member. In addition to this term, Kris also served twelve years previously on the Council. Kris has been, and will continue to be a great gift to Trinity. She has done an incredible job growing fellowship, was the visionary behind the Gruver Room remodel, and has served the Church through years of difficult growth and change. Thank you for your steady leadership, loyalty, and unwavering commitment to do God's work at Trinity. You will all be missed on Council!

The Council would also like to sincerely thank Pastor Nate for his unwavering care, guidance, and faithfulness; you are a tremendous gift to Trinity. Andrea is likewise deeply appreciated for her gifts of holding us together in Christ through music, technology, and humor. We are so blessed and thankful to walk alongside all of the staff that lead us at Trinity; Pastor Nate, Andrea, Larry, Sean, Linda, Alison, Valentina, Jinkun, and Tarje. Thank you!

It's with deep gratitude that the Council serves Trinity. We look forward to our ministry with you in 2020.

May grace and blessings be in your path today and always.

*Jennifer Zenor*

Jennifer Zenor  
2019-2020 Council President



## **2019 Report on Trinity's Worship Attendance**

### **Total Attendance for all services**

2017 – 5812

2018 – 5381

2019 – 5085

### **Average Attendance for All Sunday Services**

2017 – 97

2018 – 90

2019 – 82

### **Average Attendance for All Lenten Services**

2017 – 69

2018 – 46

2019 – 46

### **Average Attendance for All Summer Services**

2017 – 82

2018 – 82

2019 – 79

### **Christmas Attendance**

2017 – 290

2018 – 258

2019 – 204

### **Easter Attendance**

2017 – 251

2018 – 265

2019 – 265

**TRINITY EVANGELICAL LUTHERAN CHURCH**

**Proposed 2020 Budget**

	<u>2019 Actual</u>	<u>2020 Proposed</u>
<b>Revenues</b>		
General Offerings	\$ 216,685.96	\$ 209,740.00
Transfer from Temp Restricted - Campus Ministry	\$ 10,000.00	\$7,000
Transfer from Temp Restricted - Music Development	\$ -	\$1,460
Interest Income	\$251	\$ -
In Kind Donation	\$ -	\$4,800
<b>Total Revenues</b>	\$ 226,936.81	\$ 223,000.00
<b>Expenditures</b>		
6-1100 Apportionment to Synod/ELCA	\$ 17,000.00	\$ 17,000.00
6-1300 Interfaith	\$ 1,395.77	\$ 1,250.00
6-1500 Pastors Discretionary Allowance	\$ -	\$ 1,000.00
6-2110 Pastor/Salary	\$ 85,523.00	\$ 45,000.00
6-2120 Pastor Soc. Sec. Allowance	\$ -	\$ 6,120.00
6-2130 Pastor/Housing Allowance	\$ -	\$ 35,000.00
6-2210 ELCA Benefits Package	\$ 18,958.16	\$ 17,500.00
6-2220 Pastor's Continuing Education	\$ 1,729.14	\$ 1,500.00
6-2230 Pastor's Car Allowance	\$ 943.52	\$ 1,500.00
6-2240 Ministerial Expenses	\$ 674.02	\$ 1,000.00
6-2310 Organists' Salaries	\$ 6,730.00	\$ 7,095.00
6-2320 Chancel Choir Dir's Salary	\$ 1,881.00	\$ 2,100.00
6-2340 Parish Secretary's Salary/Vaca	\$ 21,390.00	\$ 23,000.00
6-2350 Custodial Services	\$ 3,717.54	\$ 3,700.00
6-2360 Staff Social Security	\$ 3,083.23	\$ 2,650.00
6-2365 Staff/Medicare	\$ -	\$ 650.00
6-2370 Youth Director's Salary	\$ 1,666.65	\$ 2,000.00
6-2380 Staff Bonuses/Gifts	\$ 861.60	\$ 800.00
6-3110 Office Supplies/Software	\$ 2,046.75	\$ 2,000.00
6-3112 Printing & Publicity	\$ 737.90	\$ 750.00
6-3114 Postage	\$ 472.29	\$ 500.00
6-3120 Offering Envelopes/Folders	\$ 13.77	\$ 350.00
6-3130 Service on Office Equipment	\$ 6,274.51	\$ 6,000.00
6-3140 Copier Supplies	\$ 188.38	\$ 150.00
6-3150 Publications and Subscriptions	\$ 100.00	\$ 100.00
6-3160 Administration Fees	\$ 939.66	\$ 400.00
6-3170 Bookkeeping	\$ 6,020.96	\$ 8,000.00
6-3180 ISP Provider/Web Maintenance	\$ -	\$ 100.00
6-3510 Electricity	\$ 2,120.78	\$ 2,000.00
6-3520 Gas	\$ 4,880.25	\$ 4,900.00
6-3530 Telephone	\$ 1,085.73	\$ 1,200.00
6-3540 City Utilities	\$ 2,461.87	\$ 2,600.00
6-3610 Insurance	\$ 4,968.00	\$ 5,500.00
6-3710 Maintenance & Improvements	\$ 5,321.50	\$ 4,000.00
6-3810 Contingencies	\$ 100.00	\$ 500.00

**TRINITY EVANGELICAL LUTHERAN CHURCH**

**Proposed 2020 Budget**

6-4110 Sunday School	\$ 258.97	\$ 500.00
6-4115 Children's Music	\$ -	\$ -
6-4120 Vacation Bible School	\$ 1,450.00	\$ 2,000.00
6-4130 Confirmation Classes/Jr. High	\$ 155.00	\$ 200.00
6-4140 Youth Ministry	\$ (3.99)	\$ 700.00
6-4150 Adult Education	\$ -	\$ 200.00
6-4170 Library	\$ -	\$ 50.00
6-4145 Campership	\$ (62.50)	\$ 1,500.00
6-4210 Pulpit Supply	\$ 970.52	\$ 1,000.00
6-4220 Altar Supplies	\$ 664.72	\$ 700.00
6-4230 Bulletin/Worship Aides	\$ 390.80	\$ 500.00
6-4240 Chancel Choir Music	\$ 272.00	\$ 300.00
6-4250 Worship Band	\$ 361.32	\$ 300.00
6-4270 Piano/Organ Maintenance	\$ 770.00	\$ 1,000.00
6-4290 Music Dev. Fund	\$ 1,358.02	\$ 1,460.00
6-4295 Choir Support	\$ 755.00	\$ 700.00
6-4330 Devotional Guides	\$ 737.99	\$ 450.00
6-4340 Conventions	\$ 2,616.74	\$ 2,000.00
6-4500 Fellowship	\$ 1,089.99	\$ 1,000.00
6-4600 Social Ministry	\$ 536.06	\$ 525.00
<b>Total Expenditures</b>	<b>\$ 215,606.62</b>	<b>\$ 223,000.00</b>
<b>Excess of Revenues over Expenditures</b>	<b>\$11,330.19</b>	<b>\$0.00</b>

## Be Transformed to Church Becoming

This year invited us to **Be Transformed**. Synod Assembly speaker, Richard Rohr, pointed to the renewing of our minds as key to transformation, releasing us from our **either-or** thinking to live within God's **both-and** perspective.

Our ongoing transformation is essential to become the church God desires. While never perfect or complete, we can recognize blind spots and open ourselves to the Spirit's work. This renewal makes us a **Church Becoming**.

Our longing to be transformed launched **Excellence in Leadership**, forming courageous, resilient, faithful leaders. 74 individuals now gather for learning centered on emotional intelligence, becoming better equipped to build courageous, resilient, faithful communities.

Phase one of **Educate Equip Enact (3E)** has re-oriented our relationship with money by re-rooting us in gratitude and generosity. Phase two will again emphasize congregational stewardship and leadership debt relief while exploring the nature of vital, right-sized ministry. Notions about classic church will be challenged as we live into Church Becoming.

Forming a vision for **Messiah Mountain Retreat Center** will provide another opportunity to ask new questions. How might this site equip us for deep spirituality and passionate service?

This is but a taste of God's transforming work among us. Thanks to you and your investment in what matters most, we are taking the next faithful step into the Spirit's ever-unfolding future. Thank you for your commitment to Be Transformed together! Thank you for your generosity enabling us to be bold on the journey of **Church Becoming!**

In Faith,  
Bishop Jim Gonia

## 2019 By the Numbers

- **Lutheran Advocacy-CO** advocated for 10 bills at the legislature, leveraging \$3.5 million in state funds and \$1.7 million in federal funds
- **Lutheran Advocacy Ministry-NM** welcomed 160 Lutheran and ecumenical partner advocates at the annual Bishop's Legislative Luncheon.
- **Educate, Equip, Enact (3E)** saw 22 congregations participate in Stewardship for all Seasons, and 18 rostered ministers received grants to address financial challenges.
- **62 people in the candidacy process** are being accompanied from discernment to their first call.
- **14 new members of RMS Youth Council** were installed at synod assembly.
- **40 part-time pastors and deacons** gathered for a ministry gathering and formed an ongoing network of support and learning for those serving part time calls.
- **303 Zoom videoconference meetings** enabled Leaders to connect across our vast geography.
- **47.5% of mission support** received in our synod was shared with our Churchwide Organization.



# OUR LIFE TOGETHER

## TOGETHER IN 2019

### Claiming our Gifts

- Co-launched Faithful Tuesdays at the Colorado State Capitol.
- Adopted a joint document on worship practices with the Ecumenical Catholic Communion (ECC) at an ecumenical eucharist. Five RMS congregations have a relationship with ECC congregations who share their buildings.
- Created opportunities to support Betela Seminary students in Madagascar as well as ELCA Global Missionaries.

### Connecting in Ministry & Witness

- Convened deacons and synodical leadership at Pacific Lutheran Theological Seminary (PLTS) for a Word & Service Summit.
- Gathered leaders at the fall Theological Conference for transformative conversation about healthy leadership, community, and accountability.
- Participated in ELCA Advocacy Convening, World Hunger Leadership Gathering, Lutheran Disaster Response Consultation, and Nation Council of Churches Christian Unity Gathering.

### Equipping All Leaders

- Launched cohort one of Excellence in Leadership (EiL) training.
- Completed the Phase I "Educate, Equip, Enact" (3E) Lilly grant and submitted a proposal for a Phase II grant, adding the Grand Canyon Synod as a partner.
- Approved a constitutional change so that Deacons will be ordained, replacing the previous practice of consecration.

### Accompanying One Another into God's Future

- Added a new focus area: Growing in Gratitude and Generosity.
- Launched three new campus ministry sites, bringing our total to ten.
- Adopted new social statement at Churchwide Assembly: Faith, Sexism, & Justice.



## A VISION FOR 2020

### Claiming our Gifts

- Colorado Lutheran Day at the Legislature
- Companion Synod Trip to Madagascar
- Expanded Claiming our Gifts teaching by Bishop Gonia

### Connecting in Ministry & Witness

- Multi-site 2020 Synod Assembly
- RMS Youth Gathering led by Youth Council
- Regional Campus Ministry Gathering

### Equipping all Leaders

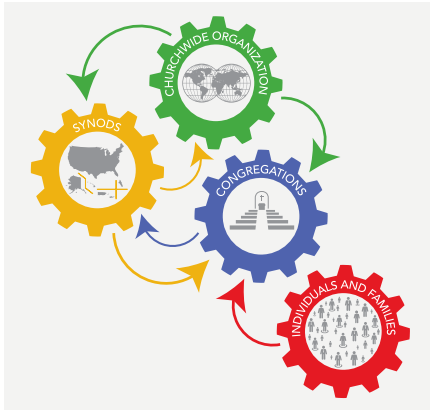
- Excellence in Leadership cohort two
- New 3E Initiative: Vital, Right-sized Ministry
- Part-time Ministry Network

### Accompanying One Another into God's Future

- New outdoor ministry site: Messiah Mountain
- Exploration of new ministry strategies
- Candidacy Discernment Events

### Growing in Gratitude & Generosity

- Stewardship for All Seasons
- Phase II of 3E Lilly Grant
- RMS Focused Campaign to support strategic ministries

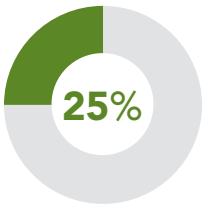


ELCA members in more than 9,300 congregations in the United States and Caribbean give approximately **\$1.75 billion** in regular offering to support ELCA ministries in their local communities and worldwide. When members give through their **congregations**, a percentage of that money is then shared with the local **synod** and the national **churchwide organization**.

This unrestricted giving, called Mission Support, gives us both the foundation and the fuel to do God's work in the world and a portion of the gifts circle back to support ministries in synods and local congregations. Of these unrestricted gifts, the churchwide organization receives around 2.6 percent. This represents the largest portion of the ELCA churchwide organization's operating budget.

## Your Mission Support helps fund the following churchwide ministries:

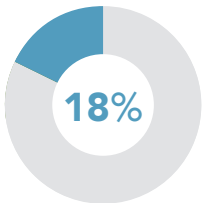
### Grow the ELCA in the United States



**Plant and support**  
357 new congregations.

- **Enable congregations to renew their ministries** and reach out to their surrounding communities.
- **Work together** with our African Descent, American Indian and Alaska Native, Arab and Middle Eastern, Asian and Pacific Islander, and Latino/Latina members to develop networks and resources for ministry.
- **Develop and share resources** for faith, discipleship, prayer and worship.

### Grow the Lutheran church around the world



**Send 230 missionaries** in more than 48 countries, and more than 84 Young Adults in Global Mission in 11 country programs.

- **As a member of The Lutheran World Federation, we're in communion with 145 member churches** and directly connected to 85 companion churches in other countries.
- **Accompany new Lutheran churches**, expand ministries, and train leaders and evangelists.

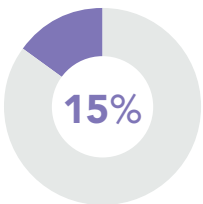
### Provide coordination and support for churchwide ministries



**1.1 million**  
**Maintain constituent database**, including 1.1 million records of rostered and lay leaders, members, donors and congregations.

- **Preserve and maintain archives and historic records** of the ELCA and its predecessor bodies.
- **Provide office space, equipment and human resources** for staff and operations.
- **Process 150,000 gifts** to ELCA ministries.
- **Equip congregations and synods** with resources to assist in risk management and legal matters.

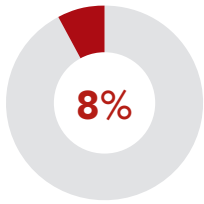
### Support and develop current and future leaders in the ELCA



**9,900**  
**Recruit, prepare and implement a system** for the assignment of 9,900 rostered ministers.

- **Support the work** of seven ELCA seminaries and 26 colleges and universities.
- **Identify, connect and provide** ministry resources and opportunities for networking for lay leaders.
- **Offer events and leadership opportunities** for youth and young adults.

## Invest in **technology** and **communications**

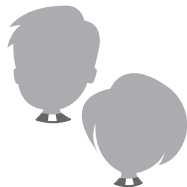


### **Design and maintain communications tools**

to strengthen our Lutheran identity and grow awareness of our church and its mission and ministries.

- **Connect members with one another** through new technology and systems.

## Provide **governance** and **leadership**



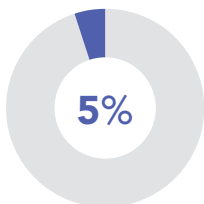
# 65

### **Coordinate meetings and support**

for 65 synodical bishops.

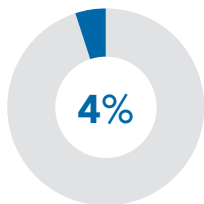
- **Organize lay and clergy leaders from across the church to serve** on the governance boards and committees that provide guidance and oversight for ELCA ministries.

## Grow and sustain financial resources



**Develop and promote** efforts related to stewardship education, financial literacy, mission interpretation and growth in giving to all church ministries.

## Address social issues and **work for justice**



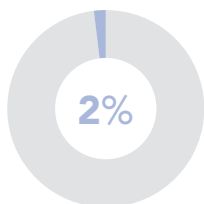
# 1 in 50

**Support** social ministry organizations, such as Lutheran Services in America, to impact the lives of **1 in 50** Americans.

- **Engage** in churchwide study and deliberation to create social statements and resources that address social, political, environmental and other public issues.
- **Equip** members and leaders to advocate with lawmakers in order to support policies that promote justice and peace.

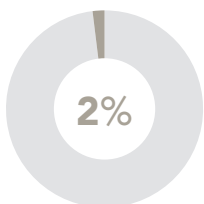
*Your designated gifts to ELCA World Hunger and Lutheran Disaster Response provide additional funds annually to address hunger, poverty and suffering around the world.*

## Engage in **research** and **strategic planning**



**Research and analyze trends that impact the ELCA and develop innovative strategies** to improve mission and ministry in the 21st century.

## Sustain **ecumenical** and **interfaith relationships**



**Facilitate dialogue and common action among communities of other faiths**, including the development of resources and communications for ELCA congregations.

- **Seek unity in faith and life** with all Lutherans and six full communion partners.

## THANK YOU FOR BEING A SUPPORTING CONGREGATION OF SKY RANCH LUTHERAN CAMP

**Thank you** again for your support of the ministry at Sky Ranch Lutheran Camp. You are one of the congregations of the Rocky Mountain Synod who use, own and operate this camp. **As a seasonal Ministry, we serve over 3,000 youth and adults each year.**

Thanks to the generous support of an anonymous couple, **Sky Ranch dedicated the new Ruth cabin on May 11!** The \$700,000+ summer staff/seasonal retreat cabin has 4 bedrooms with bathrooms, capable of housing 32 summer staff with a meeting area and two external bathrooms.

Your financial support allowed Sky Ranch to again finish in the black. Additionally, two designated gifts allowed Sky Ranch to create a **new \$100,000 General Endowment Fund** with the ELCA Foundation. At the same time, we continue to reduce our loan. Sky Ranch has reduced its liabilities by over \$600,000 during the past six years!

### Other Sky Ranch Highlights:

- We have been upgrading other facilities to meet a growing demand from retreat groups. **Volunteers combined to contribute over 2,000 hours of service** to improve facilities and grounds at Sky Ranch. Last summer we:
  - Ran new power to the cabin housing the Camp Store
  - Installed a new metal roof on Tubman cabin
  - Constructed several new low rope elements for camper use
  - Installed heaters in the downstairs bathrooms of the Lodge
  - Built new picnic tables and benches for exterior of Ruth Cabin
- Sky Ranch has a rich tradition of **training staff to be church leaders** regardless of their vocation. Of the 15 college graduates on last summer's staff, Sky Ranch has:
  - Two at ELCA Seminaries (Southern and PLTS)
  - One serving as a Youth Director at a congregation in the Midwest
  - Four serving with YAGM (Young Adults Global Mission)
    - 1 in Jerusalem/West Bank, 2 in Australia, and 1 (2018 staff) in Rwanda
  - Four serving as teachers and one in Graduate School (Chemistry)

**Did you know?** Sky Ranch owns 117 acres of land and maintains 26 buildings and facilities. In this outdoor setting, dynamic college-age counselors ignite the faith of youth and adults alike and are inspired in their own faith.

Only 2/3 of the camp's budget comes from program fees. Your financial support is vital to keeping camp affordable! We hope you will include Sky Ranch in your missional budget and continue to support this ministry.

*Sky Ranch - forming faith and changing lives - one camper at a time!*

