



***Pastor Josh Martyn***

Advent is such a wonderful season. Not only are we beginning to put up our Christmas decorations and making plans for Christmas day, we also get to enjoy our mid-week Advent services singing our favorite songs from Holden Evening Prayer by Marty Haugen.

Yet, sometimes we get so caught up in the preparation for Christmas that we simply forget what Advent is all about. The season of Advent, which comes from the Latin word *adventus* meaning “coming” or “visit,” begins four Sundays before Christmas and ends on Christmas Eve. Advent is the beginning of the liturgical year for Christians. During Advent, we prepare for, and anticipate, the coming of Christ. We remember the longing of Jews for a Messiah and our own longing for, and need of, forgiveness, salvation and a new beginning. Even as we look back and celebrate the birth of Jesus in a humble stable in Bethlehem, we also look forward anticipating the second coming of Christ as the fulfillment of all that was promised by his first coming.

Throughout the season of Advent there is also a theme for each week; *Hope, Peace, Joy, and Love*. As we come together in worship, we light a candle on the Advent wreath remembering each theme and how Christ offers us Hope, Peace, Joy and Love each and every day. So, for this Advent season I challenge you to meditate and pray on the theme for the week. During the first week I encourage you to see the ways in which Jesus gives you hope. Where do you see Christ offering hope in your life and how are you offering that gift to others? Then take the theme for the following weeks and apply them to the same questions.

Advent truly is a wonderful time of the year as we anticipate the coming of Christ. I encourage you to pray and meditate throughout this season on where Christ is in your life and how you can share the gift of Jesus with others. Blessings to you and your family this Advent and Christmas season.

Pastor Josh



Friends in Christ,

Tis the season... for public hearings, for mass shootings, for rioting, for forcing immigrants back where they came from, for political bantering and posturing, for threats and intimidation. What happened to us? We are transitioning from the most respected country in the world in the news because we were the model of democracy and morality to a county that is more likely to be part of a tabloid headline. Rather than having decent exchanges about politics over dinner we have been forced to avoid talking with each other for fear we might ruin our relationships. Pile all the above on the personal issues that we all have in our daily lives and it is not surprising that the average American's stress level has increased dramatically. What happened to us?

So, you are all probably wondering where I am going with this, is this an appropriate message for this time of the year? Tis the season... when we as Christians have yet another good reason to refocus on what is most important in this world, for celebrating the birth of Jesus, on Christ's unwavering love for us, on our love for one another, on forgiveness and redemption, on the promise of a seat at the right hand of the Father. Whether a person is a Christian or not, I believe that most people have an innate sense of right and wrong, what is moral and immoral, and how we should treat one another. This time of year brings Christians and non-Christians alike together giving us all the opportunity to share our love for each other, to rebuild broken relationships, to encourage each other in life's difficult twists and turns, and importantly, to set great examples for our children and others to follow. While I don't think Christians are any better than anyone else in the world, I do think that we as Christians should step up our game when it comes to issues of forgiveness and morality. Yes, we are all human. Yes, we all make mistakes and, yes, as Christians we ask for and receive forgiveness from God for our transgressions. Lord's prayer, "*And forgive us our trespasses, As we forgive those who trespass against us.*"

As we celebrate the birth of Jesus it is my hope that we also take time to set our differences aside. I encourage all of us to shine in our community, to lead by example, to proudly proclaim that we are God's children. We need to use more compassion and empathy when talking with one another. We need to listen more than we talk. We need to think about those whose opinions vary from our own as brothers and sisters in Christ, not as the opposition. WWJD? What would Jesus do? What would Jesus say? As we look to celebrate the miracle of baby Jesus perhaps we can all take time to prayerfully look inward and truly live our lives as Jesus taught us to do. May we allow the Holy Spirit to lead us and guide us in everything we say and do.

Merry Christmas, and may peace be with you all!

Mark Ryan

Council President



Sara McCaw  
Family Ministry

***Remember the sabbath day, and keep it holy. Six days you shall labor and do all your work. But the seventh day is a sabbath to the Lord your God; you shall not do any work...For in six days the Lord made heaven and earth, the sea, and all that is in them, but rested the seventh day; therefore the Lord blessed the sabbath day and consecrated it.***

**Rest and Re-creation**

When I have something to write, whether it is an article, skits for VBS, the children's Christmas program, or a sermon. I often write a draft and then take a break. It helps to leave for awhile and let it sit so that I can come back to the task with fresh eyes. Reflection can help to improve my writing. A rest can help re-create.

When God rescued the Hebrew people from slavery in Egypt, God gave them the gift of the Ten Commandments to help them live as a peaceful and loving community. Within that gift was the command to remember the Sabbath Day. For the Hebrew people, who had been living in harsh slavery, this may have been the best gift—a day of rest—a day of re-creation.

I worry about our society, which does not value rest and re-creation. We are flooded with messages to go, go, go. We are told to keep working even when we are sick. Constant business is admired and valued. God knows this is unhealthy and unwise. The Sabbath is a gift, which we often ignore.

I see this in our families. Schedules have become so frantic. Each member of the family is involved in many things, and the activities all together create a hectic pace that is exhausting. Weekends and summers are just as busy as weekdays and schoolyears. We have very little time to rest, to reflect, and to re-create.

The purpose of the Sabbath is to help us connect with our loving God and to regenerate. Constant work and business fills our time, but does not fill our soul. Taking a Sabbath fills our soul. It helps us to live in God's creativity and renew our connection with our God and the created world. It helps us find our place and readjust our perspective as one part of God's very good creation. Taking time away from our schedules, our work, our business can help us return to work with renewed energy and insight.

As I tell our students receiving new Bibles, we often leave gifts from God unwrapped on the shelf. The same is true for the Sabbath. During this Advent season, as we anticipate the coming of Christ, take the rest, good and faithful servants. Let God re-create in you a renewed spirit.

In Christ, Sara

## Sunday School News

*But these [stories] are written so that you may come to believe that Jesus is the Messiah, the Son of God, and that through believing you may have life in his name.*

John 20:31



*God's Word—Our Story*

**Sunday School is offered for all ages.**

- Preschool through 5th grade start in Fellowship Hall.
- Youth meet in the youth rooms under the sanctuary.
- Adults have classes upstairs in the conference room and in the LFC.

We have finished our units on **Ruth, David, and Solomon**. During Advent, we will learn the stories of the **Prophets who spoke of Jesus: Isaiah, Jeremiah, and John the Baptist**. We will use art, games, music, and drama to help us engage the stories.

**Children's Advent Program will take place on Sunday, December, 15!!**

### Bible Explorers

**A Pre-Confirmation Class for our 5th and 6th Grade Students!**

5th and 6th grade students are invited to a new class that will meet on Wednesday nights.

**During Advent, our class will meet from 5:45 to 7:00 pm, followed by worship at 7:00,**

December 4	Intergenerational Advent Event
December 11	Session #11: Teachings
December 18	Session #12: Jerusalem
December 25	Christmas, no class
January 1	No class

## Confirmation News



### 7th and 8th Grade Confirmation News

Confirmation is an opportunity for youth, aged 7th through 8th grade, to learn about discipleship.

Confirmation Class for 7th through 8th grade students meets during the school year on Wednesday evenings in the Fellowship Hall. **During Advent, our class will begin at 5:45 pm, followed by worship at 7:00 pm.**

### Discipleship Opportunities:

**Worship**—Confirmation Families are encouraged to sign up to help at a Wednesday or Sunday worship service as greeters, ushers, communion servers, or readers.

**Bible Study**—Attend Wednesday class; come to Youth Sunday School Class during the school year.

**Service**—Confirmation Families are encouraged to participate in two of the monthly service projects that are offered.

**Fellowship**—Confirmation Families are encouraged to participate in two of the monthly Family Ministry fellowship events offered with the church.

**This year we are engaging the stories of the New Testament.**

December 4	Intergenerational Advent Event
December 11	Session #10: Sending the 70
December 18	Session #11: Healings
December 25	Christmas, no class
January 1	No class

# Family Ministry

*Bringing generations together to share faith, service, and fellowship.*

## Fellowship and Mission Events for All Ages! Friends are always welcome!

### Youth and Children's Advent Worship Sunday, December 15

#### *"The Innkeeper's Sleepless Night"*

The children and youth will share the Gospel message at worship on December 15.

The central drama will be presented at both the 8:30 and 11:00 am worship services.

The whole program with all the children and youth will be presented at the 11:00 am service.

#### Practice Schedule:

- Wednesdays, December 4 and 11, 7:30 to 8:30 pm, drama team.
- Saturday, December 7, 10:00 am to noon, drama team
- Saturday, December 14, Middle School, 4th ,5th —10:00 am to 2:00 pm  
Pizza lunch served for all at 12:30 pm  
Preschool, K, 1st—1:00 to 2:00 pm

### High School Fellowship

We meet on the first and third Sundays for fellowship, games, food, and Bible study.

- **Sunday, December 1, 4:00 to 6:00 pm**  
Come to Sara's house (2057 Carter) for supper and a Christmas movie.
- **Sunday, December 15, 4:00 to 7:00 pm**  
We will have a Christmas Progressive Dinner and Secret Santa Gift Exchange.

### Family Advent Event

Wednesday, December 4, 5:45 to 7:00pm

All families and members are invited to the LFC for an interactive event to learn about the season of advent. There will be activity centers for families to explore together.



Come to the LFC at 5:45 pm to learn together, then attend worship at 7:00 pm

Bible Explorers and Confirmation families are required to attend as part of their classes.

### Christmas Gifts for Fulton Families

We will once again provide Christmas gifts for families from Fulton Elementary School.

The families are identified by the school counselor, and we are given information about needed gifts for the family members.



Tags will be available in the entry on December 1. Gifts need to be wrapped, labeled and returned by December 15.

### Christmas Brunch

**Sunday, December 15, noon**

After the Youth and Children's Advent Worship, brunch will be served by our high school youth in the LFC.

The proceeds from the brunch will be used to fund the High School Mission Trip to California.

## News from the Green Team

The Green Team, a subcommittee of the Stewardship Committee of Council, has been charged with the task to find ways that HTLC can be a more environmentally responsible congregation. We have written Green Guidelines to help our congregation get started with some green initiatives. **The council approved the Green Guidelines at its November Meeting.**

These guidelines are intended to help our congregation as a whole, and members as individuals, to make efforts to reduce waste as a first step toward environmental responsibility. They are as follows:

1. **Eliminate the use and purchase of Styrofoam** by our congregation and groups using our facility by December 2020.
2. **Use ceramic, stainless, glass or reusable plastic at all church meals and fellowship events** by discouraging the purchase, donation, and use of single-use disposable kitchenware.
3. **Distribute leftover usable food** to those who will eat it or to those in need.
4. **Work towards the goal of composting all food waste** through the City of Dubuque curbside food scrap pickup or garden composting.
5. **Encourage the practice of Refuse, Reduce, Reuse, and Recycle** as sustainable stewardship practices.

The Green Guidelines have an additional attachment with the reasons for the guidelines and an action plan. The Green Team would be glad to answer your questions or explain our guidelines further. You may get a copy of the document in the church office.

## Alternative Gift Giving

The Green Team also encourages families to consider their gift giving practices and consider these gift ideas:

1. Use reusable fabric or ribbon or recyclable bags and newspaper instead of gift wrap that is used once and thrown away.
2. Consider giving a charitable gift in honor of a loved one. This gift is given twice!
3. Consider shopping for gifts at fair trade stores or online from organizations like SERRV International.
4. Look for gently used or new gifts at the many charitable resale stores or consignment shops in Dubuque.

There flyers in the sanctuary with more information for alternative gift giving.

## High School California Mission Trip July 21-28, 2020

This coming summer, HTLC will send twenty youth and adults to California, Pr. Josh's home country, to experience mission in a new environment. We will work with Lutheran Services of California to serve the homeless community as well as former gang members looking to make a new start.

Why go all the way to California on a trip? Going away from our familiar surroundings can help open us to new experiences and perspectives. We will see a different culture outside our home state, and that will give us a new view of the world. Also leaving the familiar can take us outside our comfort zones so that we will meet God in a new way.

The trip will cost us some money, and our families have planned fundraisers to help us make our goal. HTLC has always been supportive of our youth and mission. We are asking for your support again this year to help us get to California.

## Fundraising Events

### Cookie Sale—December 8

- Our youth will do the work and make the mess, and you get to do the fun part.
- We are selling a **dozen Christmas cut-out cookies, baked or unbaked, and a decorating kit for \$10.**
- Please order you cookies ahead. They will be available on December 8.

### Christmas Brunch—December 15, noon

- We will serve a brunch featuring egg casserole, fruit cup, and coffee cake.
- Following the Christmas Program at 11:00 am worship, come to the LFC for some good food.
- **Reserve your spot. Brunch will cost \$7.50 for adults and \$5.00 for children under 10.**

### Silent Auction—December 15

- We have asked **Dubuque Area businesses to donate goods and services** for our auction.
- The bidding will take place during the brunch.
- There will be many items that could be given as Christmas gifts.

### Plague of Frogs—January

- Yes, those pesky amphibians are coming out of hibernation to visit you this new year.
- The youth are training now to become expert frog removers so they can help you as needed.

**OUR DECEMBER APPEAL.....**  
*Giving a gift of "Health"*

We have just finished celebrating Thanksgiving and are now making preparations for Christmas. We have much to be thankful for including our health and our access to health care. There are many in our community who do not have the resources that we have for health care.

Crescent Community Health Care began providing services in 2006.

The clinic was founded by a group of dedicated board members who saw the need for primary medical and dental care for the under-served people in the Dubuque community. Crescent has been providing primary and preventive care since then.



In 2018 Crescent Community Health Care served over 6,300 patients which included 1,555 children. Over 3,600 of the people served had no insurance. Of the people served, 200 were veterans. A gift through Holy Trinity in December will be used to care for people in our community who are most vulnerable.

As you do your shopping for Christmas consider giving a gift of "health" to people in our community with a donation to Crescent Community Health Care.

Dave Assmus, Stewardship Committee



**LITTLE FOOD PANTRY**

Thank you for your support of the two new food pantries at HTLC! Please put any donations you have in the marked boxes in the entry way so we can determine the best place for them. Suggested items are canned meats, small plastic jars of peanut butter, canned fruit and vegetables. No glass jars, please. Individual serving sizes are great! Think about what you would want to eat tonight and choices will be easy. We are also collecting paper products, gently used or new mittens, gloves, hats and coats. If you have any questions please contact Glenn Lichti (563-845-8832) or Gretchen Kueter (563-



The DBQ Food Pantry is in need of monetary donations to buy items for their clients that they do not receive.

Donations of money can be placed in the offering plate with the designation listed on the memo line of the check or on the envelope "Dubuque Food Pantry."

*Thank you for your generosity.*

**DECEMBER STEWARDSHIP**

Happy Church New Year and Advent Greetings! As we gather together in many ways to prepare for the celebration of the Christ child, we also want to extend a heartfelt THANK YOU for your continued generosity. The participation at the Consecration Sunday event on October 27 was amazing and the response with increased giving was wonderful. Although there was some confusion filling out the new *Estimate of Giving Cards* and some pledges had to be corrected, the increase remains over 10% with about 70 cards yet to be returned. If you haven't returned your card, please prayerfully consider what God is calling you to share towards or beyond a tithe. Cards are available on the usher's table in the sanctuary or in the church office.

At this time, giving doesn't fully fund the ministries planned for 2020 so it's important we receive all cards as soon as possible. This will allow the council and teams time to adjust plans if needed. Look for more details later this month and early January as we prepare the budget to be presented at the Annual Meeting.

Giving for 2019 continues to run behind. We encourage all members to fulfill pledges this month, and share additional gifts as finances allow. So many exciting ministries are happening at HTLC and are changing lives on a daily basis. With God's guidance and the generosity of our members, we will be able to support those ministries and start new ones as needs arise!

Thank you again for all your support!  
 Wendy Einsweiler, Stewardship Liaison

**FINANCIAL SNAPSHOT**  
**OCTOBER 2019**

YTD INCOME (Actual) -	\$ 401,507.46
YTD INCOME (Budget) -	\$ 411,584.00
* Surplus/(Shortfall) in Giving -	(\$ 24,133.81)
YTD EXPENSES (Actual) -	\$ 433,828.93
YTD EXPENSES (Budget) -	\$ 456,106.00
YTD Net Surplus/(Shortfall) - (Actual)	(\$ 32,321.47)

*Your gifts make a difference - thank you! If your giving is behind schedule, please catch up soon to close the gap. If you feel called to give beyond your pledge, your generosity would be greatly appreciated!*

**AREA EVENTS—HTLC EVENTS—MEETINGS  
MARK THE DATE—PLAN TO ATTEND**

**SCHEDULED MONTHLY MEETINGS**

- ◆ **LWR QUILTERS:** LWR Quilters will not be meeting in December and January. They will return to quilting the 1st Tuesday in February, weather permitting. Contact Diane Kalmes (920-344-6148) dmkdik72@outlook.com
- ◆ **PRAYER SHAWL MINISTRY:** 2<sup>nd</sup> and 4<sup>th</sup> Tuesday at 9:30 am to 11:30 am in the Conference Room. Contact: Rose Tolzmann (563-590-3033) rosetolzmann@gmail.com
- ◆ **DUBUQUE MEMORY CAFÉ:** every 2<sup>nd</sup> Thursday at 10:00 am in the LFC. Contact: Cheryl Rose (rosesiowa@aol.com or 563-590-1989)
- ◆ **DORCAS/MARTHA CIRCLE;** every 3rd Wednesday at 9:30 am in the Library.
- ◆ **WOMEN'S ECUMENCIAL BIBLE STUDY;** the 2nd and 4th Tuesday of the month at 11:30 am to 12:30 pm in the Library.

**FINANCIAL YEAR END 2019**

The last weekend of December concludes the current fiscal year for our church offerings. Any additional gifts you want credited for 2019 giving need to be in the church office by **3:00 Tuesday December 31, 2019 or postmarked by December 31, 2019.**

Thank you for your generosity to HTLC and for your gifts throughout the entire year!

**2020 FLOWER CHART**

The flower chart for 2020 is posted in the entryway. You can sign up to provide altar flowers for our Sunday Worship Service. The flowers are \$37.45 for two arrangements. Butt's Florist will bill you directly. Their new address is 3220 Dodge St., Suite 106. Thank you for your generosity to help create our environment for our Sunday and Wednesday Worship Service.

**CHANGE IN GRIEFSHARE SCHEDULE**

Nov. 20th was the last session for 2019. NEW session will start on Wednesday January 8, 2020 at 6:15 pm and run until 8:00 pm. Contact Sue Minter at (815.541.1161) or go to Griefshare.org to register.

**CHRISTMAS DECORATING**

Everyone is invited to help set up for final Christmas preparations on Monday, December 23 from 10 am to 12 pm. Questions: contact Diane Kalmes (920-344-6148)



**ADVENT**

*'The Journey to Bethlehem'*

Join us this Advent season as we await Jesus' coming through Holden Evening

Prayer worship and learn about Mary and Joseph's journey to Bethlehem. Services will be held Wednesday evenings on December 4th, 11th, and 18th at 7:00pm in the sanctuary.



**CHRISTMAS EVE AND CHRISTMAS DAY WORSHIP SERVICES**

**Tuesday December 24th**

We invite you to join us for our Christmas Eve Worship at 4:00 pm or 8:00 pm.

**Wednesday December 25th**

There will be a joint Christmas Day Worship at Wartburg Seminary at 10:00 am.

**Sunday December 29th**

There will be one Worship Service at 10:00 am.

**DECEMBER ADULT EDUCATION CLASSES**

**December 1 and 8:** Winston Persaud will lead us on our spiritual journey with a Bible Study on: In Christ, A new Creation. We will look at the many ways in which we are daily given new life through Christ.

**December 15:** Winston Persaud will give a presentation on the Lutheran World Federation Consultation on "We believe in the Holy Spirit: Global Perspectives on Lutheran Identify," which took place in Addis Ababa, Ethiopia, 22-27 October 2019. Winston was one of the presenters at this international consultation.



Victoria Bode	12/01	Audrey Kilgore	12/20
Patricia Pearson	12/01	Dominic Mills	12/20
Jessie Goldsmith	12/02	Greg Kivlahan	12/20
Rena Stierman	12/02	Linda Pauly	12/20
Tatum Honda	12/02	Benjamin Moore	12/21
Shelly Godwin	12/03	Luciana Quinn	12/21
Chloe Plumley	12/03	Burnell Smith	12/21
Paul Herburger	12/03	Elizabeth Montgomery	12/21
Paige Schweikert	12/04	Mya Olson	12/23
Sabrina Staade	12/04	Sarah Martyn	12/23
Jeff Montgomery	12/05	Isabelle Zozaya	12/23
John Chesterman	12/05	Carly Lembke	12/24
Wyatt Droessler	12/06	Zachary Tiernan	12/24
Char Homan	12/06	Mariah Zozaya	12/24
Joel Janeczek	12/06	Anderson Wagner	12/25
Lily Fettkether	12/06	Erin VanLaningham	12/25
Alec Kueter	12/06	Linda Sewell	12/25
Myles Page	12/06	Addison Kaiser	12/26
John Dye	12/07	Matthew Weinbender	12/26
Beth Rosenthal	12/08	Nicole Franke	12/26
Pyper Engler	12/09	Diane Solberg	12/26
Harrison Kivlahan	12/09	Verle Henricks	12/26
Isaac Lee	12/09	Ryan Michel	12/27
Jeremy Patrum	12/10	Gwen Woodhouse	12/28
Sarah Swanson	12/13	Mark Arnold	12/29
Ashley Wissing	12/14	Diana Fettkether	12/30
Charlene Franke	12/14	Samantha Wlochall	12/30
Maxine Biedermann	12/14	Mark Liaboe	12/31
Tanner Drish	12/14	Ron Appleby	12/31
Timothy Martyn	12/15	Alex Bode	12/31
Amanda Staade	12/15	Julia Stierman	12/31
Lisa Borchert	12/15	Kirstie Steging	12/31
Noah Jasper	12/15	Joshua Martyn	12/31
Jack Waskow	12/15		
Morgan Hawkins	12/17		
Richard Lewis	12/18		
Jaden Montgomery	12/18		
Sophia Jasper	12.19		

Roger and Cheryl Bagstad	12/20
Bill and Patsy Ball	12/18
Andrew and Michele Faubel	12/14
Darrell and Diane Kalmes	12/16
Richard and Martha Livermore	12/13
Joseph Pieper and Brenda Peterson	12/11



**WE REMEMBER THE FAMILY AND FRIENDS OF OUR DECEASED**

- *David Lopez* (brother of Marlee Tart)
- *Delores Lewis* (Mother of Paul Lewis)
- Remembering our brothers and sisters at Wartburg Seminary and St. Peters Lutheran on the death of *Rev. Dr. Gwen Saylor*.



**NOAH'S ARK SPOTLIGHT**

Noah's Ark is having an excellent 2019-2020 school year! Our enrollment is at capacity throughout almost all of the programs! We have a total enrollment of 50 children! There are children on wait lists already for next year. This is phenomenal growth for Noah's Ark!

As the Noah's Ark leadership looked at many of the changes that have recently happened—hiring a separate director, expanding teacher staffing, and opening an infant program and one-year-old program—a void is being filled in the Dubuque community. This is a very important ministry of Holy Trinity!

The children are very happy coming to school each day. The staff is working hard to provide the children with varied and exciting learning opportunities. Parents are thrilled with the care their children are receiving.

Quality child care is very hard to find. The reputation of Noah's Ark is strong and people are spreading the word about the growing programs and excellent teachers!

**It is almost time to register for preschool for the 2020-2021 School Year! There will be an exclusive registration period for current Noah's Ark Families and members of HTLC December 9th-December 12th. If you are interested in learning more about our programs please contact us. After December 12th we will begin open enrollment for other families in the community. Don't miss this window to secure a spot as our programs grow!**

Jenifer Montgomery, Noah's Ark Director  
 Director@NoahsArkDBQ.com—(563.203.7204)

**CONSECRATION SUNDAY THANK YOU**

Thank you to everyone that participated in the Consecration Sunday Worship and Celebration Luncheon. This new program was enthusiastically embraced and I'm so grateful! Special thanks to members that agreed to serve on the Consecration Sunday Team: Sue Tigges, Kristen Page, Bill O'Dell, Marissa Michel, Cris Houlihan, Marlee Tart and Pastor Josh Martyn. Thank you to the council and team leaders that assisted with confirming attendance and the office staff that put up with my numerous emails to prepare letters and announcements. A big THANK YOU to the Family Ministry team that assisted with LFC setup the night prior and those that stayed after the meal. There are too many to mention by name and if I tried to list them all, I'm certain I'd miss someone. Please know the success of the event couldn't have happened without all your support!



**Noah's Ark is having a great year! The school is filled with happy children who love coming to see their teachers and friends each day!**

**Here are some updates from each of the classrooms:**

### **Infant Monkey Room**

We are ahead of schedule on the new infant room! We have two children starting in December and the others will join us in the new year. The feedback from families has been very positive. We have a wait list already and people are eagerly telling their friends about this growing ministry at Holy Trinity. We see this as a need in our community, and the support from this congregation is a large reason why we are able to expand the program. Thank you!

### **1 Year Old Bear Room**

Our first infants at Noah's Ark, the "bears," are quickly turning into our one-year-old children. It is such a sweet environment for the young children. They love playing with each other and wait by the door in the morning until the rest of their friends arrive. Some of their favorite activities include crawling through the 6-foot tunnel, reading stories (especially those with flaps and different textures to touch), dancing to songs, and playing music with the egg shakers.

### **2 Year Old Hippo Room**

The "Hippo" classroom has undergone a few transformations! There are now two rocking chairs in the classroom. We are hoping this is helpful to families who use the nursery space on Sunday mornings. There is also a new carpet and toy bins to help organize the shelves of toys! The two-year-old children have new dress up clothes and have been enjoying playing make-believe with their friends. A HTLC family generously donated a new doll house to the classroom, and it turned into a favorite new toy immediately.

### **3 Year Old Lion Room**

The "Lion" preschoolers enjoyed all sorts of fall fun in their classroom. Their dramatic play center was a pumpkin patch and apple orchard. The children were able to go pretend apple picking and rake fake leaves. They enjoyed hammering nails into pumpkins and even made a pumpkin explode like a volcano. They learned about patterns with candy corn and pumpkins and made skeletons out of Cheetos. The children dug for spooky Halloween trinkets in their corn filled sensory table. They loved wearing their costumes to school and trick-or-treating in the church offices upstairs.

### **4 & 5 Year Old Giraffe Room**

The "Giraffe" 4 and 5 year old children are loving learning about musical instruments. They got to go to the sanctuary to learn about the organ and the drum set from professional musicians. Their classroom turned into a concert hall with a stage and real instruments the children could play. The stage had music stands and microphones, too! The children have also been busy cooking. They made salads and pancakes by following the recipes and measuring ingredients carefully. The preschoolers are spending lots of time practicing their letters and numbers with their teachers as well.

**Noah's Ark has a weekly family newsletter. If you would like to hear more about the school and be added to the distribution list, please let me know!**

**Please continue to spread the word about Noah's Ark to your friends, families, co-workers, etc. I love meeting with prospective families and word of mouth is the best way to share this ministry with others in our community!**

*Jenifer Montgomery, Noah's Ark Director  
563.203.7204 ~ Director@NoahsArkDBQ.com*



**Holy Trinity Lutheran Church Council  
Council Meeting Minutes  
November 19, 2019**

**Attendance:** Council: Dave Assmus, Jonathan Brown, Wendy Einsweiler, Tami Ernster, Lilly Hoefflin, Terry Hoefflin, Gretchen Kueter, Pastor Josh Martyn, Pastor Derek Rosenstiel, Mark Ryan, Gary Sewell, Marlee Tart, Sue Tigges. Absent: Kate Stierman Guests: Sara McCaw, Will Quinn

President Mark Ryan called the meeting to order at 6:29 pm and led the Council in devotions.

President Ryan reviewed the meeting agenda. Gretchen Kueter moved to approve the agenda, Sue Tigges seconded the motion. The motion carried.

Tami Ernster moved to approve the October 10, 2019, Special Council meeting minutes, the October 15, 2019, Council meeting minutes, and the November 5, 2019, Executive Committee minutes. Sue Tigges seconded the motion. The motion carried.

Vice President Sue Tigges reported that the Personnel Committee has made some changes with the office staffing. Pastor Josh is evaluating how best to assign all the tasks that need to be done. Pastor Josh has directed Cathy Nolan to work the hours necessary to get everything done. Discussion followed regarding do more people needed to be authorized to sign checks. Wendy Einsweiler moved that the Vice President and Treasurer be authorized to sign checks. Terry Hoefflin seconded the motion. The motion carried.

**Pastor's Report:** Pastor Josh reviewed his written report and shared that the past 5 days have been very busy. He is working on how to best organize the Office work load, JoAnn Kopp has agreed to help with the process. He is looking forward to leaving on a family vacation on November 20.

**Associate Pastor's Report:** Pastor Derek reported that he has been immersing himself in all the Holy Trinity Ministries. He has met with several staff of Dubuque Community social service organizations to learn what they are doing as he does not want to duplicate what is already being done in the community. He is working on ways to involve Holy Trinity members in outreach.

**Treasurer's Report:** Jonathan Brown handed out a summary of income and expenses for October, our expenses were \$2,461.36 greater than our income. He reported he had received a call from Family Community Trust regarding the Ora Gremmels fund as the balance is now less than \$10,000.00. Discussion followed regarding if the fund should be transferred to Premier Bank. Gretchen Kueter moved that we transfer the remaining Ora Gremmels funds from Family Community Trust to a designated fund account in Premier Bank. Gary Sewell seconded the motion. The motion carried

**Financial Secretary:** Marlee Tart reported that she is working with Cathy Nolan weekly to manage our cash flow. She has compiled the preliminary results from the New Consecration Sunday response. There are still over 60 outstanding pledge cards but currently the projected income for 2020 is around \$511,000.00 including seasonal gifts and loose plate offerings. For those giving units who did not turn in a pledge card, she used 2019 pledge figures.

All the Committees have turned in the first draft of their requests for their 2020 budget. Their requests combined with our projected administrative expenses yield a budget deficit of \$107,000.00 (i.e., greater than the projected income). The Committee requests includes \$40,000.00 from Building and Grounds for fixing the flat roof. Without the roof repair (assuming insurance proceeds will cover the majority of the cost), we anticipate a deficit of around \$67,000.00. Pastor Josh requested that each Council member needs to go back to his/her Committee and identify must-haves with the goal of looking carefully at what can be reduced so they can report back by the December Council meeting.

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**Old business:**

Emergency Response Task Force Update – no additional information.  
 Filling vacant Noah’s Ark Council position Pastor Josh reported that the Noah’s Ark Board is in the process of organizing and are working on appointing a Board member to serve on the Council.  
 Discussion on Balanced Budget process President Ryan pointed out we had discussed this during the Financial Secretary Report.  
 HTLC Logo Proposal President Ryan suggested that the ELCA congregations in Dubuque work together to come up with a logo for all the churches. Pastor Derek will bring this up with the Dubuque area pastors at the next text study.  
 Health Insurance Review President Ryan reported that he is working on this. He is finding that it is much more complicated than it appears to as it is not easy to split out some of the services that Portico offers. Because Portico bundles some coverage it is difficult to compare coverage of other plans.  
 Repayment of the \$22,000.00 loan from the Ora Gremmels fund: Current consensus is to wait until the end of they year to see where we stand financially.

**New Business:**

Appointing Audit Committee Sue Tigges is working on recruiting a person. Our constitution requires the Council appoint two people to annually review our financial transactions.  
 Gift of Property Holy Trinity has been approached about being gifted a small piece of property, along University Ave, adjacent to Holy Trinity’s property. It was decided that more information was needed related to costs, deed options and liability issues. Sue Tigges will investigate the various options.  
 Report from Finance Committee Sue summarized the November 12 finance committee meeting.

Terry Hoefflin moved that we extend the Council meeting past 8:00 pm. Gretchen Kueter seconded the motion. The motion carried.

**Committee Reports and Action Items**

Personnel Sue Tigges – see above

Building and Grounds Gary Sewell

**Action Item:** Committee requests that Council approves the expenditure of \$690.00 from the Grief Share dedicated account to purchase 20 chairs for the conference room and sanctuary. No action required as Council does not need to approve the expenditures of funds in a designated account.

**Action Item:** Committee request that Council authorizes Al Pline to dispose the Noah’s Ark Structure. Dave Assmus moved that we authorize Al Pline to dispose the Noah’s Ark structure. Sue Tigges seconded it. The motion carried, 9 yes and 2 no.

**Action Item:** Committee requests that the Council authorizes Al Pline to either dispose the Noah’s Ark puppet stage or move it into the drama room. Gretchen Kueter moved that the Noah’s Ark puppet stage be moved to the drama room. Terry Hoefflin seconded it. The motion carried.

Fellowship Kate Stierman

Stewardship Wendy Einsweiler

**Action Item:** The Green Team asks the Council to approve the Guidelines for Green Community Practices. Sara McCaw on behalf of the Green Team presented some voluntary Guidelines for Green Community Practices. Lilly Hoefflin and Will Quinn shared how important it is to take care of all of creation. Sara responded to questions. A sheet of supplemental information was also handed out. Pastor Josh moved that the Council adopt the Guidelines for Green Community Practices for Holy Trinity Lutheran church. Marlee Tart seconded the motion. The motion carried. The Guidelines read as follows:

**Continued on page 12....**

Guidelines for Green Community Practices for Holy Trinity Lutheran Church

Mission: As people of God, we are called to care for each other and all of God's creation for present and future generations.

Purpose: A. The Holy Trinity Green Team, a task force of the Stewardship Committee, proposes these beginning guidelines to protect God's creation together as a community.

B: These are the first steps toward becoming a greener and more sustainable congregation. These community practice items were prioritized by looking at what first could easily be accomplished at minimal or no cost and have the biggest impact.

- 1) Eliminate the use and purchase of Styrofoam by our congregation and groups using our building by December 2020.
- 2) Use ceramic, stainless, glass or reusable plastic at all church meals and fellowship events by discouraging the purchase, donation and use of single-use disposable kitchenware.
- 3) Distribute leftover usable food to those who will eat it or to those in need.
- 4) Work towards the goal of composting all food waste through the City of Dubuque curbside food scrap pickup or garden compost.
- 5) Encourage Refuse, Reduce, Reuse, Recycle as sustainable stewardship practices.

Outreach Gretchen Kueter

**Action Item:** Gretchen Kueter clarified that the Outreach Committee wants to be sure Holy Trinity members understand the best way to support our efforts to share food. The Committee recommends that all food items donated by Holy Trinity members be used to support our neighborhood Little Food Pantries. The Outreach Committee would like to encourage HTLC members to give monetary contributions to the Dubuque Food Pantry as it is a more helpful way to support their needs. They can then purchase necessary items for their clients that are not donated. Gretchen Kueter moved that all monetary donations go to the Dubuque Food Pantry and that all donated food items go to our Little Food Pantries. Terry Hoefflin seconded the motion. The motion carried.

Worship Terry Hoefflin

**Action Item:** Terry Hoefflin moved to approve keeping Christmas Eve service at 4:00 p.m. and moving the traditional service to 8:00 p.m. Wendy Einsweiler seconded the motion. The motion carried.

Family Ministry / Parish Ed. Tami Ernster

Noah's Ark vacant

Youth Liaison Lilly Hoefflin

STAFF REPORTS (written)

Office Manager

Family Minister

Kim Maiden

Sara McCaw

ANNOUNCEMENTS/CORRESPONDENCE

Mark Ryan

Gretchen Kueter shared she had received information from Hartig Drug regarding worship services times, etc. being printed on Hartig Drug shopping bags. It appeared that this information would be printed on plastic bags, so it was declined.

Communications to Committees:

Committees are to work on reducing 2020 budget request  
 Green team guidelines are approved by Council  
 Christmas eve services times are at 4:00 p.m. and 8:00 p.m.  
 Work on a Logo continues

President Ryan adjourned the meeting at 8:19 p. m. The Council closed by praying the Lord's prayer.

Submitted by  
 Dave Assmus  
 Holy Trinity Lutheran Church Council Secretary

**HOLY TRINITY LUTHERAN CHURCH**

1755 Delhi Street...Dubuque, Iowa 52001

Office Hours: 8 am - 4 pm (M-F) ~ (563)582-3228

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**NOAH'S ARK CHILD DEVELOPMENT CENTER**

*Jenifer Montgomery, Director*

*director@NoahsArkDBQ.com*

*(563)203-7204*

**HTLC COUNCIL 2019**

*Mark Ryan, President*

*Sue Tigges, Vice-President*

*Dave Assmus, Secretary*

*Jonathan Brown, Treasurer*

*Marlee Tart, Financial Secretary*

*Gretchen Kueter, Outreach*

*Tami Ernster, Parish Ed./Family Ministry*

*Gary Sewell, Bldg. & Grounds*

*Wendy Einsweiler, Stewardship*

*Kate Stierman, Fellowship*

*Terry Hoefflin, Worship*

*Lilly Hoefflin, Youth Rep.*

**Worship Times**

**SUNDAY 8:30 a.m. Traditional Worship**

features a mixture of pipe organ and piano and often choir, hand bells or brass ensemble

**SUNDAY 11:00 a.m. Contemporary Worship**

features keyboard, acoustic or electric guitar, vocal ensemble and often percussion

**WEDNESDAY 7:00 p.m. Advent Services**



**Our sanctuary is now equipped with a Hearing Loop.** You can switch your hearing aid to the T-coil setting. Battery packs are also available for those without hearing aids.

**HTLC Cancellation Policy for Weather Related Conditions for meetings & events.**

The office will post a message to .....

- your e-mail, HTLC website, HTLC answering machine, or HTLC FACEBOOK
- Listen to KWWL TV 7, KDTH, KATfm, 101.1. or 97.3 for a cancellation notice.

Name change? Name incorrect or missing from the birthday or anniversary list? New Address, phone number, or email? Do we need to update your records? Please email [holytrinluth@gmail.com](mailto:holytrinluth@gmail.com) or call (563)582-3228

If you would like a pastoral visit while hospitalized or at home, please call the church office at (563)582-3228 or email [htlcdbqpastor@gmail.com](mailto:htlcdbqpastor@gmail.com)



**Our monthly calendar and Tidings are now on our WEBSITE: [htlcdbq.com](http://htlcdbq.com)**

**JANUARY 2020 TIDINGS**

**ARTICLES DEADLINE**

**DECEMBER 20, 2019**

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ADDRESS SERVICE REQUESTED

**DATES TO REMEMBER**

**Office closed...Wednesday December 25th Christmas Day**

**Office closed...Wednesday January 1, 2020 New Year's Day**

*“Living Christ’s Call to Love and Serve All”*

*The Tidings*

**December, 2019**

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A Stephen  
Ministry  
Congregation.

