



# TRINITY

## LUTHERAN CHURCH

*Connecting Friends, Family & Faith*

# Annual Report

September 1, 2020—August 31, 2021

Trinity Evangelical Lutheran Church, ELCA

235 N. Stevens Rhinelander, WI 54501



# **Trinity Evangelical Lutheran Church, ELCA**

## **235 N. Stevens Rhinelander, WI 54501**

<b>Leadership Directory</b>	p.3-4
<b>Minutes</b>	
Annual Meeting – September 20, 2020	p. 5
Annual Elections – August 29, 2021	p. 6
<b>Faith Life Events</b>	p. 6
<b>Financial Reports</b>	
Financial Results Summary August 31, 2021	p. 7
Financial Status as of August 31, 2021	p. 8
Designated Gift and Memorials as of August 31, 2021	p. 9
Balance Sheet as of August 2021	p. 9
Profit & Loss Budget vs. Actual	p. 10
Financial Plan Summary	p. 11
Sources of Contributions 2020-2021	p. 12
Expenses 2020-2021	p. 12
Our Narrative Financial Plan 2021-2022	p. 13-15
<b>Reports</b>	
Pastor Timothy Vadis	p. 16
Pastor Kari Vadis	p. 17
Personal Profiles in Power Church	p. 18
Report of the Church Council President: Joshua Pudlowski	p. 19
Board of Worship	p. 20
Musician Report	p. 20
Women of the ELCA – 2020 Financial	p. 21
Board of Property	p. 22
Online Ministry Committee	p. 23
Northern Lakes Drop In Center	p. 24

# Trinity Leadership Directory 2020-2021

**Pastor Kari Vadis-Cell: 715-437-0770**

**kvadis@cometotrinity.com**

**Pastor Tim Vadis-Cell: 715-437-0774**

**tvadis@cometotrinity.com**

**Secretary: Jessica Young: 715-362-4258; office@cometotrinity.com**

**Financial Treasurer: Marina Benoy: 715-362-8901; mbenoy@cometotrinity.com**

**Choir Director/Lead Musician: Tiffanie Ory**

**Custodian: Eva Mahner**

<b>Council Officers</b>	<b><u>First Elected</u></b>	<b><u>Term</u></b>	<b><u>Term Up</u></b>
Josh Pudlowski, President	9/2020	2 year	2022
Kevin Eggers, Vice President	9/2020	2 year	2022
Deb Johnson, Secretary	9/2020	2 year	2022
Robert Wienandt, Trustee	9/2017	2 year	2021
Mary Taylor, Trustee	9/2019	2 year	2021
Jody Doro, Trustee	9/2020	2 year	2022
Property: Bob Thome	9/2019	2 year	2021
Worship: Robin LeMoine	9/2020	2 year	2022
 <b>Board of Worship</b>			
Robin LeMoine, Chair	9/2020	2 year	2022
Jennifer Thomas, Secretary	9/2019	2 year	2021
Sue Underberg	9/2015	2 year	2021
Laura Hetland	9/2016	2 year	2021
Margo Morey	10/2018	2 year	2021
 <b>Board of Property</b>			
Bob Thome, Chair	9/2019	2 year	2021
Derek Westphal, Secretary	9/2019	2 year	2021
Peter Leick	9/2018	2 year	2022
Brett Foley	9/2019	2 year	2021
Rick Brice	9/2020	2 year	2022

*(continued on next page)*

# Trinity Leadership Directory 2020/2021 (continued)

	<u>First Elected</u>	<u>Term</u>	<u>Term Up</u>
<b>Endowment</b>			
Vacant			
Vacant			
<b>Nominating Committee</b>			
Vacant			
Vacant			
<b>Auditing Committee</b>			
Judy Nosser		3 year	2020
Hugh Jones		3 year	2021
Peggy Feight		3 year	2022
<b>Finance Committee</b>			
Larry Petersen, Chair			
Harvey Mathisen			
Gary Peterson			
<b>Stewardship Committee</b>			
Al Hofstetter, Carole Hansen, Pastor Kari Vadis,			
Pastor Timothy Vadis			
<b>Synod Assembly Voting Members</b>			
Pastor Kari Vadis, Pastor Timothy Vadis			



The Garden Crew has the areas around our church building looking fantastic. Thanks to the crew members for all the hard work of planting, watering and up keep. It is an example of members using their passion and gifts to serve. Just seems to get more beautiful each year. Thank you.



# TRINITY EV. LUTHERAN CHURCH ANNUAL CONGREGATIONAL MEETING

September 20, 2020 – 9:30 AM  
Via Zoom and in the church parking lot

**Call to order:** President Kevin Eggers called the meeting to order. A quorum was established, with 33 people in the parking lot and 14 people on Zoom.

**Opening Prayer:** Opening prayer was offered by Pastor Kari Vadis.

**Approval of Minutes:** The minutes from the September 29, 2019 annual meeting were approved as presented. The annual election results were received for information.

**Celebrating Ministry:** Kevin gave an update on the church reopening plan. Pastor Tim gave thanks to those who have served on council, committees, and staff during this challenging year, with a special thanks to those who helped with the carpet project. He noted that our online attendance exceeded our in person attendance prior to the pandemic. He recognized Kevin's years as the council president, and presented him with a plaque to commemorate his service.

**Narrative Reports:** Kevin highlighted our increased online presence. He explained some changes to the Board of Witness and Board of Education that the council is trying this year. He noted that we are still supporting the ministry at Fortune Lake. All narrative and statistical reports in the Annual Report were received for information.

## **Financial Reports:**

A: Financial Status: Kevin reported that our giving has remained consistent over the last year, with an increase of about 5.6% over the previous year. We were able to put the money from the PPP loan into the contingency fund, thanks to the congregation's generosity. He noted that there was still about \$9,000 remaining from the carpet project fundraiser, which will be used for property improvements.

B: Financial Plan Summary: Kevin noted that next year's financial plan requires that the pastors' time be reduced to 1 ¾, which they have decided to absorb equally. He noted that the budget has been trimmed and is as realistic as possible.

## **Approval of 2020/2021 Financial Plan:**

After some discussion, a motion to approve the 2020-2021 Financial Plan was made by Yvonne Molinski, seconded by Gina Scheuer, and carried unanimously.

**Old Business:** None.

**New Business:** None

**Prayer and Adjournment:** We closed with prayer and Kevin declared the meeting adjourned.

*Jerry Dykstra, Secretary*





# Trinity Evangelical Lutheran Church

## Annual Elections Meeting

The annual election was held on Sunday, 08/29/2021 after completion of the Worship Service. The ballots were handed out by the ushering team to all congregation members in attendance. A total of 75 ballots were returned/collected. All candidates listed on the ballot were elected. The results were as follows:

- Vice President            Amy Schmitz
- Trustee                     Sheryl Seefeldt
- Trustee                     Mary Taylor
- Board of Property        Jim Buss
- Board of Property        Brett Foley
- Audit Committee         Bob Thome

Josh Pudlowski, Council President

---

## Faith Life Events

### September 2020 – August 2021

#### **Baptisms – 6**

Asher James Levan  
Bailey Marie Whalen  
Bryker Porter Calhoun  
Griffin Lee Wohlleber  
Henry Robert Smith  
Ryker Matthew Tromp

#### **Confirmed – 6**

Emma Chiamulera  
Vance Eagleson  
Kyah Hanold  
Lynnea Kivi  
Aden Thomas  
Elsa Vadis

#### **Marriages – 4**

Faith Bartelt & Elliot Fehlen  
Josh Hanold & Jennifer Sturzl  
Christine Ivey & David Johnson  
Grace Tahtinen & Wade Crevier

#### **Deceased Members – 10**

Darrell A. Juedes  
Loreen Lomax  
Gene Copenhaver  
Eric Voss  
Jan Sorqatz  
Emily Stalsberg  
Don Riemenschneider  
Iris Plamann  
Irene Zerrenner  
Harold “Hal” Berndt

#### **Member Funerals – 6**

Darrell A. Juedes  
Don Riemenschneider  
Iris Plamann  
Irene Zerrenner  
Eric Voss  
Harold “Hal” Berndt

#### **Non Member Funerals – 3**

Luther “Bud” Moore  
Irma I. Neumann  
Donald Pelletier

TRINITY LUTHERAN CHURCH  
FY 2020/2021 FINANCIAL RESULTS SUMMARY  
AUGUST 31, 2021

\$9,654.60	AUGUST 31, 2020 CASH BALANCE
\$341,990.76	2020/2021 FISCAL YEAR INCOME
(\$314,857.18)	2020/2021 FISCAL YEAR EXPENSE
(\$25,212.88)	2020/2021 FISCAL YEAR MORTGAGE PAYMENT

---

\$11,575.30	AUGUST 31, 2021 CASH BALANCE
-------------	------------------------------

---

FROM FINANCIAL STATUS REPORT ON THE NEXT PAGE

\$619.89	AUGUST 31, 2021 GENERAL FUND CASH BALANCE
\$3,455.37	AUGUST 31, 2021 RESTRICTED FUND CASH BALANCE
\$7,500.04	AUGUST 31, 2021 PAYROLL FUND IN BALANCE SHEET

---

\$11,575.30	AUGUST 31, 2019 TOTAL CASH BALANCE
-------------	------------------------------------



The Quilting group has been hard at work creating quilts to be given away to Lutheran World Relief during this challenging year.



Trinity Lutheran Church  
Financial Status  
As of  
August 31, 2021

CASH REQUIREMENTS:

GENERAL FUND BILLS:

\$0.00 DIRECT DEPOSIT LIABILITY

\$748.01 PAYROLL LIABILITIES (**EMPLOYEE WITHHOLDING**)

\$0.00 PASS THROUGH ACCOUNTS

---

\$748.01 TOTAL CASH NEEDS

\$1,367.90 GENERAL FUNDS IN CREDIT UNION (**CHECK BOOK**)

---

\$619.89 **CASH OVER OR (SHORT) IN GENERAL FUND**

RESTRICTED FUNDS:

\$4,762.39 YOUTH FUND - OLDER GRADES

\$1,087.39 G&M (UNDESIGNATED)

\$16,580.92 G&M (DESIGNATED)

\$832.00 ENDOWMENT EARNINGS

\$22,750.00 ENDOWMENT

\$1,207.83 FAITH IN ACTION

\$3,371.38 CAMPERSHIPS

\$0.00 BOARD OF WITNESS WEEKLY ADVERTISING

\$0.00 WEDDING FACILITY MANAGER

\$60,000.00 RESERVED FOR CONTINGENCIES

\$987.28 GARDEN FUND

\$0.00 PRIOR YEAR INCOME DEFERRED

\$16,241.64 INCOME DEFERRED

\$127,820.83 **TOTAL RESTRICTED FUNDS**

\$131,276.20 **CREDIT UNION RESTRICTED SAVINGS ACCOUNT**

---

\$3,455.37 **CASH OVER OR (SHORT) IN RESTRICTED FUND**

---

MISSIONS (INFORMATIONAL ONLY)

\$34,427.93                      \$341,236.98

CURRENT OFFERINGS X 9.21% + \$3000 IN MISSIONS BUDGET

\$34,428.00 **ACTUAL EXPENDITURES (PAID TO DATE)**

MARINA BENOY, TREASURER



## Designated Gift and Memorials as of August 31, 2021

Gift and Memorial Category	Amount Designated
Pastoral Needs	\$1,370.13
Music Etc.	\$1,798.22
Altar Guild	\$111.30
Digital Sign	\$779.00
To Be Determined	\$1,684.78
Bench/Library	\$120.00
Outdoor Banners	\$171.93
Carpet/Remodeling Project	\$8,400.56
Youth	\$2,145.00
<b>Total</b>	<b>\$16,580.92</b>

## Balance Sheet Consolidated August 2021

	Current Year
<b>ASSETS</b>	
<b>CURRENT ASSETS</b>	
CASH - CHECKING	\$1,447.90
CASH - SAVINGS/INVESTMENT	138,776.24
Subtotal Current Assets	140,224.14
<b>FIXED ASSETS</b>	625,000.00
<b>TOTAL ASSETS</b>	<b>\$765,224.14</b>
<b>LIABILITIES</b>	
<b>CURRENT LIABILITIES</b>	
PAYROLL WITHHOLDINGS	\$748.01
FUNDS ACTIVITIES	127,820.83
Subtotal Current Liabilities	128,568.84
<b>LONG TERM LIABILITIES</b>	78,530.82
<b>TOTAL LIABILITIES</b>	207,099.66
<b>GENERAL EQUITY</b>	\$558,124.48
<b>TOTAL EQUITY</b>	558,124.48
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>\$765,224.14</b>



TRINITY EVANGELICAL LUTHERAN CHURCH  
**Income and Expense Statement**

09/02/2021 08:03 AM Consolidated - August 2021

Page: 1

	Current Period	Year to Date	Year to Date Budget	YTD Budget Difference	YTD Budget Percentage
<b>INCOME</b>					
CHARITABLE CONTRIBUTIONS	\$32,975.89	\$341,236.98	\$375,400.00	-\$34,163.02	90.90%
NON-CHARITABLE INCOME					
PROGRAMS INCOME	190.91	753.78	4,600.00	-3,846.22	16.39%
<b>TOTAL INCOME</b>	<b>33,166.80</b>	<b>341,990.76</b>	<b>380,000.00</b>	<b>-38,009.24</b>	<b>90.00%</b>
<b>EXPENSES</b>					
<b>GENERAL EXPENSES</b>					
SALARIES & COMPENSATION	\$16,820.31	\$208,104.57	\$232,355.00	\$24,250.43	89.56%
ADMINISTRATIVE EXPENSES	9,463.84	35,638.70	38,095.00	2,456.30	93.55%
BOARD OF WORSHIP EXPENSES	298.91	2,324.28	4,500.00	2,175.72	51.65%
OUTREACH COMMITTEE EXP.	0.00	263.40	1,500.00	1,236.60	17.56%
PROPERTY EXPENSES	2,087.30	33,044.26	34,700.00	1,655.74	95.23%
FAITH FORMATION COMMITTEE	0.00	1,053.97	7,100.00	6,046.03	14.84%
MISSION EXPENSE	3,287.00	34,428.00	37,550.00	3,122.00	91.69%
<b>TOTAL EXPENSES</b>	<b>31,957.36</b>	<b>314,857.18</b>	<b>355,800.00</b>	<b>40,942.82</b>	<b>88.49%</b>
<b>EXCESS INCOME/EXPENSES</b>	<b>\$1,209.44</b>	<b>\$27,133.58</b>	<b>\$24,200.00</b>	<b>\$2,933.58</b>	<b>112.12%</b>
<b>Mortgage Payments</b>	<b>2,148.24</b>	<b>25,212.88</b>	<b>24,200.00</b>	<b>(1,012.88)</b>	
<b>Spending Under/(Over) Income</b>	<b>(938.80)</b>	<b>1,920.70</b>	<b>0.00</b>	<b>1,920.70</b>	
<b>Mortgage Principle Payments</b>					
09/01/2020 Balance		103,743.70			
08/31/2021 Balance		78,530.82			
Total Principle Paid		25,212.88			

12 Months =100% of Year Completion



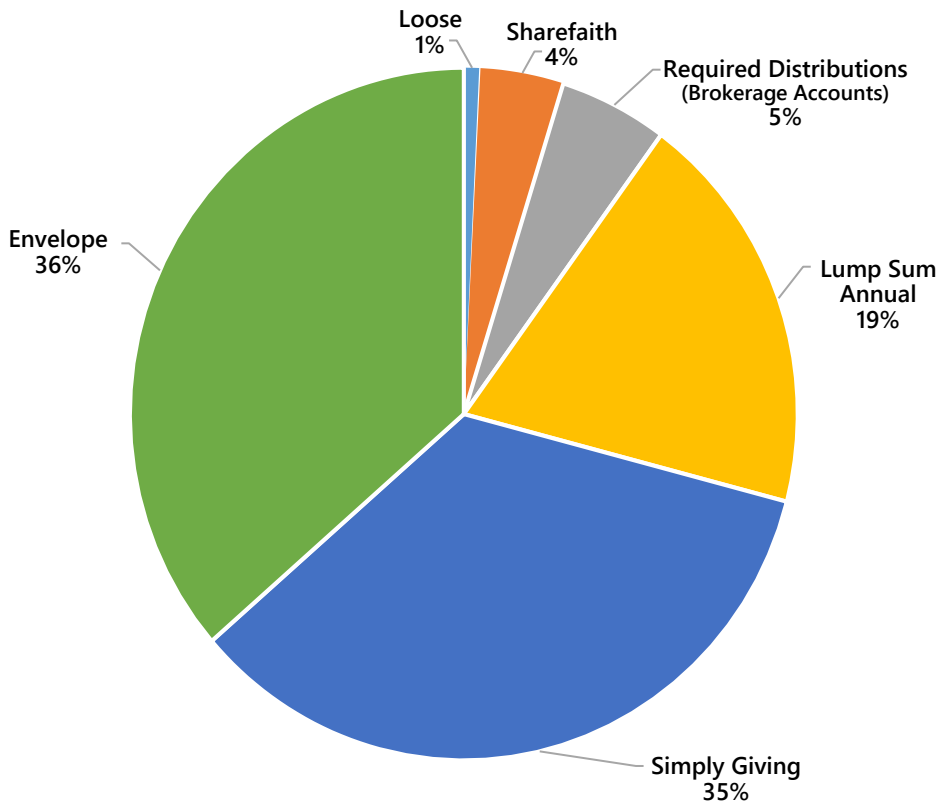
# Trinity Lutheran Church Financial Plan Summary

	2020-2021 PLAN	2020-2021 ACTUAL	PROPOSED 2021-2022 PLAN
<b>INCOME</b>			
OFFERINGS	\$375,400	\$341,237	\$372,800
PROGRAMS & MISCELLANEOUS	\$4,600	\$754	\$1,200
<b>TOTAL INCOME</b>	<b>\$380,000</b>	<b>\$341,991</b>	<b>\$374,000</b>
<b>EXPENSES</b>			
PASTORS (SALARY/BENEFITS)	\$176,355	\$168,790	\$171,400
STAFF	\$56,000	\$39,315	\$53,800
ADMINISTRATIVE	\$39,795	\$36,786	\$38,200
WORSHIP	\$2,800	\$1,177	\$2,800
OUTREACH COMMITTEE	\$1,500	\$263	\$1,500
PROPERTY	\$34,700	\$33,044	\$36,100
FAITH FORMATION COMMITTEE	\$7,100	\$1,054	\$7,100
MISSIONS	\$37,550	\$34,428	\$37,400
% OF OFFERINGS	10.00%	10.00%	10.00%
<b>SUB-TOTAL EXPENSES</b>	<b>\$355,800</b>	<b>\$314,857</b>	<b>\$348,300</b>
MORTGAGE PRINCIPLE	\$24,200	\$25,213	\$25,700
<b>TOTAL EXPENDITURES</b>	<b>\$380,000</b>	<b>\$340,070</b>	<b>\$374,000</b>
<b>NET EXPENSE VS. INCOME</b>	<b>\$0</b>	<b>\$1,921</b>	<b>\$0</b>

Our mission is  
to help people of all ages  
become active and engaged  
followers of Christ.



## Sources of Contributions 2020-2021 Total: \$341, 237

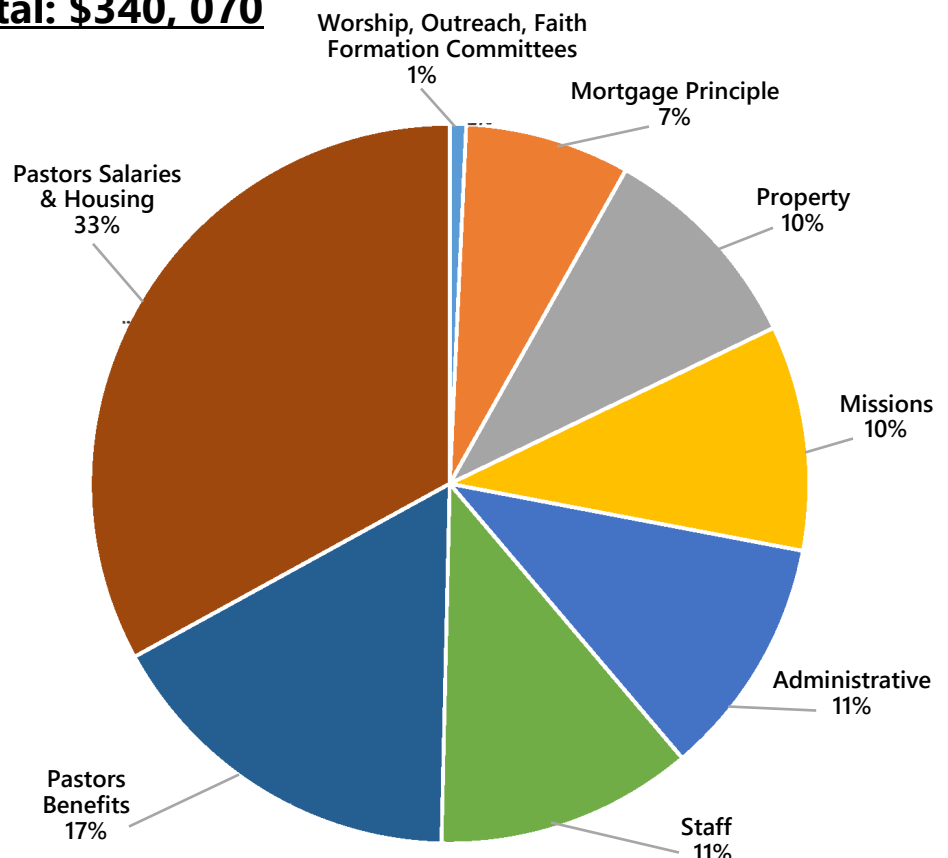


The Sources of Contributions graph illustrates how people gave their offerings last year.

- **Loose** includes any cash we receive
- **Sharefaith** is our online giving platform
- **Required Distributions** are generally made through a retirement account
- **Lump Sum Annual** are those who give one offering for the year
- **Simply Giving** is an electronic transfer program where people select when their offering is made through their bank
- **Envelope** are the traditional envelopes that are either given at a worship service in the offering plate, mailed into the church office or dropped off.

## Expenses 2020-2021 Total: \$340, 070

The Expense graph illustrates the major categories outlined in our Financial Plan. It does a good job of showing the amounts of the plan. It does not illustrate the cross over that happens in our ministry. For example, the Worship, Outreach and Faith Formation Committees represent 1% in the Financial Plan (actually much lower this year due to pandemic). This does not show the time of our Pastors, staff, the facility space, and administrative expenses that go into supporting these ministries. **Take these ministries away and we no longer have a church.** The categories in the Financial Plan need to be combined to accurately see how they go toward supporting our ministry. This is best illustrated in the **Narrative Financial Plan** that follows on pages 13-15. It shows our plan in action!





# Our Narrative Financial Plan 2021-2022

The Narrative Financial Plan helps us see the vital connection between our ministry and finances. It also shows how particular line items often cross over and includes more resources such as the time from staff and pastors, as well as the use of facility space, equipment and utility expenses. For example, the line items connected to Worship, Faith Formation and Outreach appear to only encompass 1% of our expenses. However, the plan for Worship, Faith Formation and Outreach actually includes one third of the pastors', the staff, administrative, technology, Board of Property, missions and mortgages expenses because these are all needed to make these ministries happen. The Narrative Financial Plan tells the story of our ministry. This gives us a vision for where our ministry is going and the needs that come with this plan to support it.

## FAITH FORMATION

Our Small Group Ministry has 10 groups--some couples, some just men, some just women and some

just young adults—that are formed and meeting. Each small group has a leader who facilitates the group time as they meet. They have been meeting together to strengthen their own faith as they bolster and uphold each other in their faith. Some of their comments are: “I need this group right now, and I know my group is literally praying for me.” “My group is each other's greatest supporters.” “I can speak openly about my highs and lows and not only do they not judge me but they offer support and love.” I noticed today that after worship, several members of one group stood chatting together. The closeness and care for each other is very apparent.

Table Talk Confirmation, an online confirmation study for the home, was created to support middle school Faith Formation. This study included parents or a caring adult to join with their middle-schooler and their siblings as a way to engage in forming faith together. The focus was on Luther's Small Catechism. A video introduction helped participants get into the topic followed by conversation between parents and their middle-schooler about the material and everyday things.

In September Godly Play became available virtually for families with young children. Godly Play is a curriculum for younger children leading them into a form of deep play that leads to wonder, encourages them to ponder the source of the wonder and allows for their insights to emerge. Instead of memory work or worksheets, Godly play equips children with Christian language to



The Christmas program is AMAZING! This is the third time he's watching the entire thing! You really outdid yourself, thank you for all of your thoughtfulness and hard work put into it! 🥰

use when making sense of what they believe. Laura Hetland helped Pastor Kari lead the story telling for the videos. This provided parents with an in-home resource to watch with their children, listen to the story and then use the wonder questions to engage with the Bible stories.

Our Christmas program was totally revamped to be virtual. “The ABC's of Christmas” used the talent of twenty-six families allowing us to share the story of Jesus' coming in a unique way.

Six confirmands were confirmed at a special 2:00pm confirmation service on Sunday April 18, 2021. Because we had limited seating capacity due to COVID the confirmation service was live-streamed so the congregation could be a part of this special day. In addition, out of town family members were also able to be present online. This was a great example of how beneficial an online







ministry can be. (See picture on page for how this online connection was put into action). We are dreaming and working toward a greater on-line ministry presence. As Pastor Tim said in the July, 2021 newsletter, "We are starting with the premise that an online ministry could be a very impactful way to share and connect people to a life of faith in Jesus Christ." A positive outcome we observed is that many people we don't even know tuned into our services, website, Instagram and Facebook pages. We are just beginning to see the potential impact this ministry has and, therefore, want to expand our on-line presence using new technology to better aid us to reach more of our congregation and beyond.

Our other programs of Confirmation and Adult Bible Class will be starting and, perhaps take on a new look. Stay tuned. We also are looking forward to continue with, and expand, our small group ministry to include more of our members as well as those outside our church.

**FAITH FORMATION:**  
**\$127,966.50**



## WORSHIP

In September 2020 the summer drive-in services were still happening in the parking lot along with our online service. The

drive-in services were well attended—seeing pastor Tim and Pastor Kari preaching from atop planks on building scaffolding made our services very meaningful and gave us the ability to see others! We were able to use equipment we already had combined with a simple radio transmitter for the drive in services. Once the cold weather hit in late October we transitioned to online exclusively once again. At Christmas, we had our first ever drive-in Christmas Eve worship services in very cold temperatures. Flashlights and cell phones provided "candles" as we sang Silent Night.

Our in-person worship services resumed on January 31, 2021 with limited number of worshipers who following, Covid protocols, gathered every other week. The other week we offered an on-line worship service. By June 6, 2021 weekly in-person worship services with Holy Communion began and all on-line services were suspended. We realized that there was no easy solution to the online service issues we faced. The issues included a combination of factors such as the need for volunteers to help run the cameras and computers, the need for better equipment, the need for a simple enough system so that people could help run it, the need to have an integrated system, the time and knowledge required to make them happen. Rather than trying to continually struggle with troubleshooting the various needs, we chose to take a step back and reassess an online ministry. Once we have a clearer idea of the purpose of an online ministry, we can work towards building it up. In order to address the needs of an online ministry



the council created an Online Ministry Committee. Their first task was to come up with an interim solution that would allow us to live stream the Sunday worship service. September 19, 2021 will be the first test of the interim solution. As we look to the coming year, we are evaluating our communication technology equipment. Much is outdated and has been cobbled together, keeping us from the full potential of the correct technology. Our On-line Ministry Committee is working to develop this full plan. Our goal is to continue both in-person and the online services to reach more people.

**WORSHIP: \$123,666.00**

## OUTREACH

We have worked hard to maintain our presence and activities that go beyond our church walls this year. We continue our support of NATH as members from Trinity Lutheran make a meal the 2nd Tuesday of each month. Members of Trinity also serve on committees and the NATH Board.

We, also, support the Rhinelander Area Food Pantry by distributing food to those in need the 2nd Monday of each month, dedicated members from Trinity Lutheran help stock shelves each week, pack boxes of food for homebound customers, help with distribution to senior customer coming on the senior bus, and serve on

committees of The Pantry. Our support of Lutheran World Relief (LWR) continues as quilters worked at home and at church to sew quilts, baby care kits and assemble school kits. We sent over 400 quilts, 100 baby care kits, 93 school kits and 10 health kits to 21 different countries last October.

Our Christmas Giving Tree continued this year and gave out 122 Walmart gift cards, exceeding our goal of 92 cards! One of the small group's discussion led them to put together several baskets of personal items which they gave to NATH, and Koinonia to share with their residents.

As we look forward to the upcoming year we want to look around us – to our households, schools, communities, and world – to discern who needs us, what they need from us, and how we might leverage our resources to be their advocates before God and the world.



**OUTREACH: \$122,366.50**

## OUR DREAMS, OUR HOPES

Each month our newsletter gave the Grace Filled Giving report that in most cases our income out-



matched our expenses. This is something to celebrate, BUT we need to realize that we can't sit back and say "We're doing fine." Because here are some of the realities we are facing. We haven't had our church filled with activities most of the year. Those from the community who use our facilities haven't been meeting here (NAMI, AA, and groups affiliated with it). And our own activities—Wednesday night worship service and programming, quilters, baby care kit workers, choir, council meetings, board meetings had been limited. As these activities continue to return, we expect that our expenses will, indeed, increase. This last year Pastor Tim and Pastor Kari took a pay cut—each is at 87.5%. And this last year was a real challenge as we tried to stay connected making the most of online services, meetings, and small groups. We are dreaming and praying in faith for God's guidance as we move ahead and face these realities.

Our financial plan is bare bones again like it was last year. We are standing at the starting line looking ahead to God's promise that God is with us; God is guiding us; God has the perfect plan

for this coming year. Our prayer is that you feel God's presence and realize we need to keep working to fulfill our mission—to help people of all ages become active and engaged followers of Christ. Thank you all. We never know when our talents and unknown-to-us talents are needed for God's plans for us.

In reality, at this time we don't really know what or who our congregation is. We have no accurate way to forecast our financial stream. At the same time, our programs are coming back to life. That means more work, more expenses, more volunteers than we had the past year. The building needs some fixes, we are exploring more virtual or online ministries and that requires equipment and expertise we don't have yet. We all are needed along this journey. We need to step out in faith, get involved in the work of Christ, and find ways to generously share the financial gifts that God has given us individually to help make things happen here at Trinity.

Thank you all for your continuing and much needed support as we strive to do God's work.



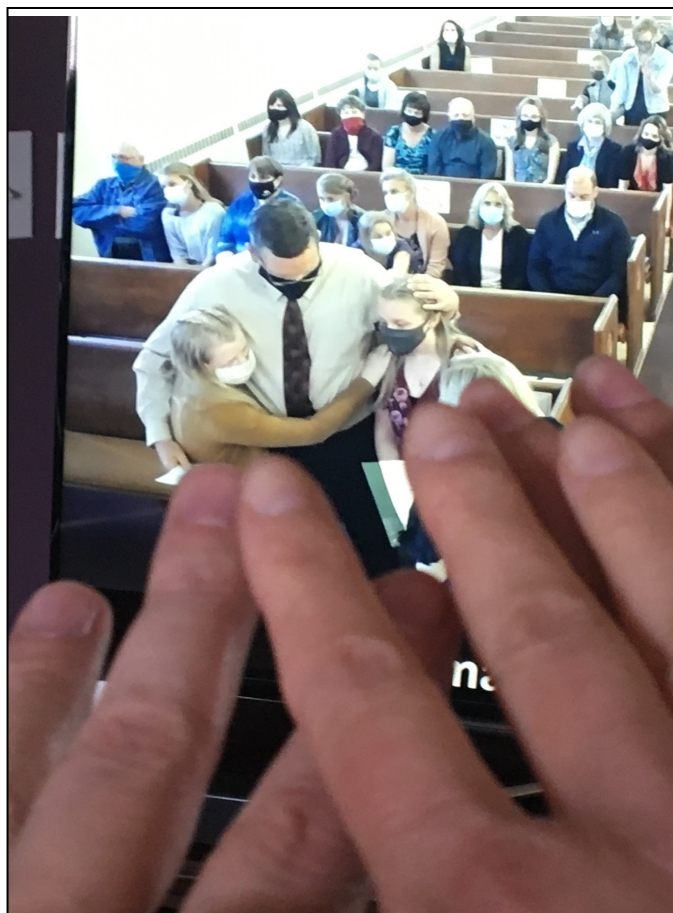
## Lead Pastor Report—Pastor Timothy Vadis

It has been a challenging year. Thankfully we have been able to begin the process of resuming significant activities and ministries. Yet, we are still in the midst of a pandemic and there are signs that its impact on communities is still happening. It is hard to not feel the weight of setbacks and adjustments. However, I have also seen an incredible amount of adaptability during this time which is like a shining bright light.

This past April our oldest daughter was confirmed, along with five other confirmands, at a specially adapted service. Unlike “normal” times, we were unable to have family present. This was hard. And we wore masks. And we had to figure out spacing. And we had to find a way to do blessings. Thankfully it all came together for a wonderful experience. The biggest surprise was the value of technology in this service. With a cobbled together system we were able to livestream it. The picture to the right is when I had the chance to bless my daughter in the service. The hands reaching out to the screen are my daughters baptism sponsor, and in the background you can see her prayer partner extending her hands as well. Every time I look at this picture it gives me hope that Christ will take care of the needs of his Church!

I am grateful for the patience and adaptability that so many in our congregation have shown. We

continue to have to make adjustments to our worship services. These are not always easy to do. I know one area of struggle has been with Holy Communion. While the little communion kits are not ideal they are the best solution that I have found for right now. I had fully anticipated that



we would resume communion distribution in a somewhat similar fashion as before the pandemic but with the resurgence of COVID cases this fall it seemed best to continue with the kits. I do miss looking people in the eye and proclaiming the words, “The body of Christ given for you” as I hand them the bread. For now I am thankful we can share the Lord’s Supper as we are.

Our staff has had to make many adaptations and pitch in to help out. They have been hard at work learning how to operate in a new environment. I want to thank Marina Benoy and Eva Mahner for their extra support as we were without an Administrative Assistant for a good portion of the year.

Their help in assisting with office needs and helping out wherever needed is much appreciated. It has been wonderful to welcome our new Administrative Assistant, Jessica Young to our office staff team. If you have not had a chance to meet her yet I hope you will have a chance to introduce yourself sometime soon.

Thank you to so many who made the extra effort to drop their offerings off at church. We added a new drop off box to make this more convenient. Those who were able to maintain their Simply Giving and Online Share-faith Giving offerings have been so supportive of our ministry. And many members have given special gifts to help

give us much needed boosts throughout the year. Thank you all for your generosity! It helps us keep our ministry vibrant.

The year ahead will undoubtedly bring new challenges and call for more modifications. May Christ’s calling to serve continue to give us purpose as we experience the grace filled moments of ministry together.

## Team Pastor Report—Pastor Kari Vadis

**“We’ve never done it this way before”** pretty much sums up this past year of ministry.

Knowing we couldn’t gather with 300 people in worship and sit young people 15 to a pew—we created a virtual Christmas Program with participants of all ages including over 45 families. I’m grateful for all (*musicians and families*) who took video in their home and submitted them for the final worship event. I’m grateful for those who put on costumes and ran around at the park to make a music video... Every year this program gathers up people with a variety of gifts and puts them all together to tell the story of Jesus’ birth. The story of Christmas remained the same but the presentation format was a new frontier. It turned out better than I could have hoped for and because it was virtual, there were people sharing the event with family and friends all over the country & even internationally. We’ve never done it that way before!

Faith Formation for families took on a different format as well by utilizing the home in a new way. We produced an at home **Confirmation** experience with videos & a discussion guide with each video relating to Luther’s Small Catechism. A program designed to empower families to share in faith conversations together. I heard feedback from parents that they were able to have meaningful talks around the table about faith while wondering together about the mysteries of God. We

created **Godly Play** for our YouTube channel with weekly Bible stories available including the Creation story, Jonah, Moses the Exodus, Jesus’ Parables, the Easter story and so many more. What surprised me was how many adults took advantage of the Godly Play experience and some grandparents sent the links to their grandchildren who also were able to engage in the Bible Stories. We included young peo-



ple as story tellers which I hope to continue into this year as a wonderful Cross+Gen ministry. I’m so grateful for our small group leaders (*Sheryl Seefeldt, Mandi Olson, Julie Krouze, Amy Schmitz, Missy Clark, Chris Barteldt, Rob Weinandt, Karen Reitz, Laura Hetland, Ellen Mathisen, DeAnn Mathisen, & Ellen Leick*) for reaching out—especially this year—to continue to grow their groups. Having a small group ministry allowed for people to meet over Zoom or in person and stay connected during a potentially isolating time. The vision is to continue to train and equip leaders so that everyone in our congregation could have the small group experience. Its pow-

erful because its discipleship in a circle and a perfect recipe of Fellowship, Bible Engagement, Service & Prayer. Faith Formation was happening in ways that we’ve never done before.

We got to celebrate (*along with 5 other families*) our oldest daughter’s affirmed her Baptism in a special Confirmation Service. There was a prayer partner reveal (*Elsa’s prayer partner is so special to her!*) for all the Confirmands as well as a time to offer our blessing while thanking God for the gift of faith that lives in her. We wore masks, kept the worshippers to 50 people and took pictures outside to safely un-mask. I give thanks to God for this group of confirmands and for the opportunity to celebrate Jesus’ love that lives in them. The day was a gift even if we’ve never done it that way before.

I’m grateful for all the things I have learned (*related to: YouTube, Livestream, Facebook Live, Instagram, TikTok*) as it has opened my eyes to see these virtual platforms as tools for ministry and I have no doubt that we, as a congregation, will continue to be stretched and challenged to do things anew because that’s how God works in the world. At the first Christmas, God did something creation had never seen before and on the Cross and through the resurrection God continues to make all things new. Maybe **“we’ve never done it this way before”** is showing us that in & through all things God’s Spirit will empower us to share God’s love with a broken world.

# Personal Profiles in Power Church

We use a church database called “Power Church” to manage our membership and the various connections our church has with people. This system is also used for all of our accounting and financial records. With changing participation patterns we have worked to accommodate people’s needs in our system.

Status	Description	Count
<b>Baptized</b>	Persons who have been received by the Sacrament of Holy Baptism in this congregation, or having been previously baptized and have been received by certificate of transfer from other Lutheran congregations or by affirmation of faith.	71
<b>Voting</b>	Confirmed, communed and given contribution of record within last two years; includes high school age children who are also considered Voting members.	373
<b>Associate</b>	Lives in Rhinelander part of the year and wishes to retain a membership connection. May also hold membership in another ELCA congregation.	21
<b>Spouse of Member</b>	Has opted not to pursue membership; status helps identify couples and enables us to communicate with households on special occasions.	29
<b>Regular Attender</b>	Participates by attending worship, gives, may volunteer, but has opted not to pursue membership. Does not have voting privilege.	50
<b>Deceased</b>	Members who have died. After one year we retain this status in our archive.	74
<b>Child of Member</b>	Children out of high school; Parent is a current member (note in profile who parents are) has their own family profile and is retained for sentimental reasons; does not have voting privilege.	40
<b>Former Member</b>	Those who left to attend another non-ELCA congregation. Don’t uncheck any boxes without Pastor discussion.	227
<b>Termed</b>	After review, Trinity Lutheran moved them from membership due to lack of response and participation, or they moved without requesting a transfer or indicated they no longer wish to be a member of Trinity.	24
<b>Prospective</b>	Has indicated interest in pursuing membership. Keep in this profile for only two years. Note any contact in profile.	35
<b>Contact</b>	For communication. Ex: Mr. Cash, NAMI, non-member employees, non-member day camp, NGLSynod, other Congregations.	225
<b>Transfer</b>	Members who have moved and asked to be transferred to another ELCA or partner congregation.	10



# Report of the Church Council President

Brothers and Sisters in Christ,

The past year has been one of continued change, growth, and development here at Trinity, and no doubt with your families as well. The greatest apparent change for most is likely the return to in-person worship after a lengthy absence. It is a blessing to have communal worship again on Sundays! The return to in-person worship was not done without sacrifice, however. In order to return to in-person worship, a tough decision was made to temporarily pause the on-line services until a system could be put in place to allow both to occur simultaneously. That "system" includes not only the physical technology necessary to broadcast but also a cadre of trained volunteers to operate the equipment. A technology committee has been formed to address and work on these needs, and volunteers are now being recruited and trained to operate the equipment with the intent to broadcast all services in the near future. Technology needs will be identified and evaluated in an effort to put a technology system in place that can best serve our online ministry both now and in the future.

The reopening committee continues to meet and address the constantly evolving COVID climate and data from the Oneida County Health Department is regularly monitored to help guide decisions using local information. The reopening plan prepared by Environmental Health and Safety (EHS) continues to be a valuable tool to assist with decision making and working to keep everyone safe. Our janitorial staff has implemented the recommended cleaning procedures from EHS and the air handling systems within the building have all been fitted with ultraviolet lights to kill harmful bacteria and viruses in the air.

The leadership team continues to utilize the test and learn culture to evaluate tasks and activities completed by the many Trinity volunteers. Part of the test and learn process has involved transferring specific tasks/activities that were traditionally done by select board members to standing committees under those boards. The committee structure continues to evolve and has shown great promise in being a more sustainable model for organized volunteer tasks/activities.

Over the next year we will strive to work toward meeting the worship needs of everyone, both in-person and online, growing our ministry within our community and the world. I encourage you to continue communicating with the leadership team to help us understand your needs, learn what is or is not working, and share ideas you may have. God has and continues to bless our congregation and I'm excited to see where He takes us over the next year. Thank you all for your continued support.

God's blessings  
*Josh Pudlowski*



A committee of volunteers helps to put up lights for our Drive In Christmas Eve worship service. Great work!



## Board of Worship Report

It was an interesting year for the Board of Worship, as we underwent a restructuring and moved to a committee format. With the challenges of the COVID pandemic, our meetings were virtual for much of the year. Our focus was on ways we could assist the pastors in worship once it resumed in person.

Members assisted with the Christmas Drive-In Worship parking and worked together to plan a 4<sup>th</sup> of July Service on an alternate date with a focus on our families. Our Altar Committee continued to serve under the leadership of

Sue Underberg.

The Decorating Committee will be revitalized as we head into the holiday season. As always, we are thankful for volunteers willing to assist in beautifying our sanctuary and enhancing our worship.

We are thankful for our music director, Tiffanie Ory, as well as to Emily Bodensteiner and Marian Neiber, who have all shared their musical talents with us on Sunday mornings. Many thanks to all of those who have willingly served as vocalists and instrumentalists to beautify the worship

throughout the year.

Special thanks to all the volunteers we have at Trinity who serve in a multitude of ways to enhance our worship. From altar guild, to worship assistant, to usher, to musician, to PowerPoint operator, you all are so important in making our worship extra-special. Thanks for all you do!

Blessings and peace,  
*The Board of Worship –  
Robin LeMoine  
Jennifer Thomas  
Margo Morey  
Sue Underberg*

## Musician Report

This past year has continued to test our flexibility and innovation as we continue to navigate the challenges of COVID-19. Music ministry has looked quite a bit different over the past year, but we have found some creative ways to continue making a joyful noise for the Lord.

We had music performances at each of our drive-in services last summer and into the fall. When the weather began to change and our worship services went online, we recorded hymns and special music over the computer. As the holidays rolled around, we

tried out some new techniques with bringing together musicians from different locations and layering their recordings together in order to make harmony or add instruments. We used this technique for some of the Christmas Program music, as well.

In the early spring, we began to meet again as a congregation, and our worship band began providing special music for the services.

With the summer, came such the beautiful, long-awaited sound of our congregation

finally able to join together in song. It was very moving to finally hear the power of our voices coming together after such a long time apart!

The challenges of the past year have been significant, but it has been inspiring to see the unique ways our church has adapted. We will continue to find creative ways to praise God with beautiful music!

*Tiffanie Ory*

TRINITY LUTHERAN CHURCH WOMEN OF THE ELCA  
2020 FINANCIAL REPORT

CHECKING ACCOUNT		SAVINGS ACCOUNT	
BALANCE 01/01/20	4172.84	BALANCE 01/01/20	119.09
RECEIPTS	2429.36	CIRCLE HUNGER	36.00
		DIVIDEND-RIPCO	0.34
2710.39	155.43		DISBURSEMENTS
		TRANS. TO CHECKING	36.00
BALANCE 12/31/20	3891.81	BALANCE 12/31/20	119.43
RECEIPTS			
CIRCLE OFFERINGS	36.00		
BP DIVIDENDS	987.36		
MEMORIALS/GIFTS	1370.00		
TRANSFER FROM SAVINGS	36.00		
	2429.36		
DISBURSEMENTS			
WELCA-OFFERINGS	200.00		
WORLD HUNGER	200.00		
SWO CONVENTION	100.00		
QUILTING EXPENSES	1476.26		
CIRCLE PROJECTS	654.33		
SUBSCRIPTIONS/GATHER	79.80		
	2710.39		

LYNANN FERCH, TREASURER

**Our Purpose Statement:**

*"As a community of women created in the image of God, called to discipleship in Jesus Christ and empowered by the Holy Spirit, we commit ourselves to grow in faith, affirm our gifts, support one another in our callings, engage in ministry and action, and promote healing and wholeness in the church, the society, and the world."*

# Board of Property Report

**2020/2021 members** (elected and defacto):

- Peter Leick
- Brett Foley
- Richard Brice
- Derek Westphal
- Open
- Bob Thome (chairman & council representative)
- Richard Reitz (defacto)

A special note of thanks to Rich Reitz whose help on the BOP this past year (and many other past years) was invaluable and much appreciated.

BOP 20/21 Budget was \$34,700, actual expenses were \$33,044.26, surplus \$1,655.74

Two non-budgeted items were undertaken - a boiler repair for \$1,623.18 and seal-

coating of the parking lot for \$2,828.00

Without the two non-budgeted expenses, the BOP would have been approximately \$6,100 under budget. Overall, financially a good year for the BOP.

## 2020/2021 Special Projects:

➤ Beginning in 2021, the BOP implemented a “work order” system by which all requests for maintenance, supplies or special building instruction tasks were documented.

➤ The purpose of the “work order” system was to ensure that tasks/problems were identified, scheduled, completed, and filed in the church office for future reference.

➤ From January 1st to August 31st, approximately 35 docu-

mented, “work orders” were processed by the BOP

➤ From September 1st, 2020, to December 31st, 2020 approximately 20+/- undocumented tasks/problems were processed.

➤ The major documented recurring maintenance item is the leaking roof. **This will need to be addressed in future budgets.**

Thanks to all of the people who supported the BOP members during the 2020/2021 fiscal year.

Thanks to all BOP members and volunteers who worked to keep our church and grounds looking beautiful.

Respectfully submitted  
*Bob Thome*

Code	Description	Sub-Category	2020-2021		% YTD Budget Expended	YTD Budget Balance
			FY Budget	YTD Expended		
7010	Utilities/ Gas		\$ 5,500.00	\$ 3,208.91	58.3%	\$ 2,291.09
7020	Utilities/ Electric		\$ 6,100.00	\$ 6,809.56	111.6%	\$ (709.56)
7030	Utilities/ Water/Sewer		\$ 2,400.00	\$ 1,860.62	77.5%	\$ 539.38
7050	Elevator Service Contract		\$ 1,400.00	\$ 1,985.98	141.9%	\$ (585.98)
7060	Organ/Piano Repair		\$ 300.00	\$ -		\$ 300.00
7070	Maint. Bldg/Grounds	General/Normal	\$ 7,500.00	\$ 4,873.30	65.0%	\$ 2,626.70
		Snow Plowing/Shoveling	\$ 2,500.00	\$ 1,539.00	61.6%	\$ 961.00
		Elevator Heat Tape/ Gutter	\$ -	\$ -	#DIV/0!	\$ -
		Site Snow Removal	\$ 1,500.00	\$ -	0.0%	\$ 1,500.00
		Parking Lot Sealing/Striping	\$ -	\$ 2,828.00	#DIV/0!	\$ (2,828.00)
		Misc.	\$ -	\$ 1,623.18		\$ (1,623.18)
7080	Insurance Premiums		\$ 7,000.00	\$ 7,815.71	111.7%	\$ (815.71)
7100	Garden Expense		\$ 500.00	\$ 500.00	100.0%	\$ -
				\$ -		
	Total		\$ 34,700.00	\$ 33,044.26	95.2%	\$ 1,655.74

Boiler Repair Refrigeration Control & D - \$1,376.02 + \$247.16



# Online Ministry Committee

We all saw and experienced the effects of the COVID pandemic on our worship lives at Trinity. Our pastors, council, committees and volunteers were required to make rapid decisions based on limited information and certainty. Of course, one of the biggest decisions was to temporarily pause all virtual means to broadcast worship services. We determined we needed to put our focus on reopening and the in-person service.

We were all happy to see a return to in person worship but, due to the extremely demanding commitment of time, volunteers needed to operate equipment, and limits to our technology it was not possible to meet the needs of both in-person and online worship services. We heard loud and clear that many of you were missing the online opportunities, especially as each of us is experiencing this pandemic in our own unique ways, with varying levels of comfort for ourselves and our families. In response the needs congregants voiced when we stopped streaming worship services and the emerging needs for additional online tools the council created a committee to research who our audience might be, to develop a strategy, determine the resources needed to accomplish our strategy and implement our solutions. The committee is lead by Jody Doro along with Marina Benoy, Rob Weinandt, Richard Voss and Pastor Tim Vadis.

A frequent question raised has been, "Why don't we just put a smartphone or laptop in front of the worship space to capture the

service and broadcast it on YouTube?" The simple answer is, it's not that simple. The quality of video from a basic webcam is very poor at anything beyond a few feet. The audio from a cell phone or laptop in the worship space is not clear and hard to hear. Additionally, it still takes someone to set up and monitor the device as it streams to YouTube. Fortunately, we have built our experience, capabilities and equipment since the begin-



ning of the pandemic and plan to offer a simplified livestream of our worship using a one camera approach and audio tied into our PA system. We still need to secure volunteers to operate the equipment each week. This is our six-month interim solution.

Longer term the committee will need to consider a broader approach and capabilities for our online presence. This goes beyond livestreaming worship and is more externally focused on those who may not be aware of, or worship at Trinity Lutheran. This may include things like a consistent approach to Facebook, Instagram, YouTube, Tik-Tok and podcasts. We are seeing

great opportunities that could help us introduce people to Christ and a life of following him. We are looking to determine how we can help more people grow in their life of faith especially generations where technology is an integral part of how they receive information and communicate.

As we move forward we want to include members of our congregation in the process. We need to hear how this ministry might impact you. How you are making use of it. How you are sharing it with other people. We also want to ask you to look beyond the needs in our congregation and dream about ways we can reach out to other people specifically those who might not be as comfortable coming into a church facility. What new ministry possibilities might an enhanced online presence be for us. We want to discern where the Holy Spirit is leading us together.

Please pray for this group as we work to continue the mission of Trinity through new and exciting channels.

Online Ministry Committee of the Council

*Jody Doro,  
Rob Weinandt  
Marina Benoy  
Richard Voss  
Pastor Tim Vadis*



## Northern Lakes Drop In Center (NAMI)

Trinity Lutheran supports work being done in our Rhinelander community to help people manage their mental health needs. Our congregation has opened up our lower level for the Northern Lakes Drop In Center for their use during the week. The drop in center is a peer run support group and is managed by their coordinator Linda Jacobson. Here is a report from Linda that helps highlight the great work they are doing to serve people in need:

First, let me start by saying it has been just fabulous getting back into swing of things at the center! The volunteers are stepping up! Our house meetings are back and daily chores are once again being completed by the members. More support on Tuesdays and Thursdays is much needed. For now, Sue is our volunteer on those days and we really need her freed up for supportive activities and other assignments. She has been able to, once again, get the support of area restaurants! We now will have 4 providing meals for us each month!!

Next, I am so excited that NAMI Northern Lakes Center has been invited to attend the Light Up the Night Wellness

and Recovery Fair on the 23rd of September from 2p.m.-6:30p.m. at Hodag Park. There will be over 15 other agencies from the area. Sue Janik and Shaina Miller will be joining me to run our booth. We are looking forward to getting our information out to more prospective members and to meet others in the area who are supporting the recovery of our community.

My hope is for the community to see that, we, at NLC are here to support them on their road to recovery no matter how long or short that may be. I also hope we will find more members who can help our center run as effectively and smoothly as possible. There really is a place for everyone here, as well as a need for everyone in recovery to be here. It takes a lot of people to run this center smoothly and effectively.

Last, it has been decided to have this year's retreat be a one-day event. We will have 5-7 presenters and it will be held from 9-7 on the 2nd of October. I have contacted C.T.'s deli and Joe's Pasty Shop for our meals. The sign-up sheet is up at the center along with meal choices and the rest of the info will be coming soon.

We are requesting that all who participate to be vaccinated for the safety of our members as well as the presenters.

Numbers for August:

- 17 members stopped by for a total of 86 visits
- 7 members used 34.25 of Certified Peer Specialist hours
- 9 members met 8x's for Support Group
- 49 meals were, once again, enjoyed together

Thank you all, for your continued support!

Sincerely,

*Linda Jacobson – Coordinator*



NAMI, the National Alliance on Mental Illness, is the nation's largest grassroots mental health organization dedicated to building better lives for the millions of Americans affected by mental illness. What started as a small group of families gathered around a kitchen table in 1979 has blossomed into the nation's leading voice on mental health. Organizations who work in your community raise awareness and provide support and education that was not previously available to those in need.