

Annual Report

Trinity Evangelical Lutheran Church, ELCA

235 N. Stevens St. Rhinelander, WI 54501

September 1, 2022—August 31, 2023

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Trinity Staff Directory

Pastor Kari Vadis-Cell: 715-437-0770 kvadis@cometotrinity.com

Pastor Tim Vadis-Cell: 715-437-0774 tvadis@cometotrinity.com

Church Office: Connie Threlkeld office@cometotrinity.com

Financial Administrator: Marina Benoy: 715-367-0086; mbenoy@cometotrinity.com

Lead Musician: Tiffanie Ory

Custodian: Eva Mahner

Trinity Leadership 2022/2023

Council Members

Josh Pudlowski, President
Mick Cole, Vice President
Deb Johnson, Secretary
Sheryl Seefeldt, Personnel Committee
Mary Taylor, Faith Formation Liaison
Jody Doro, Audit Committee Liaison
Sue Johnson, Worship Committee Liaison
Harvey Mathisen, Treasurer

Worship Committee

Sue Underberg
Margo Morey
Robin LeMoine

Property Committee

Peter Leick
Rick Brice, Secretary
Rich Reitz
Andrew Sieker
Jim Buss

Endowment Committee

Vacant
Vacant

Nominating Committee

Jodi Brice
Jan Johnson

Personnel Committee

Sheryl Seefeldt – Chair
Sue Johnson
Ellen Leick

Faith Formation Committee

Mary Taylor
Laura Eagleson
Kelly Kaster

Audit Committee

Judy Nossler
Rick Taylor

Finance Committee

Larry Petersen, Chair
Harvey Mathisen
Gary Peterson
Marina Benoy, Secretary

Stewardship Committee

Al Hofstetter
Carole Hansen
Rob Wienandt

Synod Assembly Voting Members

Mick Cole
Lonnie Cole

**TRINITY EVANGELICAL LUTHERAN CHURCH
ANNUAL CONGREGATIONAL MEETING
October 30, 2022 - 10:30 a.m.**

CALL TO ORDER: President Josh Pudlowski called the meeting to order at 10:47 a.m.

ATTENDANCE: 62 members were present (in-person and via Zoom) establishing a quorum.

AGENDA: A motion was made by Yvonne Molinski, seconded by Harvey Mathisen, passed unanimously: ***“To approve the meeting agenda as presented”***.

OPENING PRAYER: Pastor Kari offered an opening prayer.

APPROVAL OF MINUTES:

- A. A motion was made by Jerry Sheahan, seconded by DeAnn Mathisen, passed unanimously: ***“To approve the minutes from the 2021 annual meeting as presented”***.
- B. A motion was made by Keith McCaffery, seconded by Yvonne Molinski, passed unanimously, ***“To approve the minutes from the special congregational meeting dated September 25, 2022 as presented”***.

NOMINATING COMMITTEE: Yvonne Molinski mentioned challenges she and DeAnn Mathisen encountered while seeking volunteers for council, synod assembly and nominating committee. She thanked those who responded “yes”, strongly urging others to respond “yes” next time they are asked. Thank you Yvonne and DeAnn for your dedication and success at filling all the open positions.

ANNUAL ELECTIONS: Note was made that Sheryl Seefeldt has one more year on council to fulfill her 2-year commitment. Council members leaving are Jim Buss, Amy Schmidt and Robin LeMoine. Votes were cast by members present in-person and members via Zoom for synod assembly, nominating committee and church council.

Council: Josh Pudlowski, Sue Johnson, Mick Cole, Deb Johnson, Jody Doro. (Note: Per our updated constitution, the council will meet as a group immediately following today’s annual meeting to elect council officers among the new council members with the results being announced to the congregation in the near future.)

Synod Assembly: Mick Cole, Lonnie Cole, Jody Doro

Nominating Committee: Jodi Brice, Jan Johnson.

CONSTITUTION UPDATE COMMITTEE: Ellen Lieck presented that she will report to synod the results of the congregation’s second required vote as reported below. It is expected that synod will then approve our updated constitution.

Continued next page



CONSTITUTION AMENDMENT VOTE: The congregation completed the second of two required votes: *"To approve the constitution amendments as previously presented at the special meeting of the congregation dated 09/25/2022."*

NARRATIVE REPORTS: Pastor Tim mentioned that numerous narrative reports can be found in the annual report booklets which are available at the meeting: Pastor Tim, Pastor Kari, statistical report, council president, WELCA, Board of Property and NAMI Northern Lakes Drop-In Center.

FINANCIAL REPORTS: Harvey Mathisen presented Trinity's financial status as of 8/31/22 and the 2022-2023 financial plan summary; both reports are available in the annual report booklet. Harvey mentioned the water heater was replaced at a cost of \$4,800 financed by the Board of Property's budget. He also noted that our mortgage will be satisfied in full in July 2024.

FINANCIAL PLAN APPROVAL: Harvey presented a motion, seconded by Jody Doro: *"To approve the FY 2022-2023 budget in the amount of \$370,500, with the provision that if Trinity's financial position supports an increase the council is authorized to review and increase the Pastor's salaries to the minimum recommended by the Northern Great Lakes Synod of the ELCA, and exceed the approved budget by that amount"*.

Discussion followed with numerous comments from the group: Overall emphasis was that members of the congregation desire to see the pastors' salaries increase and are looking for increased stewardship and involvement from both the Sunday members and the Wednesday members. Rob Weinandt has volunteered to assist with the Stewardship Committee.

VOTE TALLIES:

Council: Sue Johnson 62 votes, Mick Cole 62 votes, Deb Johnson 62 votes, Josh Pudlowski 62 votes, Jody Doro 61 votes.

Synod Assembly: Lonnie Cole 62 votes, Mick Cole 62 votes, Jody Doro 62 votes.

Nominating Committee: Jodi Brice 62 votes, Jan Johnson 62 votes.

Constitution Update: 57 yes, 1 no.

Financial Plan: 61 yes, 1 no.

BALLOT DESTRUCTION: A motion was made by Harvey Mathisen, seconded by Rick Molinski, passed unanimously, *"To destroy all the ballots received from today's votes following the meeting today"*. (Note: On-line votes will be destroyed electronically.)

ADJOURNMENT: Josh closed with the Lord's Prayer and we adjourned at 11:22 a.m.

Respectfully submitted,

Deb Johnson (present via Zoom)
Council Secretary

Audit Committee Report

JULY 27, 2023

**2022 FINANCIAL YEAR
(SEPTEMBER 1, 2022 THRU
JULY 27, 2023)**

**AUDIT COMMITTEE RE-
PORT TO THE CONGREGA-
TIONS COUNCIL**

Committee Members: Hugh Jones, Rick Taylor and Judy Nossner. Also Present: Marina Benoy, Financial Administrator and Harvey Mathisen, Church Treasurer.

The Audit Committee met on Thursday, July 27, 2023, to examine Trinity's financial records, reports and internal controls for the fiscal year September 1, 2022 to July 27, 2023.

To reasonably verify their reliability and assure that Church assets are being safeguarded. The audit was conducted within guidelines that were restructured to co-ordinate with the bookkeeping system that is now in place.

SPECIAL NOTE: THE CURRENT GUIDELINES SHOULD BE RE-EXAMINED AND UPDATED TO CORRESPOND WITH THE CURRENT BOOKKEEPING METHOD/ SOFTWARE USED BY TRINITY LUTHERAN CHURCH IN RHINELANDER.

The following financial records were reviewed:

CASH RECEIPTS: Reviewed the trail of cash collections to the final deposit which included tracing count sheet deposits to Finan-

cial Administrator's records, identifying the recording of funds designated for special purposes, verifying a sample of members donations and the recording of them, observing the Count team to verify proper procedure.

BANK ACCOUNTS: Examined two random Ripco Credit Union bank statements to verify deposits to weekly count sheet and then reversed to verify count sheet to deposit.

Associated Bank supports our credit cards, Ripco Credit Union supports our general banking needs and Nicolet National Bank support our payroll banking needs.

EXPENSES: A random selection of two bank statements where multiple expenses were verified from invoice to payment and then reversed to verifying payment to expense.

PAYROLLS: Viewed W-4's and verified on-line filing and payment of W2's, 941's and WT-6.

CREDIT CARD TRANSACTIONS: One account with Associated Bank/ three cards issued to Pastor Tim, Pastor Kari and Marina Benoy. Random selections of credit card transactions were reviewed.

PETTY CASH: Cash and receipts were inspected and verified.

INSURANCE POLICIES: Policy was available for inspection, premium payments for liability and workman's compensation amounts were verified. **Recommendation:** Suggest Board of Property update the liability and appraised value limits once every three years with more than one quote (premium discount?)

CONCLUSION: The financial records of Trinity Church are thorough, readily understandable and appear to be done in an orderly and timely manner. It is the opinion of this Audit Committee that Trinity's financial records are in order and accurately represent the financial position of the Church.

Respectfully submitted, Judy Nossner, Chairperson, 2023 Audit Committee



**TRINITY LUTHERAN CHURCH
FY 2022/2023 FINANCIAL RESULTS SUMMARY
AUGUST 31, 2023**

\$6,445.73	AUGUST 31, 2022 CASH BALANCE
\$353,170.65	2022/2023 FISCAL YEAR INCOME
(\$329,500.05)	2022/2023 FISCAL YEAR EXPENSE
(\$27,789.50)	2022/2023 FISCAL YEAR MORTGAGE PAYMENT



\$2,326.83	AUGUST 31, 2023 CASH BALANCE
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FROM FINANCIAL STATUS REPORT ON THE NEXT PAGE

(\$303.84)	AUGUST 31, 2023 GENERAL FUND CASH BALANCE
(\$4,871.29)	AUGUST 31, 2023 RESTRICTED FUND CASH BALANCE
\$7,501.96	AUGUST 31, 2023 PAYROLL FUND IN BALANCE SHEET



\$2,326.83	AUGUST 31, 2023 TOTAL CASH BALANCE
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**TRINITY LUTHERAN CHURCH
FINANCIAL STATUS
AS OF AUGUST 31, 2023**

CASH REQUIREMENTS:

GENERAL FUND BILLS:

\$901.71 PAYROLL LIABILITIES (EMPLOYEE WITHHOLDING)
 \$598.07 PASS THROUGH ACCOUNTS

 \$1,499.78 TOTAL CASH NEEDS

\$1,195.94 GENERAL FUNDS IN CREDIT UNION (CHECK BOOK)
 (\$303.84) CASH OVER OR (SHORT) IN GENERAL FUND

RESTRICTED FUNDS:

\$6,224.78 YOUTH FUND - OLDER GRADES
 \$1,585.14 G&M (UNDESIGNATED)
 \$7,139.23 G&M (DESIGNATED)
 \$1,860.06 ENDOWMENT EARNINGS
 \$22,750.00 ENDOWMENT
 \$2,918.38 CAMPERSHIPS
 \$0.00 WEDDING FACILITY MANAGER
 \$60,000.00 RESERVED FOR CONTINGENCIES
 \$1,109.18 GARDEN FUND
 \$0.00 PRIOR YEAR INCOME DEFERRED
 \$17,770.64 INCOME DEFERRED
 \$121,357.41 TOTAL RESTRICTED FUNDS
 \$116,486.12 CREDIT UNION RESTRICTED SAVINGS ACCOUNT

 (\$4,871.29) CASH OVER OR (SHORT) IN RESTRICTED FUND

MISSIONS (INFORMATIONAL ONLY)

\$34,908.68 \$350,644.89 CURRENT OFFERINGS X 9.10% + \$3000 IN MISSIONS BUDGET
 \$34,902.00 ACTUAL EXPENDITURES (PAID TO DATE)

MARINA BENOY, FINANCIAL ADMINISTRATOR



TRINITY LUTHERAN CHURCH INCOME AND EXPENSE STATEMENT

09/04/2023 08:47 AM

Consolidated - August 2023

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	Current Period	Year to Date	Year to Date Budget	YTD Budget Difference	YTD Budget Percentage
INCOME					
CHARITABLE CONTRIBUTIONS	\$27,788.74	\$350,644.89	\$368,400.00	-\$17,755.11	95.18%
NON-CHARITABLE INCOME					
PROGRAMS INCOME	90.98	2,525.76	2,100.00	425.76	120.27%
TOTAL INCOME	27,879.72	353,170.65	370,500.00	-17,329.35	95.32%
EXPENSES					
GENERAL EXPENSES					
SALARIES & COMPENSATION	\$17,651.84	\$219,081.63	\$225,850.00	\$6,768.37	97.00%
ADMINISTRATIVE EXPENSES	1,446.81	29,696.39	34,900.00	5,203.61	85.09%
BOARD OF WORSHIP EXPENSES	29.75	1,703.38	2,500.00	796.62	68.14%
OUTREACH COMMITTEE EXP.	0.00	150.00	600.00	450.00	25.00%
PROPERTY EXPENSES	2,489.21	39,494.05	36,800.00	-2,694.05	107.32%
FAITH FORMATION COMMITTEE	1,492.63	4,472.60	5,850.00	1,377.40	76.45%
MISSION EXPENSE	2,772.00	34,902.00	36,800.00	1,898.00	94.84%
TOTAL EXPENSES	25,882.24	329,500.05	343,300.00	13,799.95	95.98%
EXCESS INCOME/EXPENSES	\$1,997.48	\$23,670.60	\$27,200.00	-\$3,529.40	87.02%
Mortgage Payments	2,367.78	27,789.50	27,200.00	(589.50)	
Spending Under/(Over) Income	(370.30)	(4,118.90)	0.00	(4,118.90)	
Mortgage Principle Payments					
09/01/2022 Balance		52,060.97			
8/31/2023 Balance		24,271.47			
Total Principle Paid		27,789.50			

12 Months =100% of Year Completion



**TRINITY LUTHERAN CHURCH
DESIGNATED GIFT AND MEMORIALS
AUGUST 31, 2023**

Gift and Memorial Category	Amount Designated
Pastoral Needs	\$200.13
Music Etc.	\$1,599.87
Altar Guild	\$111.30
Digital Sign	\$779.00
To Be Determined	\$1,200.00
Bench/Library	\$120.00
Outdoor Banners	\$116.71
Carpet/Remodeling Project	\$1,102.56
Youth	\$1,909.66
Total	\$7,139.23

**TRINITY LUTHERAN CHURCH
FINANCIAL PLAN
SUMMARY**

	2022-2023 PLAN	2022-2023 ACTUAL	PROPOSED 2023-2024 PLAN
INCOME			
OFFERINGS	\$368,400	\$350,645	\$389,150
PROGRAMS & MISCELLANEOUS	\$2,100	\$2,526	\$1,800
TOTAL INCOME	\$370,500	\$353,171	\$390,950
EXPENSES			
PASTORS (SALARY/BENEFITS)	\$177,700	\$179,988	\$189,030
STAFF	\$48,150	\$39,094	\$54,150
ADMINISTRATIVE	\$34,900	\$29,696	\$34,950
WORSHIP	\$2,500	\$1,703	\$2,500
OUTREACH COMMITTEE	\$600	\$150	\$750
PROPERTY	\$36,800	\$39,494	\$40,500
FAITH FORMATION COMMITTEE	\$5,850	\$4,473	\$6,050
MISSIONS	\$36,800	\$34,902	\$38,700
% OF OFFERINGS	10.00%	10.00%	10.00%
SUB-TOTAL EXPENSES	\$343,300	\$329,500	\$366,630
MORTGAGE PRINCIPLE	\$27,200	\$27,790	\$24,320
TOTAL EXPENDITURES	\$370,500	\$357,290	\$390,950
NET EXPENSE VS. INCOME	\$0	(\$4,119)	\$0

**TRINITY LUTHERAN CHURCH
BALANCE SHEET
AS OF AUGUST 31, 2023**

Current Year

ASSETS	
CURRENT ASSETS	
CASH - CHECKING	\$1,275.94
CASH - SAVINGS/INVESTMENT	123,988.08
Subtotal Current Assets	125,264.02
FIXED ASSETS	625,000.00
TOTAL ASSETS	\$750,264.02
LIABILITIES	
CURRENT LIABILITIES	
PAYROLL WITHHOLDINGS	\$901.71
PASS THROUGH ACCOUNTS	598.07
FUNDS ACTIVITIES	121,357.41
Subtotal Current Liabilities	122,857.19
LONG TERM LIABILITIES	24,271.47
TOTAL LIABILITIES	147,128.66
GENERAL EQUITY	\$603,135.36
TOTAL EQUITY	603,135.36
TOTAL LIABILITIES AND EQUITY	\$750,264.02

Membership Statistics & Faith Life Events

September 2022 – August 2023

MEMBERSHIP

Voting	264	Confirmed (0)	Non Member Funerals (3)
Confirmed	155		Ardis Joy Swenson &
Baptized	82	Deceased Members (4)	Edmond Irving Swenson
Associate	17	Charles Blomdahl	David Francis Garvey
		Otto Tulowitsky	Jeffrey James Jenkins
		Mavis Hicks	
Baptisms (5)		Ernest “Ernie” Schluter	Marriages (2)
Hawthorne Adilade Belling			Bryan Geertgens &
Emelia Lee Gonzalez		Member Funerals (4)	Cassandra Jerman
Nashton Alan Durkee		Charles Blomdahl	Derek Funk & Tessa Grill
Evelynn Jane MacFarland		Otto Tulowitsky	
Jacob Donald MacFarland		Mavis Hicks	
		Ernest “Ernie” Schluter	

Nominating Committee Report

As the council liaison for the Nominating Committee, I am excited to share that we have some new faces that will be serving in 2024: Rick and Jodi Brice have volunteered to be the Synod Assembly attendees in May 2024, and Shannon Houlette will be serving a term on the church council. Having newer members serve always brings new and fresh ideas to our committees and boards.

Asking members to serve can bring a lot of “no thanks” replies, but when you get a “YES!” it’s very rewarding and encouraging!

We are still searching for that “right someone” to fill another spot on council, and two members to serve on the Nominating Committee for 2024. I feel confident the Holy Spirit will nudge those people to step forward and help Trinity grow and thrive in 2024 and beyond.

Deb Johnson—Nominating Committee Council Liaison

Summary of nominees that will be on the elections ballot:

Council Position Nominees: DeAnn Mathisen, Shannon Houlette

Synod Assembly Attendees: Jodi Brice and Rick Brice

Nominating Committee: No nominees at this time



Faith Formation Committee

Faith Formation has a new look. We have formed a committee to update what faith formation is all about. We are working on ways to connect education with worship and provide spiritual growth for all ages of the congregation. We are looking forward to sharing what this will look like as the year goes on.

We are excited about Trinity's Mission Trip to Costa Rica, which is coming up in April, 2024. We look on this as a faith formation trip, as well as a mission trip. This is our opportunity to be a learner, server and listener, among other things. Going on a mission trip is about coming alongside the people and leaders we are serving, requiring us to trust God with our plans. The ultimate goal is to show people the love of Christ by building relationships with those in the community.

Mary Taylor—Council Liaison to the Faith Formation Committee

Property Committee Report

Our main function is to maintain our church building and grounds, make repairs and improvements as needed or desired. We have a Long-Range Improvement/Major Maintenance Plan, as well as our spring and fall Preventive Maintenance Schedules to guide us.

There were no major unexpected expenses this year. Here are a few smaller ones:

- Urinal repair in main bathroom - \$515.
- Basement sewer line cleaned out twice - \$790.
- Outside pillar was repaired – paid by snow removal contractor.

We had much higher cost this year for snow removal and utilities, causing us to end over budget for the year.

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

Peter Leick, Property Committee Chair

Master Facility Planning Committee

The Facility Planning Committee has been working on developing a 1,3 and 5-year plan for our facility. This committee consists of Pastor Tim, Josh Pudlowski, Rich Reitz and Rick Brice. The intended purpose was to be more proactive in assessing the maintenance needs of our facility.

We have looked at the mechanical systems in our building, as well as the items necessary to function as a congregation. These included

everything from electrical wiring, heating equipment, and painting, to computers, audiovisual equipment and copy machines for the office.

As we continued to meet, our focus turned to the current use of our building, and the impact we have on the Rhinelander community. We, at Trinity, strive to not only meet the needs of our members but also the needs and challenges of those around us. We

should all be proud that we can have such a positive presence in the community.

We discussed some possible things that may enhance our worship experience and how we interact with each other. I hope that we can all look forward to new ideas, experiences and continue to connect with one another.

Rick Brice—Committee Member

Stewardship Committee Report

Over the past year, our committee focused on what it means to be stewards of God’s creation, and how to share our insights with the congregation. WE moved from a “checklist” approach—time, talent, and money—to a lived stewardship model. How do I live my faith, and how, in response, do I give? We hope the congregation feels the growing excitement that our group is experiencing through this model.

We met weekly to discuss and to pray for renewed faith, joy and energy for living and giving here at Trinity. We found that we kept coming back to the ways that Trinity has been *blessed*:

Blessed with a strong, growing faith in fellowship with joy-filled members;

Blessed with faithful pastors who shepherd us and those new faith seekers who come to hear about God and then find a home at Trinity;

Blessed with a faithful congregation, and with members who step up to leadership roles, who take on tasks in the church, who share their gifts in the community and world, who dream and provide a vision for the future with God leading us.

Trinity’s blessings over the past year bring excitement and hope to our committee as we look to the future and ask God where He is leading us now. May our joy, our hope, and our service to others continue growing as we faithfully follow Him!

Carole Hansen, Al Hofstetter, Rob Wienandt

Lead Pastor Report—Pastor Timothy Vadis




day Coffee Fellowship resumed with the resolve of some dedicated members. Rob Wienandt and Gene Lynott lead the charge and helped restructure and simplify the preparation process. Guy Hansen helped update the coffee maker that saves volunteer time making pots of coffee. Josh Schmitz assisted by making the waterline plumbing connection for the new machine. Rick Brice was on the scene to help troubleshoot some glitches. And Margo Morey has graciously helped figure out the menu of baking of cookies and training people how to run the new coffee machine. The fellowship time is so important because it is when we can meet new people to our congregation, check in with one another and offer encouragement, support and Christian Fellowship to one another. This is a beautiful sign of the health and vitality of our congregation.

It is wonderful to see so many new faces in worship. Almost every Sunday I meet someone new to our congregation or get a chance to greet visiting family members or friends. This definitely adds a sense of energy to our services. It is especially amazing that we have been able to maintain strong attendance in the summer months when it is typical to see decreased attendance. We

are blessed with a vibrant worshipping community that gathers on Sundays and Wednesdays. I want to emphatically state that we are one congregation not two. Both worship times are unique and offer a variety of worship experiences. It tells us that the Spirit is certainly at work in our worshipping community. Thanks be to God.

I want to celebrate that our Sun-



It was great to get back on track with Adult Bible Studies! I was able to offer studies that had great participation with between 20-25 people attending. I offered a study on the book of Ecclesiastes which was in response to member interest in this book. I offered a study of Jesus' Final Week to help us enhance our observations of Holy Week. And now this Fall I am offering a study on the book of Jonah.

Over the past several years, Trinity Lutheran's leadership has intentionally worked to make better use of underutilized space in the lower level of our facility. The NAMI Northern Lakes Drop-in Center is one of the groups that now operates in the lower level Monday through Friday. They continue to provide people in the Rhinelander community support with mental health issues. They have expanded their work by hiring a part-time director and also have begun new support groups that meet in the evenings to better connect with families. Another group using the lower level is the Community Closet which provides clothing and household items free of charge to people in need. I am grateful to Jim Hohman for engineering new shelving units to help them better be able to display items and for Guy Hansen who helped him install the units. This program is open on Thursdays and sees upwards of 20 people each week. The goal of what we are doing to the space downstairs is to enhance our ministry by increasing our support of the greater Rhinelander community. I am so proud that our congregation is openly supporting the tremendous work these groups are doing in our community.

We are looking to reach a significant milestone next July 2024

as we will be paying off our mortgage! In anticipation of making our final payment, the council formed a Master Facility Plan Committee to look at both the maintenance needs AND ministry enhancements for the upcoming years. We want to be able to "hit the ground running" when we pay off the mortgage. The first goal is to have a 1, 3, and 5 year plan of priorities mapped out. Once these priorities are identified we will look to build up a Capital Improvement Fund. Thanks to Rich Reitz, Rick Brice and Josh Pudlowski for serving on this committee and helping us get a plan in place.

In June, we welcomed our new office secretary, Connie Threlkeld. She has jumped right in to learn how things operate and is helping us manage the variety of office pieces that support our ministry. We are so glad to have Connie on our staff team. It is with joy and sadness that we will be saying "goodbye" to Marina Benoy, our Financial Administrator. Marina has been a solid member of our staff team the whole time Pastor Kari and I have been at Trinity Lutheran. I am so grateful to Marina for all her work not only with the financial duties but also her willingness to help out in the office as needed. Marina will be missed, but we are happy that she will now have more time for other pursuits that have been waiting for her attention. In October, we look forward to honoring Marina's time with us on a special Sunday celebration after worship.

As we make the transition in the financial administrator position, Harvey Mathisen has graciously decided to continue as our congregation Treasurer. Harvey has helped us build up our financial oversight and brought great

stability in our congregation accounting. I am thankful that he is able and willing to continue his service.

In the background of supporting our staff has been the newly formed Personnel Committee of Sheryl Seefeldt, Sue Johnson and Ellen Leick. They have gotten right down to business updating staffing documents and policies. In addition to this work they have also had to coordinate job interviews and filling open positions. As the year comes to a close we are hoping to be able to announce soon that we have hired a new Financial Administrator.

To help build up a supportive framework for our ministry, the Stewardship Committee was reigned last fall. My thanks to Rob Wienandt, Carole Hansen and Al Hofstetter for the time and energy they have invested to help take us in some new directions. They have been seeking to realign us around two important values for community and compassion to strengthen how we invest our time, talents and treasures. I am looking forward to a revamped annual congregation meeting at the end of September.

Finally, thanks to all our volunteers and especially those who have taken on leadership positions. You are all doing great work and helping our congregation thrive. God is certainly blessing our ministry together. Trinity Lutheran is in a great position to move forward with growing and expanding ministries. May we rejoice in all the wonderful opportunities that God gives us to be of service to Him.

Team Pastor Report—Pastor Kari Vadis



I love an opportunity to make connections with people of all ages, and I especially appreciate when I see people of all ages making connections with each other.

An annual event that really highlights our Cross+Gen community is our Christmas Program. I love to see our shepherds and angels of all ages. I love to see the Magi lip sync or dance around with gifts for the baby Messiah in hand. Sometimes an adult or child will say to me, “How did you get my dad to wear an angel costume?” Or “How did you get my daughter to sing a solo?” The answer is: I asked.

I’m so grateful for the young people and the less young people who are willing to gather to tell the story of Jesus in a special way. This past year was a bit of a nightmare because we had to re-schedule it, but it still came together and some folks stepped into a different role at the last minute, which was so helpful!

This year’s Day Camp was in partnership with Faith Lutheran in Three Lakes. They shared 2 adults who helped daily, as well as Pastor Catie Ford who shared in the leadership. Fortune Lake Lutheran Camp sent us 5 incredible counselors including 2 who came through an international exchange program.

Our team of snack providers were exceptional this year. The generosity of time to provide 2 healthy snacks a day and greet the children with love added an exceptional element to the experience.

Another aspect of Day Camp that I saw this year in particular was the leadership of our middle and high schoolers as well as one college student. Seeing our young leaders share their faith and be junior counselors was moving for me.

I can’t thank Josh Schmitz enough for coming on the High School trip to Flathead Lutheran Bible Camp in Montana this summer. It’s not that he was just

some guy willing to go, but he was excited about the trip, willing to drive, and was open to the impact of this intense faith experience.

I’m appreciative of Josh Pudlowski and Tiffany Ince for creating the Trinity cup as one of our fundraisers because those cups are genius, and I love seeing people with them (and I love mine as well!). I’m also grateful to those who contributed to the Miles To Montana fundraiser. And another big help was that Harvey and Ellen Mathisen used their Thrivent Action Team funds (\$250) to help with seed money for the cup fundraiser which allowed our funds to go even farther.

I’m always moved by the congregation’s generosity in support of the faith of these young people. Having this connection across the generations reminds me that we’re in this disciple-making mission together.

Finally, I’d like to share a Cross+Gen ministry that may be hidden. All of our Confirmation Youth receive a mystery Prayer Partner who prays for the confirmand, sends encouraging notes and builds a connection all while keeping their identity a mystery, until their Confirmation day when we reveal their identity. It’s wonderful to grow connections across generations through the act of prayer. I can’t name all the prayer partners who have served in the past, nor the current ones (because it would destroy the surprise) but I’m grateful for the love that is showered upon those who are participating in this disciple-making ministry.

Being a part of this community that makes connections across the generations is a blessing to me and to my family. Thank You!



Worship Committee Report

The committees under the direction of the council that concern worship are the music committee, the decorating committee, and altar guild. We have been asked to highlight our goals and concerns for the coming year.

Music is an integral part of our worship at Trinity. We appreciate those who help provide music for our services. We would like to see a revival of our church choir or possibly the development of a youth/teen choir. We realize this requires musical talent and leader-

ship but we feel choir adds a dimension to worship, as well as providing an opportunity for artistic expression and fellowship. We have heard comments from the congregation that the choir has been missed.

The decorating committee has been working very efficiently. Decorating for Christmas is the most intense. There are usually enough volunteers. The only concern is that we stay alert and mark our calendars to give volunteers enough time to respond.

Altar guild could use more volunteers. Ideally, one person or team would only be responsible for setting up the altar one Sunday a month. Right now there are very few people to fill in when regulars are not available. The procedures are clearly printed and training will be provided for anyone interested in helping.

Sue Underberg - Altar Guild
Robin LeMoine - Music Comm.
Margo Morey -Decorating Comm.

Worship Attendance by Month

	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June	July	Aug
In-Person	696	760	736	367	880	607	632	694	599	461	557	435
Virtual*	482	760	510	982	890	656	592	876	394	416	558	170
Total	1,178	1,520	1,246	1,349	1,770	1,263	1,224	1,570	993	877	1,115	605

*Note: Virtual attendance is views multiplied by 2 per ELCA Guidelines

Personnel Committee Report

As part of our annual celebration, we would like to recognize and celebrate the staff here at Trinity Lutheran Church:

Pastor Tim and Pastor Kari have been with us since April 2006. For 17 years they have provided us with unwavering faith and dedication to our spiritual well-being. Their tireless efforts in building a stronger community of faith have brought us all closer to God and to each other. Thank you for being a guiding light in our lives.

Marina Benoy has been our Financial Administrator since October 2005. We want to cele-

brate the dedication and commitment she has shown throughout the years. Her contributions have been invaluable in achieving the goals of the congregation. Marina has been reliable, organized, and always a team player. We wish Marina well as she prepares to retire in October, there will be big shoes to fill.

Eva Mahner has been our Custodian since April 2017. For over 6 years Eva has played a vital role in maintaining our building in a safe and clean manner. Her reliability and consistency are qualities that we deeply value. Thank you for making our lives easier, we appreciate you.

Connie Threlkeld has recently joined the team in June 2023 as our Office Secretary. We all welcome Connie to the Trinity church family.

This last year, the personnel committee has been working to support the great staff here at Trinity by reviewing the policies and procedures for all personnel matters. This is directly related to the responsibilities we've been assigned in the Constitution.

Sheryl Seefeldt
Sue Johnson
Ellen Leick



Council President Report

Greetings,

In preparation for my portion of the annual report, I sat down and tried to reflect on all the events of the past year. I reviewed notes, emails, meeting agendas and monthly newsletters in an effort to provide insight on the improvements, changes and highlights of the last year. I wanted to ensure I didn't leave anything important out. I quickly found that there was so much more than I anticipated, so many ups and downs that our congregation has been through.

We have had countless celebrations together both large and small. Anniversaries and birthdays to weddings and baptisms. We have also experienced hardship together such as disappointment and loss. What became increasingly apparent was that through all these events, whether happy or sad, was the fact that we were together. We supported each other as a church family and worked to reach out beyond our walls to support others as well.

While the leadership of the church also had its share of ups and downs, issues to tackle and decisions to make, I believe that we too have much to celebrate. The transition to the new com-

mittee structure outlined in last year's updated constitution has gone well with improvements being made continuously. Leaders have worked to update policy and procedure (something I know is not really exciting but still important) and identify new ways to improve and grow our congregation. Vacant positions have been filled and new staff are fitting in well.

A Master Facility Planning Committee was formed to identify facility repairs and needs in the years to come as well as provide suggestions and recommendations for improved building use and functionality. Additionally, a Capital Improvement Fund (designated account) has been established, which will be used to save and provide funds for facility repairs and improvements outside the scope of the annual financial plan.

The one area that we continue to struggle in is finding enough volunteers to fill the needs of each committee and/or group. While there is certainly a core group of dedicated volunteers and leaders, many vacancies remain, often shifting additional tasks to others. It is only by the extra efforts of our existing volunteer base that there are minimal disruptions to the ser-

vices many have become accustomed to. My hope by mentioning this is to raise awareness within the congregation that additional volunteers are needed. If you are interested in volunteering in any capacity, I urge you to reach out.

Overall, this has been a year of growth and refinement. A chance to strengthen our existing relationships and build new ones. While challenges undoubtedly lie ahead, I believe we can take comfort knowing God has and continues to bless us leaving much to be thankful for. I am honored to have had the opportunity to serve as a part of the leadership team here at Trinity and look forward to the amazing things our congregation will accomplish in the year ahead.
Yours in Christ,

Josh Pudlowski
Council President

TRINITY LUTHERAN CHURCH WOMEN OF THE ELCA

ANNUAL REPORT

September 1, 2022 through August 31, 2023

CHECKING ACCOUNT		SAVINGS ACCOUNT	
BALANCE 9/1/22	\$6,277.94	BALANCE 9/1/22	\$143.67
RECEIPTS	\$11,417.68	RECEIPTS	\$0.00
DISBURSEMENTS	\$10,730.19	DISBURSEMENTS	\$0.00
BALANCE 8/31/23	<u>\$6,945.43</u>	BALANCE 8/31/2023	<u>\$143.67</u>
Receipts			
Bazaar	\$7,118.14		
BP Dividends	\$788.78		
Circle Offerings	\$141.00		
Funerals	\$538.98		
Memorials/Gifts	\$1,275.00		
Rummage Sale	\$1,555.78		
	<u>\$11,417.68</u>		
Disbursements			
Bazaar Ad	\$287.00		
Bazaar Change	\$500.00		
Circle Projects--Baby Kits, Health Kits, School Kits	\$1,340.65		
Funerals	\$335.33		
Quilting Expense-Cover Girl	\$4,113.39		
RAFP	\$2,395.96		
Ukraine	\$1,195.96		
WELCA-World Hunger	\$522.00		
Gather Magazine (2)	\$39.90		
	<u>\$10,730.19</u>		

Pam Karoliussen, Treasurer



NAMI Northern Lakes Center

Trinity Lutheran Church supports work being done in Rhinelander that helps people manage their mental health needs. For the past 6 years our congregation has opened up our lower level for the Northern Lakes Drop In Center to use Monday through Friday during the week. The drop in center is a peer run support group and is managed by their coordinator Linda Jacobson. This past year they also hired a part time director, Kristin Bonamo, to help develop their programming. They have now added several new support groups that meet a various times during the week. Here is a report from Linda that helps highlight the great work they are doing to serve people in need:

At the end of 2022, NAMI Northern Lakes Center had 5 State Certified Peer Specialists. However, since then two have stepped away and one needed to take a break, which leaves us with two highly trained and committed C.P.S. to serve our 50+ members. Our members used close to 400 hours of C.P.S. services.

Through the continued support of the Oneida County Food Pantry, we were able to share 980 meals and supply

food for parties and extra events, like the annual picnic! Many members live alone, so this may be the only time to enjoy company while they eat. We are also able to offer fresh fruit and bars for breakfast for those who don't/can't eat at home.

There were 100 Support Group meetings in 2022, and our Support Groups have been increased by adding an extra day to meet; Monday evenings at 4:30. We want to be able to serve more people who may be unable to attend meetings during the day. We have added two new Support Group facilitators, and have one more going for training in September. Our goal is to be able to offer Support Groups in more locations throughout our service area of Vilas, Oneida, and Forest Counties.

We are encouraged by the growth and strides we've made to bring the hope of mental health wellness to our members. As we look toward the future, we are excited to be able to offer one of NAMI's newest programs, "Hearts & Minds". This program is an educational wellness initiative promoting the idea of wellness in both mind and body.

I would like to end by sharing some of our members' comments about the NLC with you:

"It's given me a place to go when I have never had one before."

"It helps with the voices by not staying home alone."

"It helped me out of depression."

"The people that come are like me, in need of help."

"My recovery depends on it!"

"The people are very supportive, and that helps me be more social."

As you can see, we are making a difference, and this would not be possible without the community support, *especially* Trinity's! Thank you for your grace and hospitality!

Most sincerely,
Linda Jacobson
Coordinator @ NLC