

**TRINITY
ANNUAL
MEETING**

2025



140th ANNUAL CONGREGATIONAL MEETING AGENDA TRINITY EVANGELICAL LUTHERAN CHURCH

**February 9, 2025
10:15 a.m.**

- 1. Call to Order**
 - a. Establish a Quorum (15% of 155 Members, or 24 Members)**
- 2. Opening Devotions**
- 3. Approval of the Agenda**
- 4. Approval of the 139th Annual Meeting Notes**
- 5. Approval of Special Congregational Meeting on End-of-Life Gifts Notes**
- 6. 2024 in Review**
- 7. 2024 Ministry Budget Report**
- 8. 2025 Vision of Ministry**
- 9. 2025 Proposed Ministry Budget**
- 10. 2025 Ballot**
- 11. Motion and Adjournment**
- 12. Closing Prayer**

139th ANNUAL CONGREGATIONAL MEETING MINUTES TRINITY LUTHERAN CHURCH

**January 28, 2024
10:15 a.m.**

1. Call to Order

- a. Call to Order - 10:07 AM by President Brett Moline
- b. Pastor Keith absent due to illness.
- c. Establish a Quorum (15% of 180 Confirmed and Baptism Members, or 27 members) – Quorum established – 33 of 180 present

2. Opening Devotions

Lindsay Conyers

3. Approval of the Agenda 1st Mike Smith, 2nd Thom Edgar, approved.

4. Approval of the 138th Annual Meeting Minutes 1st Denise Greller, 2nd Mary Baldwin, approved.

5. Year in Review

Council President: Brett Moline

- a. 1st Lindsay Conyers, 2nd Thom Edgar, approved.

6. 2023 Ministry Budget Review

Financial Director: Linda Lebeda

- a. Approximately 7% savings – only sent one to Synod Assembly versus three, savings throughout budget.
- b. 1st Mike Smith, 2nd Lindsay Conyers, approved.

7. 2024 Ministry Budget

Financial Director: Linda Lebeda

- a. Used higher budget planning factor, estimates high
- b. Currently no monies budgeted for Synod Assembly in Loveland, CO. May have remote participation option.
- c. Trinity needs to have representative at Synod Assembly. Denise and Martin Greller volunteered to serve as Trinity's representative.
 - i. Motion to have them represent Trinity. 1st Mike Smith, 2nd Lindsay Conyers, approved.

8. Ministry Ballot for 2024

- a. Brett Moline moving to be close to grandchildren.
- b. Ballot approved – 1st Thom Edgar, 2nd Mike Smith, approved.
- c. 2024 Nominating Committee – solicit nominations as needed – Larry Hazlett, Sharon Leder.

9. Motion and Adjournment

- a. 1st Larry Hazlett, 2nd Mary Baldwin, approved.
- b. Adjourned 11:12 AM

10. Closing Prayer

Lindsay Conyers

1. The meeting called to order at 10:26 AM by Adam Huck
2. A quorum was established with 39 members attending. Reference sign in list at Atch 1.
3. A motion was made by Trey Sherwood, seconded, and approved to accept the agenda.
4. Adam opened the meeting with readings from Proverbs 12:11 and Ephesians 5:2.
5. Adam then reviewed the meeting's purposes (Reference presentation slides at Atch 2, slide 5):
 - a. Give updates on large end of life gifts donated to Trinity in 2024.
 - b. Establish precedent for how large gifts donated to Trinity should be handled.
 - c. Begin visioning questions on how these end of life gifts should be handled.
 - d. Make decision on how to proceed with the real property donated to Trinity.
6. The status of the gifts from Bob Middleton and Margot Birkholz was then reviewed (Atch 2, slide 7).
7. Adam provided an update on the real property (slides 9, 10) and outlined options moving forward to rent and/or sell (slide 11). Thoughtful congregational discussion ensued.
 - a. The congregation will continue to honor the spirit of Margot's gift – "Keep giving ministry."
 - b. This gift is separate from the normal budget and will be used for visioning of ministries.
 - c. A motion was made by Trey Sherwood, seconded by Sharon Rabon, and heartily approved by the congregation to authorize the church council to sell Margot's property as soon as possible.
8. Adam then reviewed next steps in moving forward (slide 12):
 - a. Identify Projects around the church that could be completed.
 - b. Get estimates/ bids for projects.
 - c. Compile a list of priorities for replacement.
 - d. Establish rules and strategies for investment.
9. Pastor Nate closed with a prayer of thanks for the gifts from Bob and Margot and for the 140 years of blessings on Trinity.
10. The meeting adjourned at 11:40 AM.

Congregational President Review 2024

Thank you, people of Trinity, for what can only be described as my most interesting year on council by far.

I think the best way to describe 2024 is that it began a transition in our church, a year of soul searching and the beginning of a new chapter. Rather than give a beat-by-beat recounting of the year, I will instead lay out a few items that brought us closer together.

In the Spring, we made the decision that the wheelchair lift needed to be replaced. Around the same time, we found out about two incredible end of life gifts that had been left to us as a church: Margot's home and funds from Bob Middleton's estate. These gifts allowed us to move forward with the elevator project and (even though it was completed in 2025 I'm going to count it) replace the lift! The cash gift Bob has given the church is substantial and as the congregation discerns the next steps for us, the council has placed it in short term CDs to help the funds make as much impact as possible.

In August we met a s a congregation to discuss these incredible gifts that were left to us. It was decided at that meeting to have the council orchestrate the sale of Margot's home as possible. At this meeting James and Belinda had expressed interest in purchasing the property and many members of the congregation came to the council in support of that. We entered into a 1-year lease agreement with an option to purchase. While the property is currently still under the name of the church, but I am optimistic we will have the house sold by the end of 2025. The expected sale price would be for over \$300,000.

In October we gathered with the broader Trinity family and celebrated our churches 140th anniversary. An incredibly insightful speech was given by Rev. Dr. Kristin Johnston Lagen who served as Trinity's first Intern. She challenged us to look for new ways to move the church forward into a new era, and I believe she is right.

Trinity is uniquely positioned to put forth incredible vision and leadership into our community of Laramie and our community of faith. We have an incredible leader in Pastor Nate, wonderfully insightful members, and our visioning conversations have led to some very inspired ideas that to me represent three pillars: Long term financial health of our congregation, physical improvements and investment in our building, and programmatic/financial investment in our community. It feels now as though we are in the season of advent for our church, of preparation. To prepare does not mean to be idle, but it does call for thoughtful consideration.

Our church body is strong, hopeful, and inspired. Thank you all for making 2024 the start of something great.

Respectfully Submitted,

Adam Huck

Pastor's Annual Meeting Report - 2025

As we gather to reflect on the past year, I am filled with profound gratitude for the overwhelming generosity shown by our congregation. Your unwavering support and commitment to living out our shared faith have made a significant impact on our church and community.

This past year, we have witnessed remarkable acts of generosity that have strengthened our bonds and enabled us to extend a helping hand to those in need. I would like to highlight two exceptional end-of-life gifts that embody the spirit of giving and have made a lasting difference:

1. **Margo Birkholz's Home Donation:** Margo Birkholz donated her home to Trinity. Through a congregational meeting, we decided to offer the home to members under a rent-to-own contract. Trinity hopes to sell this property by late summer or early fall.
2. **Bob Middleton's Generous Gift:** Bob Middleton made a large gift to Trinity, which was only revealed upon his passing. Bob's generosity enabled the church council to promptly begin updating our elevator, addressing a need that has been pressing for several years.

These gifts are not only acts of generosity but also a testament to the enduring faith and commitment of our congregation members. They remind us that our legacy as a church is built on the foundation of service, compassion, and love.

In addition to these notable contributions, I would like to recognize the countless other acts of generosity that have come from each of you. Whether through your time of serving, using your specific gifts like reading in worship, donations of clothing or food to the campus cabinet, gifts to Sunshine Day School, or financial contributions, every effort has played a crucial role in our mission to share God's love and grace with others.

Looking ahead to the coming year, I encourage you all to continue embodying the spirit of giving. Let us draw inspiration from those who came before us and work together to have a positive influence on our church and community.

Bob and Margo's gifts have given Trinity Lutheran a tremendous opportunity to consider how we, as a congregation, might undertake ministry in ways never

before seen in Laramie. Now is the time for deep prayer and discernment as we seek where God is leading us with the profound faith and commitment of our members.

This year, I have dedicated some time to personal development. Many of you may recall my aspiration to pursue a Master of Counseling. Given my commitments to Trinity, attending a local program was not feasible. A few months ago, I began a yearlong program at the Phoenix Center for Spiritual Direction.

Spiritual direction is that space between pastoral care and professional counseling, focusing on deepening one's relationship with God—a practice with centuries-old Christian roots. This class will equip me with a professional degree, providing further tools to minister. As a spiritual director, my role is to help individuals notice, reflect on, and respond to God's movements in their lives. We achieve this through building our relationship with God, using devotions, listening, prayer, and discernment.

There are many aspects of spiritual direction that resemble professional counseling. We follow a similar code of ethics to what I studied at UW, respecting confidentiality, and honoring the sacredness of each individual's experience.

I wanted to share these developments with you. Life presents many challenges, and like you, I harness God's gifts around me to assist in our shared journey.

Thank you for your unwavering faith, support, and generosity. May God's abundant grace envelop each of you through Christ, as we continue to further the mission of Trinity Lutheran Church.

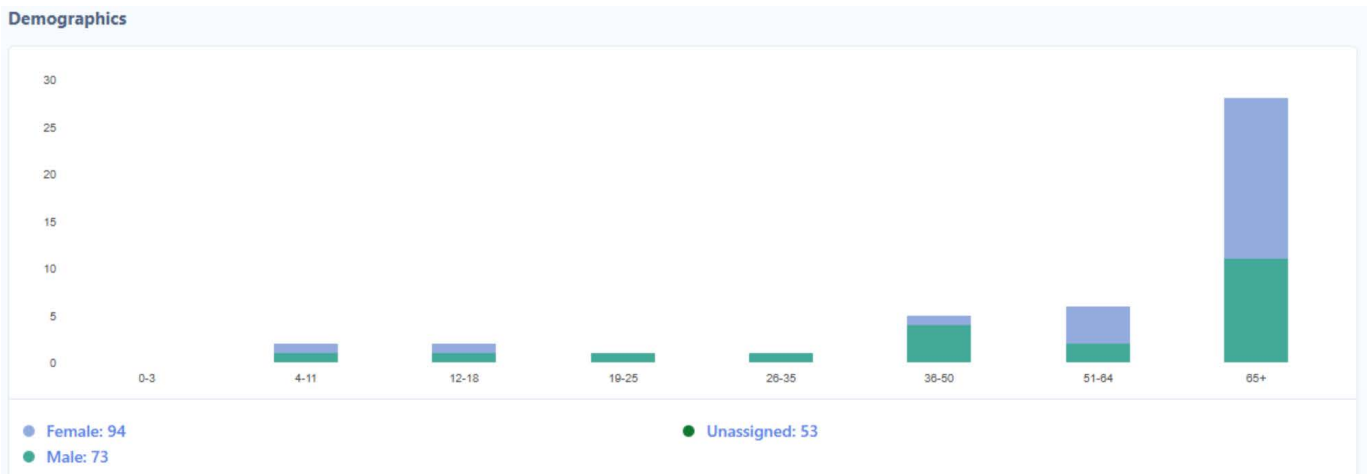
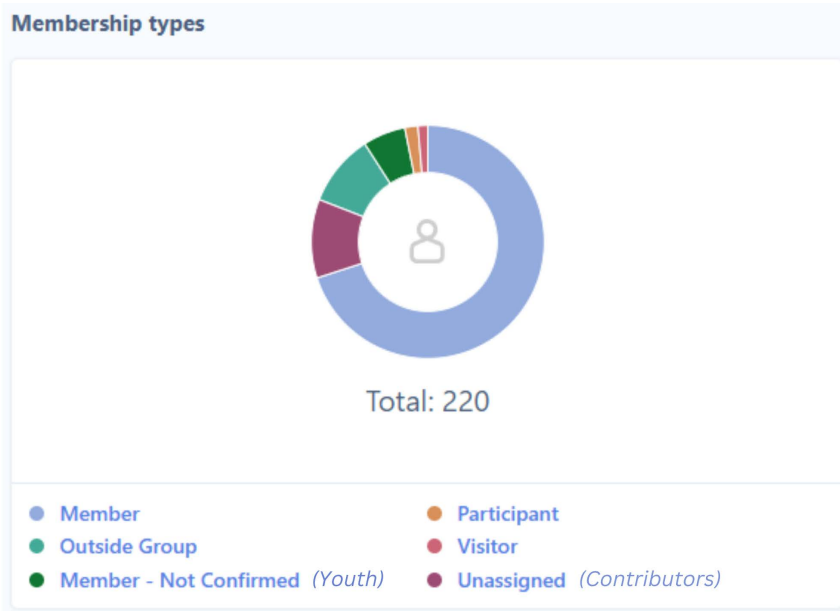
In Christ's service,
Pastor Nathan Keith



2024 CONGREGATIONAL STATISTICS

12/31/24

Members	155
Youth	13
Participants	4
Contributors	24



This age graph is inaccurate, so send Lisa in the Office your birthday!

TRINITY EVANGELICAL LUTHERAN CHURCH

Proposed 2025 General Fund Operating Budget

	<u>2024 Budget</u>	<u>2024 Actual</u>	<u>2025 Proposed</u>
Revenues			
4-2000 General Offerings	\$ 214,000.00	\$ 208,319.80	\$ 211,000.00
4-3410 RM Synod & Other - Campus Ministry	\$1,000	\$ 6,450.00	\$5,800
4-3550 Other Income - Bldg Rental, Other	\$ -	\$ 139.90	\$ -
4-4000 In Kind Donation	\$ 4,900.00	\$ 4,800.00	\$4,900
4-5000 Transfer from Temp Restricted	\$ -	\$ -	\$ -
5-1100 Interest & Investment Income	\$ -	\$ -	\$ -
Total Revenues	\$ 219,900.00	\$ 219,709.70	\$ 221,700.00
Expenditures			
6-1100 Apportionment to Synod/ELCA	\$ 19,260.00	\$ 18,748.77	\$ 18,990.00
6-1300 Interfaith	\$ 1,320.00	\$ 1,320.00	\$ 1,320.00
6-1500 Good Samaritan Fund	\$ 250.00	\$ 250.00	\$ 250.00
6-2110 Pastor Salary and Housing	\$ 87,450.00	\$ 88,050.04	\$ 87,650.00
6-2120 Pastor Social Security Allowance	\$ 6,690.00	\$ 6,697.37	\$ 6,690.00
6-2210 ELCA Benefits Package	\$ 17,416.00	\$ 17,466.91	\$ 16,945.00
6-2220 Pastor's Continuing Education	\$ 500.00	\$ 645.01	\$ 2,000.00
6-2230 Pastor's Car Allowance	\$ 500.00	\$ 500.00	\$ 500.00
6-2240 Ministerial Expenses	\$ 500.00	\$ 354.99	\$ 500.00
6-2310 Organist and Pianist Salaries	\$ 10,000.00	\$ 8,450.00	\$ 10,000.00
6-2320 Chancel Choir Dir's Salary	\$ -	\$ -	\$ -
6-2340 Parish Secretary's Salary/Vaca	\$ 14,976.00	\$ 14,369.96	\$ 15,360.00
6-2350 Custodial Services	\$ 3,600.00	\$ 3,600.00	\$ 3,600.00
6-2360 Staff Social Security & Medicare	\$ 2,218.00	\$ 2,023.43	\$ 2,264.00
6-2370 Youth Director's Salary	\$ -	\$ -	\$ -
6-2380 Staff Bonuses/Gifts	\$ 800.00	\$ 125.00	\$ 800.00
6-3110 Office Supplies/Software	\$ 2,150.00	\$ 1,353.90	\$ 1,500.00
6-3112 Printing & Publicity	\$ 400.00	\$ 180.00	\$ 200.00
6-3114 Postage	\$ 450.00	\$ 434.63	\$ 450.00
6-3120 Offering Envelopes/Folders	\$ 100.00	\$ 126.51	\$ 100.00
6-3130 Service on Office Equipment	\$ 5,775.00	\$ 6,337.64	\$ 6,900.00
6-3150 Publications and Subscriptions	\$ 225.00	\$ 56.95	\$ 50.00
6-3160 Administration Fees	\$ 1,000.00	\$ 1,119.69	\$ 1,100.00
6-3170 Bookkeeping/Finance Director	\$ 8,700.00	\$ 8,593.96	\$ 8,700.00
6-3180 ISP Provider/Web Maintenance	\$ 100.00		\$ 100.00
6-3510 Electricity	\$ 2,100.00	\$ 1,963.47	\$ 2,100.00
6-3520 Gas	\$ 6,300.00	\$ 5,267.41	\$ 5,600.00
6-3530 Telephone & Internet	\$ 1,300.00	\$ 1,210.68	\$ 1,300.00
6-3540 City Utilities	\$ 3,000.00	\$ 3,021.96	\$ 3,000.00
6-3610 Insurance	\$ 6,100.00	\$ 6,712.47	\$ 8,984.00

6-3710 Maintenance & Improvements	\$ 5,000.00	\$ 8,120.54	\$ 5,000.00
6-3810 Contingencies	\$ 1,000.00	\$ 511.66	\$ 1,000.00
6-4140 Youth/Confirm/SunSchool	\$ 300.00	\$ 92.98	\$ 300.00
6-4145 Campership	\$ 500.00	\$ -	\$ 500.00
6-4150 Adult Education	\$ 100.00	\$ -	\$ 100.00
6-4160 Campus Ministry	\$ 2,000.00	\$ 1,680.13	\$ 2,000.00
6-4170 Library	\$ -		\$ -
6-4210 Pulpit Supply	\$ -	\$ 100.00	\$ -
6-4220 Altar Supplies	\$ 750.00	\$ 506.81	\$ 750.00
6-4230 Bulletin/Worship Aides	\$ 1,000.00	\$ 1,053.15	\$ 1,000.00
6-4235 Online Worship Tech Staff	\$ -	\$ -	\$ -
6-4236 Online Worship Technology & Fees	\$ 2,620.00	\$ 588.00	\$ 625.00
6-4250 Worship Band Supplies	\$ 100.00	\$ 63.01	\$ 100.00
6-4255 Worship Band Leader Salary	\$ 1,200.00	\$ 1,300.00	\$ 1,200.00
6-4270 Piano/Organ Maintenance	\$ 1,000.00	\$ 947.50	\$ 1,000.00
6-4290 Music Dev. Fund	\$ -	\$ -	\$ -
6-4330 Devotional Guides	\$ 150.00	\$ 172.90	\$ 172.00
6-4340 Conferences & Synod Assembly	\$ -	\$ -	\$ -
6-4500 Fellowship	\$ 500.00	\$ 790.17	\$ 500.00
6-4600 Social Ministry	\$ 500.00	\$ -	\$ 500.00
Total Expenditures	\$ 219,900.00	\$ 214,907.60	\$ 221,700.00
Excess of Revenues over Expenditures	\$0.00	\$4,802.10	\$0.00

Church Council Assignments for 2024

	Term ends January	# of Terms
Adam Huck	2027	2
Nicole Sorenson	2027	1
Lori Johnson	2027	1
Steven Barret	2026	1
Eric Loseke	2026	1
Stephen Boss	2026	2
Larry Oolman	2026	2
Lindsay Conyers	2025	Fulfilled one year term.
Mary Baldwin	2025	2

Lindsay and Mary have fulfilled their term after the annual meeting 2025

Church Council Assignments for 2025

	Term ends January	# of Terms
_____	2028	0
_____	2028	0
Adam Huck	2027	2
Nicole Sorenson	2027	1
Lori Johnson	2027	1
Steven Barret	2026	1
Eric Loseke	2026	1
Stephen Boss	2026	2
Larry Oolman	2026	2

Trinity Evangelical Lutheran Church 2025 Annual Meeting Ballot

Church Council Nominations

Synod Assembly: May 22-24, 2025

Albuquerque, New Mexico

(1 year term)Vote for 2

Molly Bredehoft

Three Year Term

Voting Member

Samantha Weatherston

Three Year Term

Voting Member

Nominating Committee

(Vote for 2, One Year term)

