

TRINITY

Evangelical Lutheran Church

Knowing Jesus and Sharing His Love

Annual Report 2023
Trinity Evangelical Lutheran Church
Ingleside, Illinois

2023 Annual Congregation Meeting

January 28 2024 (Meeting immediately follows the 10:00 a.m. service)

Agenda

Call to Order

Opening Prayer

- a. Appointment of Secretary and Tellers
- b. Determination of Quorum
- c. Adoption of agenda

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2023 Annual Congregational Meeting Minutes

Jan 29, 2023

Meeting called to order at 10:40am. By Gayle Harrop, President

Opening Prayer by Pastor Dale Ziemer

Secretary appointed: Carolyn Gratz

Tellers appointed: Brian Adams, Tom Morris

Quorum of 30 was met with 37 members present plus Zoom attendees.

Motion by Cindy Johnson- Second by Ed. Kramer to adopt the agenda as handed out.

Motion passed

Motion by Bill Rayner – Second Judy Perryman to accept the minutes of the Annual Congregational meeting January 23, 2022. Motion passed

Motion by Judy Perryman- Second Julie Hayes to accept the minutes of the Special Congregational meeting Feb. 11, 2022.

Motion passed

Motion by Tom Tredinnick – Second Cindy Johnson to accept the minutes of the Special Congregational meeting Nov. 13, 2022

Motion passed

Ministry Team Reports

A member of each of the 5 teams gave a short synopsis of the past year interspersed with the congregation singing verses of “Shine Jesus Shine”.

Worship & Discipleship: Rose Anne Hoekstra

Sunday School and Confirmation is being attended. The Statistical Report shows an increase in attendance at services. Trinity is moving forward.

Facilities: Bob Piepenbrink

Many items have been repaired. A wall will be put up in the Fellowship Hall between the Food Pantry and the hall. The kitchen has been upgraded to pass Lake County Health Dept. license requirements. Thanks to all who have helped accomplish these tasks. More things are being planned. The future of Trinity is looking good.

Fellowship & Service: Carolyn Gratz

Many exciting things are taking place. The kitchen is 97% complete. There are many groups which members can join. Our group works as a team and many hands make service to the Lord enjoyable.

Community Connections & Member Care: Cindy Johnson

Trinity's membership is growing. 18 new members were accepted this year. We have been involved with the Grant Township Business Fair. Mission projects includes the Veterans Closet and Rose of Sharon men's recovery home. Being involved at Trinity has been life changing, don't be afraid to say yes.

Communication: Gayle Harrop

The team is working on better communication between members, members to council and council to members. A Quarterly newsletter goes out to all members along with Trinity Connections emailed to members.

Refresh & Renew: All of the communication from members during the conversations held has been given to council. It is being turned into a plan for the future of Trinity. A Thank You to everyone on that committee for their work.

Vision Team: This team took the information from the R & R team and developed a long term sustainable path for Trinity. They researched the area and what Trinity has to offer. Three possibilities were discussed as to the future of Trinity. This information is being given to the Call committee.

Call Committee: Rose Anne Hoekstra

They are responsible to complete the site profile to be given to Metro Synod of Chicago. From this the synod will help with the call process. The committee will listen to sermons, meet with prospective pastors to determine a possible pastor for Trinity. The congregation will have the final choice to put out the call. A 2/3 vote of the members will be needed to pass this call. A question was asked as to how long this process will take before someone is our pastor? It depends on many factors. It could be a few months to a year.

Memorial Fund: As of 12/31/2022 the Memorial Fund has \$14,973.82. The Endowment Fund as of 12/31/2022 has \$2605.00. There are special envelopes available in the narthex for donations to these funds .Motion was made by Robin Adams second by Judy Perryman to accept all the reports.
Motion passed.

Financial Report: Brian Adams

Motion to accept the Financial Report was made by Kristen Stoyer second by Sam Kong
Discussion was held. There is an email directly to the treasurer if you have any particular questions.
Motion passed

2023 Budget: Motion was made by Sam Kong second by Jeff Neely to accept the 2023 Budget.

Discussion There is a big jump in the General Giving due to an increase of membership. Therefore, an increase in Executive expenses was included. This will cover the possible salary of a part time pastor. Also, many extra gifts have increased.
Question as to when was an audit held? There has not been an audit in the last few years. A committee will be form to accomplish this task.

Online giving is being adjusted to make easier donations.

Motion passed with voice vote: 36 in favor, 1 vote opposed

Congregation Council Election:-A unanimous vote was called by Nominating Chair, Judy Perryman, to elect the following to a 3 year term. All were elected.

Carolyn Gratz

Bill Rayner

Kristin Stoyer

Elaine Tredinnick

Nominating Committee 1 year term elected by voice vote

Robin Adams

Karen Kramer

Pat Lerner

Tom Morris

Member Comments:

Ed Kramer: Thank You to the council for their hard work.

Bill Rayner: Thanks to pastor Dale Ziemer for keeping the council focused on all this planning and organizing.

Pastor Dan Shuttles: Thank you to Tom & Elaine Tredinnick for organizing the Thrivent members in getting \$1500.00 from Thrivent to put on events.

Karen Zetterlund: Thank You to both Pastors Dan and Dale for all their hard work this past year.

A motion to adjourn by Cindy Johnson second Bob Piepenbrink to adjourn at 11:55 am.

Meeting adjourned by Gayle Harrop with the Lord's Prayer.

Respectfully Submitted

Carolyn Gratz

Council Secretary

Special Congregational Meeting Minutes

Sunday, August 13, 2023

The meeting was called to order by President Bob Piepenbrink.
The meeting opened with a prayer from Pastor Dale Ziemer
Teller Tom Morris took roll and verified a quorum of 52 members
Verify Quorum is met and identify requirement for 2/3 majority vote.

Tellers have verified a Quorum and identified the number of voting members present to be 52. The motion required 2/3 of the attending voters to **pass and would therefore need 35 votes to be approved.**

President Piepenbrink stated the rationale for this meeting:

“It is Trinity’s mission to “Know Jesus and Share His love” and today we are looking at the end of a long road that has brought us to this place in our journey. With the implementation of this Pastor Sharing Covenant, we are taking the untrodden path to allow both Trinity and Shepherd of the Lakes be able to continue their respective missions. By combining our resources and working together to resolve any and all future issues we are addressing one of the financial burdens many congregations in today’s times are facing. So, while getting to this point is the end of a long road, more importantly it is the start of a new road to continue our journey to “Know Jesus and Share His Love”. Therefore, the Trinity Council has recommended the following motion and presents it to the Congregation for your approval.

Council Secretary Rose Anne Hoekstra read the motion:

A discussion followed regarding the use of the phrase “a called pastor.” Jane Gemein felt the article “a” might be misinterpreted. She offered an amendment changing the article “a” to “the” since technically Pastor Gonyea calls with Shepherd of the Lakes the wording was changed to **“To enter into a limited agreement with Shepherd of the Lakes Lutheran Church of Grayslake to share pastoral services as spelled out in the Pastor Sharing Covenant. And, in so doing, afford Rev. Ann Gonyea all of the rights, privileges and responsibilities of the called pastor of Trinity Lutheran Church.”** Nancy Knapp seconded the motion.

The vote was called and the amendment seconded again by Nancy Knapp. The amendment was approved by voice vote.

Tellers distributed ballots Members were asked to place an X in the box by the word YES to approve the motion or place an X in the box by the word NO to reject the motion. Then fold the ballot in half and pass it to the center aisle to be collected and counted.

Tellers counted and presented the results: 51 ballots were marked “YES” and 1 ballot was marked “NO” The motion carried.

President to be announced to the congregation that the Covenant between Shepherd of the Lakes Lutheran Church of Grayslake, IL and Trinity Evangelical Church of Ingleside, IL on Tuesday, August 15, 2023 and that Pastor Ann Gonyea would begin work on August 16, 2023. Her first day to conduct worship will be on September 4, 2023.

Respectfully submitted,
Rose Anne Hoekstra
Congregation Secretary

President's Letter

Annual Report 2023

Friends in Christ,

Once again it is hard to believe that we have made another trip around the sun. Another year and now it is time to continue the journey of knowing Jesus and sharing His Love.

A big part of this Annual Report for 2023 is, in fact, looking back at the accomplishments that Trinity has had. Each of the five ministries, Worship and Discipleship, Community Connections and Member Care, Finance & Facilities, Fellowship and Service, and Communications, have put together individual reports outlining their accomplishments. Please take the time to look through them and marvel at the gifts God has given us. Take some additional time to consider any way that you can serve our Lord by helping our Ministries with your time, talents, and treasures that come from God.

I frequently think back to my high school days when I had a tennis coach and teacher who posted above his chalkboard the words of Ralph Waldo Emerson; "Nothing Great was ever Achieved without Enthusiasm." I looked up the derivation of the word enthusiasm and it comes from the roots en — in or within — and Theos — God. It means **having God within or being one with God**. God's gift of enthusiasm gives everyone a special kind of energy. Trinity has achieved much this past year and I think a lot of that has to do with everyone's enthusiasm about our Faith and Ministries.

I believe that one of Trinity's major achievements this past year was the creation and signing of the Pastor Sharing Covenant with Shepherd of the Lakes in Grayslake. With the signing of the Pastor Sharing Covenant our Churches achieved an amazing goal that has brought mutual advantages to both. By working closely together we will identify and resolve any issues that come up and continue to move forward with God's help. I am still amazed at the way God worked through all of us to achieve this agreement and have Pastor Ann as our shared Pastor with Shepard of the Lakes. As we start our next trip around the sun I pray that God will be within all of us so that we can enthusiastically continue our journey of knowing Jesus and sharing His love

It has indeed been a year of Great achievements. I would ask everyone to enthusiastically consider all of the reports in this Annual Report 2023 and prayerfully consider how you can use your time, talents, and treasures to help Trinity reach out to our members and our surrounding communities to know Jesus and share His love.

In Christ,

Bob Piepenbrink, Council President

Pastor's Letter

January 28, 2024

To my Siblings in Christ at Trinity Lutheran Church, Ingleside, Illinois:

Hallelujah! I will give thanks to the Lord with my whole heart,
in the assembly of the upright, in the congregation.

**Great are your works, O Lord,
pondered by all who delight in them.**

Majesty and splendor mark your deeds,
and your righteousness endures forever.

**You cause your wonders to be remembered;
you are gracious and full of compassion. (Psalm 111: 1-4)**

Psalm 111 is a hymn of praise sung by an ancient congregation as they remember their trust in God's goodness. I feel like this could be the song of Trinity. It has been just a few months since I began my call as Pastor here. I know there are still learning curves ahead. I still have much to learn about all of you as we continue to walk this first year together. And I'll admit, there are times that I feel uncertain about it all, as I'm sure is the case with some of you too.

Perhaps that is why Psalm 111 appealed to me as I thought about our annual meeting, and as I think and pray about the year ahead. We are all doing something quite new here and this hymn of praise is a beautiful reminder that we too are people of this steadfast God. We can trust that God knows any uncertainty we might feel and responds with graciousness and compassion, turning challenges and worries into wonders and righteousness.

Hearing the lyrics of this hymn helps me deal practically with the challenges of a new call and reminds me not to let what is challenging overshadow all the good stuff that is already happening ... the beginning of so many new and rich relationships, invitation into the sacred space of leading worship at Trinity, learning and engaging in the life-giving ministry that is already taken place here. I am blessed to be welcomed into all of it.

As we look to this new year, my overall goal will remain getting to know Trinity – from individuals to small groups and the community generally.

There are a few new things that are underway already too.

- Our worshiping life has been full of Spirit!
- We confirmed two of our youth and welcomed 25 new members.
- Trinity's Stewardship Team organized our Stewardship Celebration and will continue to meet regularly to help bring faithful stewardship resources and encouragement throughout the year.
- Our Stephen Ministry program is restarting.
- Because of the nature of our pastor-sharing agreement with Shepherd of the Lakes Lutheran Church, we have already started to build new ecumenical relations and ministry together.

Great are your works, O Lord, pondered by all who delight in them!

Although there will be things to figure out in the days to come, these are examples of what I believe we can continue to expect in 2024 and beyond. I am excited and grateful to be singing hymns of praise in the congregation with you!

Your sister in Christ, Pastor Ann Gonyea

Pastoral Acts (September-December, 2023)

- Sep 25, 2023, Installation as shared pastor at Trinity, Ingleside
- Oct 15, 2023, Wedding of Tom Atols and Debora Benz (Pr. Dan Sutter, officiant)
- Oct 9, 2023, Funeral and committal of Paul Kiiskila, Justen's Funeral Home, McHenry, IL; Ft. Sheridan Nat'l Cemetery
- Nov 5, 2023 Installation of New Members: Rhonda Bell; Ethel Falk; Bolatito "Tito" Ishola; Chad, Ali, Harper and Addison Linane; Antonio Moreno; and Christi Verity
- Nov 19, 2023, Affirmation of Baptism (Confirmation) Kylie Farmer ad Kev Schweitzer

Ministry Highlights (September-December, 2023)

- Stephen Ministry reactivation following pandemic/interim period
- Wednesday Night Zoom Bible Study Group
- Installation at Trinity and celebration with Shepherd of the Lakes
- Campfirmation (Confirmation Camp) Retreat at Lutherdale
- Combined Thanksgiving prayer services with Shepherd and Seventh Day Adventist Congregation of Round Lake
- Stewardship Celebration and ministry
- Confirmation Class co-lead
- Midweek Advent Holden Evening Prayer
- Christmas Eve worship in collaboration with Shepherd of the Lakes

Statistical Report for Trinity Lutheran Church

January 1, 2023 - December 31, 2023

Total Membership at the end of 2022	326
Members Received	
By Baptism	
Child	2
Adult	0
By Transfer/Affirmation of faith	23
From other sources	0
Total Received in 2023	25
Members Removed	
By Death	4
By Transfer	2
Other	0
Total Removed in 2023	6
Total Membership at the end of 2023	345
Confirmations	2
Funeral/Memorial services	7
Weddings	1
Average Total Attendance in 2023	90

Worship and Discipleship

Rose Anne Hoekstra, Elaine Tredinnick

Worship and Music

Worship: Thanks to Ed, Pastor Ann, the Trinity Choir, the Altar Guild the Live Stream Team and readers, worship assistants, communion assistants, acolytes, ushers, and those who work behind the scenes to make worship work smoothly every Sunday.

Bell Choir for making this Christmas eve a joyous celebration with their beautiful ringing. This would not be possible without the help and kindness of Eunice Mueller who is allowing us to use these wonderful instruments. They are planning on playing at Shepherd of the Lakes.

This year they had nine bell ringers some playing 2 and 3 bells at a time. They hope to connect with Shepherd of the Lakes bell choir and play at both churches. The members this year they had were Director Robin Adams, Bell Ringers Richard Gunnell, Christi Verity, Danene Dusenske, Kris Stoyer, Elaine Tredennick, Eunice Mueller, Karen Zetterland, Karen Kramer, and Jane Gemein.

Christian Education

Worship & Discipleship:

Worship: Thanks to Ed, Pastor Ann, the Trinity Choir, the Altar Guild the Live Stream Team and readers, worship assistants, communion assistants, acolytes, ushers, and those who work behind the scenes to make worship work smoothly every Sunday.

Recent Highlights: Candle-lighting ceremony on All Saints Sunday, reminding us of those who fell asleep in Christ this past year, Affirmation of Baptism on November 19 when two young people were confirmed in the faith. the Children's Christmas Program on December 17, a Christmas Hymn Sing lead by Christy Verity on the 4th Sunday in Advent at 10:00 a.m., and Christmas Eve Service at 5:30 p.m., both at Trinity on December 24. A Service of Lessons and Carols during Worship on December 31.

Sunday School: Sunday school is going well. We are seeing more children attending the children's sermon on Sunday morning. In addition to regular Sunday school after the service, Gayle has formed an additional lesson during the service, which helps keep families in church. Kudos to Gayle Harrop for making this program a success.

- **Confirmation:** Kev Schweitzer and Kylie Farmer were confirmed on November 19 and approved as adult members at the November 20 Council meeting. We currently have four 7th graders and two eighth graders enrolled in confirmation class. In the past, Confirmation in the past was a three-year program including grades 6-8. We have decided to convert the program to a two-year program of study. This change was made based on parent preferences and age-based readiness for some abstract concepts. 4-6th graders will be offered the opportunity to serve as acolytes. They will have their own Sunday school class.
- **Youth:** Pastor Ann is planning to form a combined youth group including both Trinity and Shepherd. A possible mission project is possible this summer. We are making an intentional commitment to include youth in the life of the church. You may have noticed our youth participating in the service. We are happy to see several high school students taking part in the service, communion, acting as worship helpers and readers, and helping with live streaming.
- **Adult classes:** Thursday Morning Bible study is going strong. The LOV group is hosting a study of the Psalms on the third Saturday of the month. The men's bible study with Our Saviour's of Arlington Heights is still meeting on Saturday mornings at 8a.m. We are also invited to participate in a bible study led by Pastor Ann on Wednesday. It a Night Zoom bible Study with Shepherd. Some Trinity people are registered
- ZOOM Link: https://us02web.zoom.us/meeting/register/tZlkfuGtqD4tHdOKjNI6gEy3u6_OF2lzCH11s

Community Connections and Member Care Team

2023 Annual Report

Council Representatives: Kris Stoyer and Karen Zetterlund

Stephen Ministry

In 2023 the Stephen Ministry program was on partial hiatus for much of the year. However, any Stephen Minister who had a care receiver continued to meet with the care receiver. Since Pastor Ann joined us at Trinity, she has fully committed to this valuable ministry. The Stephen Ministry team has been closely working with her towards revitalization. There has been a lot of groundwork in starting a group of new Stephen Ministers. In the spirit of community we will join forces with Shepherd of the Lakes in Grayslake.

Member Care

The Meal Train program has continued to meet the needs of those who need help with meals for a temporary period of time. This provides the opportunity for those delivering food to connect with members, offering companionship and support.

The Prayer Chain continues to be a tremendous support to those in need, letting people know they aren't alone in challenging times. The amount of "Prayer Warriors" continues to grow both in spirit and numbers.

Welcome/Hospitality

Each week members are greeted with an opened door, a friendly smile and a reminder to wear a name tag so that we can welcome visitors, get to know new members and better communicate with one another. Refreshments are also served on non-breakfast Sundays with many staying after the service to visit.

There are many pieces of information available at the Welcome Desk including a printed copy of the sermon of the week, opportunities and methods of giving, information about the ELCA and its missions, and Christ in Our Home daily prayer books. Visitors are encouraged to stop by with questions and to complete a "Special Guest" form.

New Members

This year Trinity was blessed to receive and welcome 25 new members.

Community Outreach and Mission Projects

This year we provided both food and warm winter wear to the Veterans Closet of Lake County. We also supported the Rose of Sharon men's recovery home. This ministry is ongoing.

Giving Tree project

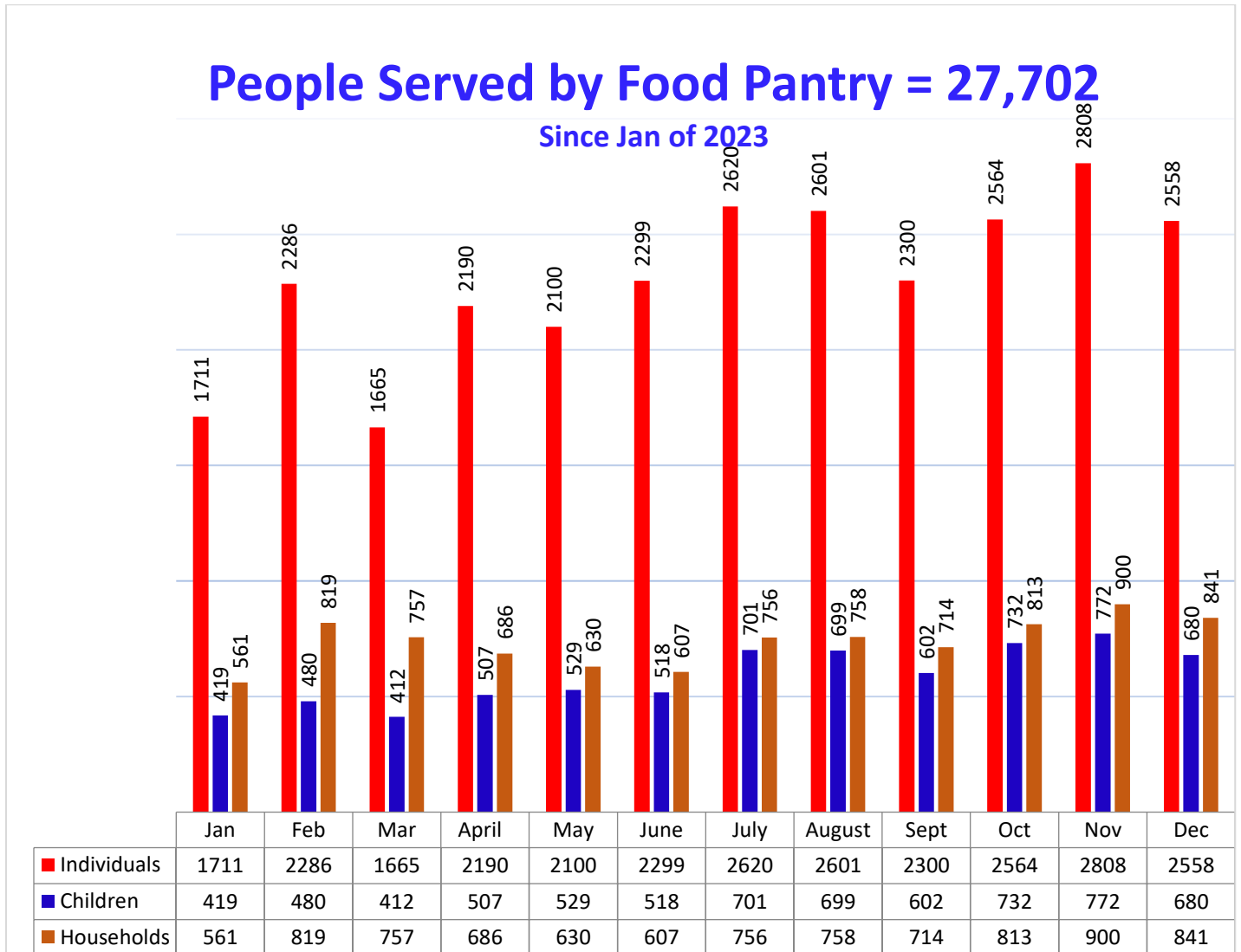
The Giving Tree this year was a big success! We had 45 families from our community and Trinity families that were in need of some cheer for this Christmas season. Many in the congregation came to the plate and helped by donating store bought clothes, toys, and gift cards for these families and children in need.

Even with the help of our congregation so graciously buying items we still fell short of supplying to all the tags on the tree. So, we asked Memorial and Endowment to help us out in supplying us with \$650 to help in the rest of the shopping for our families. Those that helped make this happen were Gayle Harrop, Robin Adams, Gay Schaaf, Judy Perryman, Mary Williams, and Jane Gemein.

Food Pantry

The food pantry has been very active in supporting the needs of the surrounding community.

Trinity continues to support our Cub Scout Pack 179 through the Christmas Wreath sale, collection of aluminum can tabs, and providing meeting and storage space.



Respectfully submitted: Karen Zetterlund and Kris Stoyer

Fellowship and Service Ministry Team Year End Report

Carolyn Gratz & Karen Zetterlund

2023 has seen many exciting things happening at Trinity.

In January 7 new members were brought into the church. Since then others have been added and many new people have attended services. They are expressing interest in becoming members. A new group will become members soon. Attendance at services has increased throughout the year.

Also, the First Sunday Breakfast attendance has increased from 55 in January to approximately 70 + in December. These breakfasts allow time to have fellowship with each other and introduce Trinity to people we have not met as a caring and fun place.

In September a group of ladies got together to make appetizers for St. Stephens Lutheran Church in Antioch. The church was closing and serving this to them after one of their last services helped the members through their time of sorrow at the closing. Since then a few of their members have visited Trinity on Sundays. St. Stephens has graciously donated the hand bells and equipment to Trinity. These were used on Christmas Eve. THANK YOU St. Stephens.

During the year 3 funeral luncheons were served for members families and 2 luncheons served for non-members families.

Special Fellowship Dinners were served during the year:

Easter Breakfast served 110 people

Corned Beef Dinner and Auction served 130 people (Donation to Madagascar Mission)

Forth of July Picnic served 75 people

Gratitude Sunday Turkey Dinner served 90 people of which 20 or more were from the Food Pantry

The Craft Fairs in April and October had 24 different crafters with 175 walk-in from outside. Most of the crafters were pleased with what took place and they will return for other fairs. One or two even attended Trinity services. Donations were given for E.L.C.A Disaster Relief as well as Ukraine Relief.

Vacation Bible School added simple dinners to the schedule. This allowed families to easily attend VBS without having to prepare dinner at home. The helpers also enjoyed the chance to eat before things started.

A CPR class was initiated by the Wellness Group. The Fox Lake Fire Department taught the class to approximately 25 – 30 people. The community was invited to attend.

The Christmas Cookie Walk was a great success. The L O V group baked enough cookies to fill and sell 66 boxes of cookies with 2 dz. cookies in each.

The future looks bright thanks to the help and donations of many. The kitchen has been updated and now passes all Lake County Health Dept. regulations. We have obtained a license from them to operate as a fully licensed kitchen in Lake County. This will open up many new opportunities for Trinity in the future. Plans are being made to use the Fellowship Hall not only for members needs but to open it up to the community for many outside events. THANK You all who have helped to make this possible. Much time and effort has been put into the Fellowship and Service Ministry this year. Thank You to all.

Financial and Facilities Team

2023 Annual Report

4 January, 2023

Mission Statement:

Goal: To bring about a sustainable financial path with engaged congregation members, equipped leaders, and managed facilities all supporting the Mission, Goals, and Ministries of Trinity.

Project(s) Status:

- Main Building/Grounds Maintenance:

- Open/New/ Projects :

- In February we had to replace the pressure relief valve three times in the month. Temperature setting was lowered a bit and the last valve continues to be operational.
- Service call was placed with Huemann Water Conditioning to inspect the water softener since it seemed that it was not using as much salt as in the past. Unit check out ok but he found a sticky valve that was replaced and cleaned up the system.
- We asked the Huemann serviceman if a filter in front of the water softener would make sense. He informed us that for unit the size of ours they usually do not because of the size of the jets and internal components.
- Dishwasher in the kitchen was repaired to allow it to reach proper temperature to achieve sanitize/rinse. There are still issues with controlling the temperature as the unit is getting old and parts are difficult to find at times. Looking into cost of replacement.
- Project to improve the areas used by the Avon Cares Food Pantry was completed. It included replacing two external doors to the Fellowship Hall, a buildup of the short wall separating the two spaces, acquisition of 7-foot-tall room dividers to provide flexible floorspace utilization, and installation of a utility sink to give the pantry cleanup facilities without necessarily using the kitchen. The entire grant of \$15,800 was completely used.
- There are two safes that were not being used due damage to the smaller drop-box type and a lost combination for the larger Meilink. Both were repaired and have been put back in service.
- Strip and Wax of tile floors in the basement was completed in May by Horn Cleaning Services. The work occurred over three day and happened without incident.
- There was an issue with debris collecting the washroom faucet aerators. It seemed to be primarily with the hot water so the hot water tank was flushed aerators cleared and the inline water filter were changed out. Changing filters and flushing the system were added to a list of regular maintenance activities.
- Ascension Lifts were contacted and their price for a one-story lift range from \$85K to \$95K for a self-contained unit that uses 110/120 AC, requires no pit and would fit in our existing shaft. Less expensive installations are available but are limited to home installs only.
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- While the kitchen has received its certification from the health department there are still several items that need to be worked on. The health department wants non-porous material to be used around the sink areas and the pantry. This work is still in process. The range hood failed that last inspection and we are looking into a new fan. We will likely need someone to engineer and install the larger fan.
 - The annual spring cleaning was accomplished and included not only mulching the usual areas but also significant trimming of the bushes around the building and cutting back of the weeds. Additionally, some new low maintenance plants were donated and planted near the front entrance to the church.
 - New two-sided signage for the church hallways was acquired and used to simplify directions for members and visitors.
 - A second AED unit (Automated External Defibrillator) was purchased and installed in the Fellowship Hall. The first AED unit is in the Narthex. In addition, each of the AED units has a Narcan nasal spray stored in it. Narcan is used to reverse the deadly effects of opioid / fentanyl overdose – 911 must still be called.
 - The Xerox copier was replaced as it was breaking down frequently and causing our Office Manager to need to work extra hours to recover. The new copier is a Kyocera copier/printer that will provide a lower cost solution than the old copier. We have also implemented job accounting on the new system that will allow us to track and charge back usage if Shepard of the Lakes decides that they have a use for printed materials.
 - Replaced lock and door knob on exterior door in kitchen after it was vandalized on Oct 13th. Police report filed and extra drive throughs by Lake County Sheriff department are being done.
 - A spreadsheet has been created to enhanced a means to track tasks that need to be complete by Routine Maintenance, Immediate Maintenance, and planned Budgeted Projects. The hope is that this will allow the Facility Team keep track of various tasks and problems so those items don't get missed.
 - Roger Ray Heating and Cooling was called in to do the annual inspection/service of the heating and cooling units. It was done in 12/7.
- **TYS Building:**
 - **Open/New/ Projects :**
 - A light fixture fell out of the ceiling and shorted the connecting wires (intermittent arcing). The police training unit called it in and shut off the power to that room. Tom Atols dropped the fixture and capped off the wires.
 - Building used bi-weekly for canine training by Lake County Police and Fire services.
 - Windows have been opened to provide ventilation and prevent further mold/mildew growth.
 - A new water leak was detected in the main chapel area of the building. The roofing contractor did the repair and we have not seen evidence of leaks.
 - Scrub trees and bushes were cleared from the east side of TYS building to improve airflow and minimize mold growth on the siding.
 - All restoration/repair activities are on hold for TYS until the disposition of the building is determined.
 - Signs installed directing mail and package deliveries to the main church. An additional large sign was placed in the parking lot in front of TYS to direct people to the church and Food Pantry. Mis-deliveries have seemed to decrease.

- **Utilities Management:**
 - Food Pantry is reimbursing Trinity approximately 1/3 of our total electric bill For the operation of their equipment. Their payments are currently up to date.
 - All thermostats set to 'Auto' for the current heating/cooling season.
 - MidAmerican Energy (electric) terminated support and we moved back to ComEd. The rate for kWh's was lower from ComEd than MidAmerica at the time of the cutover. Of course, rates in general increased significantly.
- **Telecom/Network**
 - Remote access has been set up for the office PC to allow our Office Manager to work from home.
 - There were several issues with the new office PC which caused it to overheat and lock up making remote access unreliable. A new PC has been donated and is planned to be installed by January 2024.
 - The ProcessMetric system was implemented to improve the manual processing of the old manual Purchase Order system. Requests for payment for various services has been improved significantly and our Office Manager had a significant workload lifted allowing her to do other more important tasks.
 - Project plan for the restoration and resynchronization of the Carillon system is to move it to the upper level of the TYS building where it's dry and the system can be cleaned and repaired outside of the damp basement environment. This is not currently scheduled.

Respectfully Submitted, Financial and Facilities Team

Brian J. Adams, Tom Atols, Ken Frank, Bob Piepenbrink

Communications Ministry

The **Communications Team** was established by the Congregation Council in 2023 in order to increase attention and development of improved communication both internally and externally (to community).

In 2023, the following means of communication were used.

For members/subscribers/people who attend worship

- Connections e-newsletter – every Wednesday
- Announcements at end of worship service each week for the first half of the year, modified to occur at the beginning of worship once Pastor Ann was installed.
- Announcements on TV in narthex on Sunday mornings
- Very important announcements will appear in bulletin
- Website
- Social Media – Facebook and Instagram pages

To reach the community:

- Facebook posts had a paid “boost” for numerous events throughout the year, including craft shows, Easter worship times, Christmas worship times, and Vacation Bible School. Ash Wednesday Ashes-to-go information, and Corned Beef & Cabbage Dinner.
- Many thanks to the volunteers who change the outside sign on a weekly basis. Especially Pastor Dan!
- Outside vinyl banners for Christmas, Easter, VBS, Craft Shows, Corned Beef
- Did an Easter Advertisement in the Daily Herald

Metrics:

MailChimp (weekly Connections newsletter)

- We have 231 subscribers, averaging a 55% open rate

Facebook

- Did Christmas “ad” which had 3,528 impressions (the number of times it was seen), 1,641 reach (the number of unique people who saw the post), and 101 engagements (the number of people who engaged through reactions, comments, shares, and clicks).
- We now have 420 followers. 23.5% men, 76.50% women. 28% are over the age of 65, 15% between 55-64, 13% between 45-54, 11% between 35-44, 5% between 25-34, 2% 18-24, with the balance 26% unknown.
- Livestream – we typically have 8-10 people on Facebook. This past Sunday was very cold and we had a perhaps all-time high of 16 people on livestream. Remember that many people watch the service at times other than the live timing. This number doesn’t account for those who watch, for example, on Sunday evening.

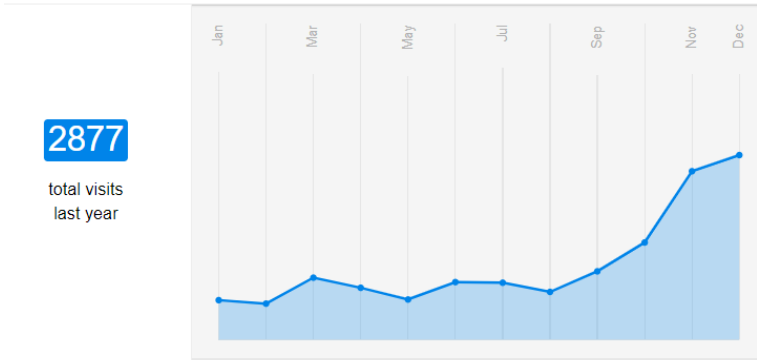
YouTube

- 50 subscribers
- We average 14.4 views per week We had 20 views on Christmas Eve Service. As a reminder, we livestream to 3 locations: youtube, facebook, and our website. This metric is for youtube only.

Website

- 40 subscribers
- 2877 total visits last year – graph below shows recent increase in visitors
- We average 240 visits per month
- The livestream portion of the website shows about 87 views per month, 25 unique visitors. Also, 21% watch live whereas 79% watch recorded.

Website visits in 2023



Our website livestream (www.trinityonthehill.org)

- 21% watch live, 79% watch recorded.
- Christmas eve service had 20 views. Dec 17th and Jan 7th service were 13 each.

The below “most viewed” is for our website livestream only, but we can infer that the trend for our Facebook and YouTube pages would be similar.

Most Viewed Broadcasts

1. Easter 8:30 am Apr 9, 2023 8:20 AM - 9:35 AM
2. 11:00 Easter Celebration Apr 9, 2023 10:51 AM - 12:09 PM
3. Good Friday Service Apr 7, 2023 6:52 PM - 7:58 PM
4. 9:30 Worship Service Feb 5, 2023 9:24 AM - 10:37 AM
5. Christmas Eve Service Dec 24, 2023 5:00 PM - 6:58 PM
6. 9:30 Worship Service Apr 23, 2023 9:24 AM - 10:36 AM
7. Pastor Ann's Installation Sep 24, 2023 2:57 PM - 3:27 PM

Looking to 2024, we would like to see more people "opening" the weekly CONNECTIONS e-newsletter. Did you know that we can tell if you open the newsletter each week? Let's increase that percentage! Additionally, when you see a Facebook or Instagram post, "like" the post and maybe even share it! If you don't share that post about the Spaghetti dinner, your friends don't see it. But, if you "share" it, then it goes into your Facebook feed which greatly increases its visibility.

Or, maybe the sermon really resonated with you. You can "share" the video of the worship service and even let your friends know where to watch (e.g. Children's sermon which starts 25 minutes into the video). Did Ed play your favorite song? Share it! Your help with this supports Trinity's mission of "Knowing Jesus and Sharing His Love".

We want ALL people to feel more strongly that there is a place for them at Trinity! The Communications Team has a big job and we're looking for people with the gifts of writing, organization, time for phone calls/mailings, and graphic arts. Please consider helping this team in 2023.

Members of the Communications Team: Linda Piepenbrink, Linda Schoensiegel, Pat Leners, Dina Kenney, Gayle Harrop, Kimberly Frank

Mission Endowment and Memorial Funds Committee

2023

The Mission Memorial and Endowment Funds Committee was established June 14, 2009, to receive and administer bequests, estates, insurance, memorials and other assets for Trinity Evangelical Lutheran Church to the Glory of God.

The following members fell asleep in Christ in 2023:

Dan Borke, Jeanette Bretschneider, Kristine Johnson, Paul Kiskiila, Emilie Woods

There was one proposal submitted by the Outreach Committee requesting funds for purchasing gifts from the remaining Giving Tree ornaments. It was approved and reimbursement made from the Undesignated Funds category.

Committee meetings will resume early in 2024.

Although Trinity has encouraged the focus of donations be limited to four (4) categories: Christian Education; Facility Needs, Worship & Music, Outreach & Care, as well as the Endowment Fund, it is in Trinity's best interest, to also accept memorial gifts to the General Fund and the Emergency Fund.

Gifts to the Endowment Fund can be made in memory/recognition/honor of, just as they can be made to the Memorial Fund. The difference is that the Endowment Fund is an investment in Trinity's future, providing for our long-term mission and ministry needs, and we can only spend the earnings on an annual basis. Gifts to the Memorial Fund can be made to the four designated areas mentioned above. Both the principal and interest can be spent on approved projects.

Following is financial information as of December 31, 2023, for the Memorial Fund by designated categories, as well as the amount in the Endowment Fund. We encourage church and Council Members to submit proposals to this Committee for funding consideration, using the Memorial Project Proposal Form available through the office.

Memorial Funds by Category

Christian Education	\$	519.58
TYS		10.00
Facility Needs		2,222.88
Worship & Music		3,263.78
Outreach & Care		261.67
Undesignated		<u>8,615.91</u>

Memorial Fund Total

As of 12/31/2023 \$ 15,893.82

Endowment Fund

As of 12/31/2023 \$ 2,605.00

Respectfully submitted by the Mission Endowment and Memorial Funds Committee: Tom Morris, Chairman, Janet Peterson, Secretary; Bob Piepenbrink, Council President; Nancy Knapp; Jane Gemein *Ad Hoc* member

2023 Financial Highlights

*** June 2023 – Financial audit was completed by Don Day and Mary Williams

- A detailed report was made available to the congregation for review and a list of suggested actions was presented to the council.
- As a direct result of the audit, the following process improvements have been implemented:
 - A process was put in place to track all approvals on expenditures using the new Payment Authorization process.
 - The office safe was repaired and all monetary amounts being held overnight are now locked in the safe.
 - The church records safe was repaired and documents are now stored per synod guidelines.
- Several other suggestions (mostly process changes) were beyond our current scope or our abilities at this time but are still on the plate for the new 2024 council to pursue.

*** We entered into a pastor-sharing agreement with Shepherd of the Lakes church! First of its kind in this area!

*** We were running over \$30,000 behind budget in 'Giving' income for the year ... prayers were answered, and we were able to access approximately \$39,000 sitting in a PayPal business account that we didn't know we had access to leaving our net income in the black for 2023.

*** Our mortgage balance is currently \$889,047.60

We paid \$51,876.62 in interest this year at an interest rate of 5.95% and our loan should mature in December of 2037.

Availability of Audit Report

An audit committee was appointed consisting of three members of the Congregation. Trinity Council would like to express their extreme gratitude to Don Day, Mary Williams and Sam Kong for the effort and time they spent on doing an extensive audit of Trinity procedures, processes and bookkeeping. There were several areas of concern identified by the audit and we will begin addressing them as resources are available. A digital copy of the Financial Audit can be obtained by contacting the Trinity Office.

2023 YTD Summary

January - December 2023 Year-To-Date			
Actual YTD:		Budget YTD:	
Total income	297,423.35		303,150.00
Subtotal expense	254,924.94 (incl mortgage interest)		256,416.82
Mortgage principal	34,628.87		
Total Net	\$7,869.54		

Trinity Lutheran Church

YTD Income/Expense Budget vs. Actual

January through December 2023

	Jan - Dec 23	Budget	\$ Over	Budget %
Income				
5000 · Debt Reduction Campaign	2,622.47			
Total 4000 · General Giving	272,855.11	287,400.00	-14,544.89	94.94%
Total 5150 · Fellowship and Family Life	9,152.64			
Total 5100 · Youth and Family Ministry	10,573.64			
Total 5400 · Congregational Life Ministry	8,448.55	15,750.00	-7,301.45	53.64%
Total 5600 · Support Team Ministry	1,656.46			
Total 4900 · Fnd Rsr/Non-Budg	1,258.22			
Total 4950 · Misc Income/Loss	8.90			
Total Income	297,423.35	303,150.00	-5,726.65	98.11%
Gross Profit	297,423.35	303,150.00	-5,726.65	98.11%
Expense				
Total 7120 · Fellowship and Family Life	6,902.50	595.00	6,307.50	1,160.08%
Total 7150 · Youth	1,017.92	1,950.00	-932.08	52.2%
Total 7100 · Youth and Family Ministry Team	7,920.42	2,545.00	5,375.42	311.22%
Total 7300 · Outreach and Care Ministry Team	1,588.39	6,200.00	-4,611.61	25.62%
Total 7400 · Congregational Life Team	14,502.29	18,371.82	-3,869.53	78.94%
Total 7600 · Support Team	98,189.69	95,960.00	2,229.69	102.32%
Total 7700 · Executive Team	132,352.48	133,340.00	-987.52	99.26%
Total 5900 · Other Non Budget Exp	335.94			
Total Expense	254,924.94	256,416.82	-1,491.88	99.42%
Net Income	42,498.41	46,733.18	-4,234.77	90.94%

Trinity Lutheran Church

Statement of Cash Flows

January through December 2023

	Jan - Dec 23
OPERATING ACTIVITIES	
Net Income	42,498.41
Adjustments to reconcile Net Income to net cash provided by operations:	
1201 · Accounts Receivable	4,263.48
1216 · Pre paid contribution	-2,622.47
2010 · Dedicated Funds Payable:2029 · Food Pantry Infrastructure	-8,953.00
2010 · Dedicated Funds Payable:2023 · LOV Group	103.00
2010 · Dedicated Funds Payable:2075 · Memorial Fund payable	140.00
2010 · Dedicated Funds Payable:2085 · Building Maintenance Fund	7,790.16
2020 · Memorial Fund:2020.4 · Memorial - Worship & Music	350.00
2020 · Memorial Fund:2020.6 · To Be Designated Fund	570.00
Net cash provided by Operating Activities	44,139.58
FINANCING ACTIVITIES	
2300 · Mortgage Payable	-37,641.51
Net cash provided by Financing Activities	-37,641.51
Net cash increase for period	6,498.07
Cash at beginning of period	163,166.54
Cash at end of period	169,664.61

Trinity Lutheran Church

2023 YTD Balance Sheet

January through December 2023

		Dec 31, 23
ASSETS		
Current Assets		
Checking/Savings		
	Harris Checking - 2629	65,624.77
	Harris Savings - 3530	80,019.44
	Thrivent - Investment	7,209.67
	Memorial and Endowment - 4946	16,001.92
	Card Swipe Checking - 5047	808.81
	Total Checking/Savings	169,664.61
Accounts Receivable		
	1201 - Accounts Receivable	-5,006.16
	Total Accounts Receivable	-5,006.16
Other Current Assets		
	1230 - Petty Cash	150.00
	Total Other Current Assets	150.00
	Total Current Assets	164,808.45
Fixed Assets		
	1400 - Buildings	1,543,959.81
	Total Fixed Assets	1,543,959.81
TOTAL ASSETS		1,708,768.26

LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
Credit Cards		
	2024 · Church Credit Card - 5427	-3,718.43
	Total Credit Cards	-3,718.43
Other Current Liabilities		
	2005 · Building Security Deposits	750.00
2010 · Dedicated Funds Payable		
	2029 · Food Pantry Infrastructure	1,000.00
	2027 · Emergency Fund	20,340.00
	2023 · LOV Group	240.00
	2022 · Kitchen Fund	-10,737.09
	2021 · Evans Family Fund	175.00
	2030 · Trinity Food Pantry	328.00
	2035 · Stephens Ministry Fund	1,213.24
	2050 · SOS Program	10.00
	2051 · Evangelism Fund	1,801.30
	2055 · Library Fund	214.09
	2065 · Thanksgiving Dinner fund	-1,479.00
	2070 · Lyme Group Dedicated Fund	820.37
	2075 · Memorial Fund payable	1,716.20
	2085 · Building Maintenance Fund	69,255.12
	2087 · Youth Group Fund Raising	368.90
	2090 · Insurance proceeds	3,423.93
	Total 2010 · Dedicated Funds Payable	88,690.06
2020 · Memorial Fund		
	2020.1 · Memorial - Christian Ed	519.58
	2020.2 · Memorial - TYS	10.00
	2020.3 · Memorial - Facility needs	2,222.88
	2020.4 · Memorial - Worship & Music	3,263.78
	2020.5 · Memorial - Outreach	261.67
	2020.6 · To Be Designated Fund	8,430.91
	2020 · Memorial Fund - Other	1,185.00
	Total 2020 · Memorial Fund	15,893.82
	2100 · Endowment Fund	2,605.00
	Payroll Liabilities	101.40
	Total Other Current Liabilities	108,040.28
	Total Current Liabilities	104,321.85
Long Term Liabilities		
	2300 · Mortgage Payable	851,978.19
	Total Long Term Liabilities	851,978.19
	Total Liabilities	956,300.04
Equity		
	3000 · Retained Earnings	709,969.81
	Net Income	42,498.41
	Total Equity	752,468.22
	TOTAL LIABILITIES & EQUITY	1,708,768.26

**Proposed 2024 Budget
Filtered Summary**

	2023 Budget	Proposed 2024 Budget
Income		
Total 4000 · General Giving	287,400.00	290,938.41
Total 5100 · Youth and Family Ministry		9,000.00
Total 5400 · Congregational Life Ministry	15,750.00	6,000.00
Total 5600 · Support Team Ministry		3,400.00
Total Income	303,150.00	309,338.41
Expense		
Total 7100 · Youth and Family Ministry Team	2,545.00	7,450.00
Total 7300 · Outreach and Care Ministry Team	6,200.00	2,850.00
Total 7400 · Congregational Life Team	18,847.50	14,192.00
Total 7600 · Support Team	140,960.00	137,345.40
Total 7700 · Executive Team	133,340.00	147,501.01
Total Expense	301,892.50	309,338.41

**Trinity Evangelical Lutheran Church
Proposed 2024 Budget
Income**

	2023 Budget	Proposed 2024 Budget
Income		
5000 · Debt Reduction Campaign		
4000 · General Giving		
4110 · Envelopes/Cash	220,000.00	226,509.15
4112 · Simply Giving		
4112.1 · Thrivent Choice giving		203.50
4112-2 · Vanco Credit card	35,000.00	24,369.08
4112-3 · PayPal Giving		7,000.00
4114 · Retail Rebate Programs	2,000.00	
4115 · Prayerful Giving	35,000.00	31,756.68
4130 · Building Usage		
4134 · Scouts		
4139 · Basement Usage	1,100.00	1,100.00
4130 · Building Usage - Other		
4000 · General Giving - Other	-5,700.00	
Total 4000 · General Giving	287,400.00	290,938.41
5100 · Youth and Family Ministry		
5150 · Fellowship and Family Life		
5155 · Fellowship Dinners		3,500.00
5160 · Sunday Breakfast Money		4,500.00
5161 · Sunday coffee receipts		
5150 · Fellowship and Family Life - Other		1,000.00
Total 5100 · Youth and Family Ministry		9,000.00
5400 · Congregational Life Ministry		
5410 · Fundraising Events	15,000.00	6,000.00
5420 · Worship and Music		
5425 · Flowers - Regular	250.00	
5426 · Flowers - Christmas	150.00	
5427 · Flowers - Easter	350.00	
5420 · Worship and Music - Other		
Total 5400 · Congregational Life Ministry	15,750.00	6,000.00
5600 · Support Team Ministry		
5620 · Craft Fair Income		3,400.00
Total 5600 · Support Team Ministry		3,400.00
Total Income	303,150.00	309,338.41

**Trinity Evangelical Lutheran Church
Proposed 2024 Budget
Expense - Youth and Family Ministry Team**

Expense	2023 Budget	Proposed 2024 Budget
7100 · Youth and Family Ministry Team		
7120 · Fellowship and Family Life		
7121 · Fellowship dinner expenses	175.00	5,100.00
7122 · Sunday coffee supplies	420.00	
7120 · Fellowship and Family Life - Other		550.00
Total 7120 · Fellowship and Family Life	595.00	5,650.00
7150 · Youth		
7151 · Sunday School		
7151-1 · SundaySchool First Bibles	200.00	200.00
7151-2 · Curriculum	300.00	300.00
7151 · Sunday School - Other	100.00	100.00
Total 7151 · Sunday School	600.00	600.00
7152 · Vacation Bible School	750.00	500.00
7153 · Confirmation	200.00	300.00
7154 · Retreats/Camps		
7155 · Special Events	100.00	100.00
7157 · Rally Day	300.00	300.00
7150 · Youth - Other		
Total 7150 · Youth	1,350.00	1,200.00
Total 7100 · Youth and Family Ministry Team	2,545.00	7,450.00

**Trinity Evangelical Lutheran Church
Proposed 2024 Budget
Expense - Outreach and Care Ministry
Team**

	2023 Budget	Proposed 2024 Budget
7300 · Outreach and Care Ministry Team		
7310 · Evangelism		
7315 · Outreach	500.00	250.00
7317 · Ministry Programs	1,000.00	500.00
7320 · Advertising	1,000.00	900.00
7325 · Trumpet, Web and Pub.	100.00	100.00
Total 7310 · Evangelism	2,600.00	1,750.00
7330 · Welcoming		
7331 · Name Tags and Gifts	100.00	100.00
7332 · Post Card Mailings	1,000.00	500.00
7333 · Sunday Coffee Supplies		400.00
Total 7330 · Welcoming	1,100.00	1,000.00
7340 · Stephens Ministries	2,500.00	100.00
Total 7300 · Outreach and Care Ministry Team	6,200.00	2,850.00

**Trinity Evangelical Lutheran Church
Proposed 2024 Budget
Expense - Congregational Life Team**

	2023 Budget	Proposed 2024 Budget
7400 · Congregational Life Team		
7420 · Worship and Music		
7421 · Worship planning		
7421-2 · Documents - other		750.00
7421-3 · Copyright?License	750.00	500.00
Total 7421 · Worship planning	750.00	1,250.00
7425 · Chancel/Alter Guild & Acolytes		
7425-1 · Flowers-Regular	200.00	200.00
7425-2 · Flowers-Christmas	100.00	75.00
7425-3 · Flowers-Easter	200.00	200.00
7425-6 · Alter Guild - other	1,000.00	
7425 · Chancel/Alter Guild & Acolytes - Other	300.00	900.00
Total 7425 · Chancel/Alter Guild & Acolytes	1,800.00	1,375.00
7428 · Nursery Care	1,000.00	
7435 · Choir		
7435-1 · Music, etc.	200.00	150.00
7435-2 · Guest Musicians	200.00	200.00
7435-3 · Piano tuning	250.00	250.00
7435-4 · Organ Maintenance	250.00	250.00
7435-5 · Bell Choir		400.00
7435 · Choir - Other		
Total 7435 · Choir	900.00	1,250.00
7420 · Worship and Music - Other		
Total 7420 · Worship and Music	4,450.00	3,875.00
7440 · Woman's Ministry Group		
7470 · Library	200.00	

**Trinity Evangelical Lutheran Church
Proposed 2024 Budget
Expense - Congregational Life Team**

	2023 Budget	Proposed 2024 Budget
7480 · Stewardship		
7485 · Annual Stewardship program		
7485-1 · Envelopes	450.00	250.00
7485-2 · Simple Giving Fees	300.00	300.00
7485-3 · Pay Pal Fees	50.00	50.00
7485-4 · Credit card fees	50.00	50.00
7485 · Annual Stewardship program - Other	400.00	400.00
Total 7485 · Annual Stewardship program	1,250.00	1,050.00
7490 · Benevolence		
7490-1 · LSSI	82.50	250.00
7490-2 · Mission for Madagascar	82.50	250.00
7490-3 · World hunger	82.50	250.00
7490-5 · Misc. (specify)	4,400.00	3,667.00
7490 · Benevolence - Other	3,300.00	2,500.00
Total 7490 · Benevolence	7,947.50	6,917.00
7495 · Fund Raising	5,000.00	2,350.00
Total 7480 · Stewardship	14,197.50	10,317.00
Total 7400 · Congregational Life Team	18,847.50	14,192.00

Trinity Evangelical Lutheran Church
Proposed 2024 Budget
Expense - Finance and Facilities Team

	2023 Budget	Proposed 2024 Budget
7600 - Support Team		
7640 - Finance		
7645 - Bank Charges	150.00	600.00
7646 - Mortgage Interest		
7646-1 - Interest Expense	45,000.00	49,560.77
7646 - Payment - Other	45,000.00	40,187.23
Total 7646 - Mortgage Interest	90,000.00	89,748.00
7648 - Insurance	11,000.00	13,000.00
Total 7640 - Finance	101,150.00	103,348.00
7650 - Facility Management		
7655 - Inside Services		
7655-1 - Gas	10,140.00	7,245.00
7655-2 - Electric	8,900.00	9,752.40
7655-3 - Telephone/Internet	1,800.00	2,000.00
7655-4 - Sewer	700.00	500.00
7655-5 - General Building Maintenance	4,500.00	5,000.00
7655 - Inside Services - Other		
Total 7655 - Inside Services	26,040.00	24,497.40
7660 - Kitchen General Maintenance	1,000.00	2,000.00
7665 - Mechanical Services		
7665-1 - Mechanical Equipt. Maintenance	1,500.00	1,000.00
7665 - Mechanical Services - Other		
Total 7665 - Mechanical Services	1,500.00	1,000.00
7670 - General Building Maintenance	4,000.00	
7675 - Parking Lot and Grounds		
7675-1 - Refuse Removal	1,150.00	1,100.00
7675-2 - Snowplowing	3,000.00	3,000.00
7675-4 - Grounds Support	1,000.00	
Total 7675 - Parking Lot and Grounds	5,150.00	4,100.00

Trinity Evangelical Lutheran Church
Proposed 2024 Budget
Expense - Finance and Facilities Team

	2023 Budget	Proposed 2024 Budget
7680 · Cleaning		
7680-1 · Janitorial - Cleaning Supplies	500.00	500.00
7680 · Cleaning - Other		
Total 7680 · Cleaning	500.00	500.00
7690 · TYS Building		
7690-4 · Sewer	420.00	700.00
7690-3 · Electric	1,200.00	1,200.00
Total 7690 · TYS Building	1,620.00	1,900.00
Total 7650 · Facility Management	39,810.00	33,997.40
Total 7600 · Support Team	140,960.00	137,345.40

**Trinity Evangelical Lutheran Church
Proposed 2024 Budget
Expense - Executive Team**

	2023 Budget	Proposed 2024 Budget
7700 · Executive Team		
7710 · Personnel		
7720 · Organist Subs	1,000.00	3,200.00
7730 · Payroll Expenses	123,840.00	132,066.81
7750 · Pastor Subs	1,000.00	5,000.00
7760 · Seminars & Conventions		
7761 · Synod Assembly		700.00
7760 · Seminars & Conventions-Other		200.00
Total 7760 · Seminars & Conventions		900.00
7780 · Miscellaneous		
7800 · Office Expenses		
7801 · Stationary	500.00	
7802 · Copier	4,500.00	3,634.20
7803 · Office Expense - Misc.	1,000.00	2,200.00
7804 · Office Expense - Postage	1,000.00	500.00
7805 · Office expense Other (specify)	500.00	
Total 7800 · Office Expenses	7,500.00	6,334.20
Total 7710 · Personnel	133,340.00	147,501.01
Total 7700 · Executive Team	133,340.00	147,501.01
Total Expense	301,892.50	309,338.41