

2023

Report to the Congregation



**HOLY TRINITY
LUTHERAN CHURCH**

Praising. Loving. Serving in Jesus' name.



Message from the 2023 Church Council President

Dear Holy Trinity Family,

The mission of Holy Trinity Lutheran Church is to “connect people to Jesus through love and the word of God.” This slight modification of our Mission Statement was approved by the Congregation at our fall meeting at the recommendation of the Strategic Planning Team and the Church Council. Substantially more work was completed by the Strategic Planning Team over the course of the first nine months of 2023 with the help and direction of ELCA Pastor Nathan Swenson-Reinhold from GSB Consultants, a planning and fundraising organization that works with many other ELCA congregations. The Strategic Planning Team worked hard to develop a new Values Statement and Strategic Priorities that were also adopted by the Congregation at the fall meeting.

As we gathered more in person over the past year - for worship, for Ministry, Council, Congregational and smaller meetings - we detected elements of incivility and lack of respect in some of our interactions among members and staff that may have been born of two years of online experience and limited face-to-face communication. This stemmed from restrictions imposed by the COVID-19 epidemic and from general mistrust toward the pastoral office due to hurt and complacency stemming from our previous pastorate. The Council consulted with Northeastern Ohio Synod Assistant to the Bishop for Leadership, Mitch Philips, and engaged the services of National ELCA Family Systems and Intervention Specialist Deacon MaryAnn Schwabe and local Pastors Pam Kelly and Bob Cheney. From these meetings, and much prayer, the Council developed a Leadership Covenant that acknowledges that everyone who is part of Holy Trinity Lutheran Church, Akron - members, staff, and guests - are beloved children of God and of equal value, regardless of how long they have been connected to our family of faith. This Covenant, too, was shared with the Congregation at the fall meeting.



Despite or perhaps because of all of the work performed by members and staff, I am filled with gratitude as I review the last year at Holy Trinity: gratitude for the ministry of Pastor Becki; gratitude for the Strategic Planning Team, Church Council, Cabinet and Ministry members who have steered us through challenging times; gratitude for the members of Holy Trinity who have re-engaged in live worship and outreach to others; along with gratitude for the love of family and friends. August saw the departure of our Director of Music Ministries Deacon Ruth Anderson who left to accept a call with a church in the Pacific Northwest. We are grateful for her service to Holy Trinity and the community over the past seven years. I thank Frederica Cohen and the Worship & Music Ministry Team for finding John Catlos to serve as our Interim Director of Choirs and several talented local musicians to serve as interim organists until the calling of a permanent Senior Pastor for Holy Trinity. I also must thank Jack Harig and his Stewardship Team who conducted the fall stewardship campaign and the church members who have responded to date resulting in a significant increase in pledges, both in the number of commitments and total dollars, over the past several years.

Despite being in transition, our congregation has been very active on many fronts. Our Chancel Choir and Bell Choir, special musicians and organists have provided excellent music for worship. We have been blessed with inspired preaching by Pastor Becki and several guest pastors. Our partnership with Robinson Community Learning Center has continued and grown. We have entered into a new lease agreement to provide office space to a local chapter of OASIS led by Lisa Arledge. Our DLM Food & Resources Ministry has been recognized regionally for the quality of its services to the needy in our community. Effective January 1, 2024, DLM will begin a new chapter as an independent 501(c)(3) organization that will continue to be based in and operate out of Holy Trinity facilities. This independence will enable DLM to seek grants from a broader range of philanthropic organizations to help finance its expansion of services.

The exciting news that we shared at the end of the year was Council's appointment at its December meeting of seven voting members and one alternate to serve on the Call Committee: Ben Mormino, Emily Wolverton, Amanda Saler Archbold, Sonya Nagle, Ann Lawson, Stephen White, Jacquie Wert and Mike Ameling. The Call Committee will be installed and have its first meeting with Pastor Mitch Philips at the end of January.

In closing, I want to thank you all for your commitment to Holy Trinity and invite you to greater participation in our varied ministries in the coming year with your time, talents, and money. Thank you for granting me the honor and privilege to serve as Church Council President this past year.

In God's Service.


John M. Guran
2023 Council President

Interim Senior Pastor's Report

I applaud the 2023 Church Council for their commitment to the discernment phase of the transition process. So much was accomplished this past year. By way of an overview of what has taken place:

- We worked with Nathan Swenson-Reinhold of GSB Consulting to: identify our congregational values, tweak our mission statement, and establish three strategic priorities as our congregation moves into the next three years.
- We worked with the NEOS Family Systems Team to sort through issues in our congregational family system that were identified as stumbling blocks and draft a leadership covenant to remind ourselves: who we are, whose we are, and why we are here.
- We worked with Paul Walters of GSB Consulting to implement "Stewardship for All Seasons." The current financial stewardship campaign has produced a 23.7% increase in financial commitments for 2024.
- We engaged Nathan Fulmer from Buckingham, Doolittle & Burroughs to start the process of recasting DLM as a 501c3 to better position this outreach ministry to receive grant funding. Although it will be a separate legal entity, HTLC will continue to undergird DLM providing: space for operation, equipment, financial support, volunteers, etc.
- We are leasing space to two additional human service organizations that work in tandem with DLM: Hope Behavioral Health and OASIS. Like DLM, these organizations offer tangible support to children and families in need in our neighborhood and larger community.
- We have thoroughly reviewed HTLC's membership roster and contacted members have been inactive for an extended time as to see if they wished to retain their church membership. This update will provide a more accurate portrayal of in synodical records and HTLC's ministry site profile. The membership of HTLC is currently 270.
- We have been revising financial reporting to create transparency and foster broader understanding of HTLC's finances and management. To this end, additional steps will be taken in the month to come, including a purchase order system.
- We have made Invite Welcome Connect a priority at HTLC and created a ministry team to ensure that it is intentionally woven into every aspect of what we do at HTLC.
- We continue to offer on-line worship, devotions, and other small groups so that those who cannot participate in person can still retain vital connections with HTLC.
- We continue to have good participation in both on-going and seasonal studies/devotional gatherings.
- We will be recasting Arts@HolyTrinity at the conclusion of the current season and streamlining the program going forward.
- We continue to staff creatively during this interim period. In addition to the part-time Interim Director of Choirs, a part-time Interim Organist has been hired and will join the staff beginning mid-February.
- We are incorporating intentional intergenerational faith formation – a more relevant model for Christian education/growth – at HTLC.
- In addition to DLM, we remain committed to local outreach through the Robinson Community Learning Center in Akron. We also continue to support other mission projects through our monthly Love Offerings.
- Finally, we: committed 8 members to God's eternal care, celebrated 2 marriages and 3 baptisms, and received 6 new members. In-home/residence communion visits take place (at least) quarterly and other visitation takes place at need or upon request.



Pastor Becki Verbridge

Continued on next page ...

Interim Senior Pastor's Report *continued*

There are some things we would do well to consider as our congregation moves forward:

- HTLC's mission is to connect people to Jesus through love and the Word of God.
- Our culture, community, and congregation has changed. No one is to blame. Those who were watching trends in both the church and culture forecasted our current reality as early as the beginning of the 1990s.
- A review of church history reveals that "reformation" takes place about every 500 years.
- The essential question is: How can HTLC best fulfill its mission with the resources it has given the changes that have taken place?
- How can HTLC's governmental/ministry structure be streamlined not only to facilitate the mission, but so as not to over-extend those willing to serve?
- Would a strategic partnership with another congregation be beneficial not only to HTLC's mission, but other ELCAs in the Akron area?
- What kind of rostered/professional leadership staffing is needed to facilitate HTLC's mission and ministry as it moves into the future?

Most importantly, we need to keep in mind what God has said/promised in the Book of Isaiah:

Do not remember the former things or consider the things of old.
I am about to do a new thing; now it springs forth, do you not perceive it?
I will make a way in the wilderness and rivers in the desert.
(Isaiah 43:18-19)

~ Rev. Becki Verbridge
Interim Senior Pastor

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HOLY TRINITY LUTHERAN CHURCH

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OUR MISSION STATEMENT

Connect people to Jesus through love and the Word of God.

OUR VALUES STATEMENT

- **CONNECTING:** We feel a strong connection to our legacy of faith, discipleship, and service within this community.
- **SERVING:** We are committed to serving others through the ministries of the congregation, our community partnerships, and our music and arts programs.
- **FOLLOWING:** We value communal worship, intentional intergenerational faith formation, and fellowship.
- **INVITING:** We invite and welcome all to grow and serve with us.

OUR STRATEGIC PRIORITIES

Energize Our Connection with Those Not Here Yet.

- **Impact:** So that we faithfully energize the involvement of those inside the church and outside the church with the mission that has been entrusted to us.
- Intentionally integrate Invite Welcome Connect into every aspect of HTLC's Ministry.
- *Champions: Bob Keener, John Stefanik, and Sandy DeLuca*

Energize Our Congregation's Connections to God and One Another Through Worship and Ministry.

- **Impact:** So that we are more joyful in fellowship, more excited in relationship, and more faithful in discipleship and service.
- Identify spiritual gifts/strengths of members to support service within and through HTLC.
- *Champions: Linda Vowles, Lesli Eisenhart, Amanda Archbold, and Rachel Núñez*

Streamline Governance to Facilitate/Support HTLC's Mission and Ministry.

- **Impact:** So that we more efficiently utilize talent, simplify meetings, and streamline decision-making, allowing for emphasis of worship, education, and outreach.
- *Champions: John Guran, Valerie Clark, Lorin Sickafoose, and Pastor Becki Verbridge*



HOLY TRINITY LUTHERAN CHURCH

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OUR LEADERSHIP COVENANT

As congregational leaders, we acknowledge that everyone who is part of Holy Trinity Lutheran Church, Akron - members, staff, and guests - are beloved children of God and of equal value, regardless of how long they have been connected to our family of faith.

Understanding that we are called to safeguard our relationships within the Body of Christ, we commit ourselves to the following:

- Pray for one another and for the ministry of the church
- Stand up against gossip and disunity
- Never speak ill of each other
- Work through and resolve conflicts quickly
- Model transparency and vulnerability
- Forgive one another when offended
- Hold no grudges
- Care for one another when someone is hurting
- Speak to one another with respect and moderation
- Give one another the benefit of the doubt
- Always be honest in meetings and never seek personal agendas
- Collaborate with others recognizing that we are here to serve a larger whole

We lift up and continue in the covenant we made in baptism:

- To live among God's faithful people
- To hear the word of God and share in the Lord's supper
- To proclaim the good news of God in Christ through word and deed
- To serve all people, following the example of Jesus
- To strive for justice and peace in all the earth

We will maintain and grow our lives of faith through:

- Regular worship attendance
- Personal prayer and devotion
- Bible reading and study
- Faith formation groups
- Service to others through outreach and mission opportunities

We further commit to holding one another accountable to this covenant in the name of Jesus Christ, for the well-being of the congregation known as Holy Trinity Lutheran Church, Akron.



HOLY TRINITY LUTHERAN CHURCH

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Reports of the Ministry Teams

Dear Holy Trinity Family,

As you read through the following reports from our ministry team leaders, you can see that their teams are very busy and have accomplished a lot in the past year. However I know that each team would welcome you as a valued member.

Please consider where you could make a difference in sharing your specific gifts and talents. I believe you would derive a great deal of satisfaction from serving, and your church family/ community would benefit as well.

May we use our gifts and our lives to bring praise to God.

- Linda Vowles, Cabinet Chair

Care & Fellowship Ministry

When God's people are in need, be ready to help them. Always be eager to practice hospitality.

Romans 12: 13

All believers devoted themselves to the apostles' teaching, and to fellowship, and to sharing in meals (including the Lord's Supper), and to prayer.

Acts 2: 42

We give thanks for a wonderful year of care for one another and fellowship together!

- Connection with members and friends through greeting cards and notes through the mail, phone calls, emails and text messages
- A special "thank you" to Visitation Ministers who faithfully shared communion and prayer each quarter with our homebound members and members who may have had a short stay in the hospital and rehabilitation centers
- Bereavement Meals & Receptions following funeral services
- Snacks & Meals for DLM Staff & Volunteers on delivery days
- Snacks & Lunch for NEO Synod Staff Retreat
- Coffee Fellowship following Sunday morning worship
- Holy Trinity Goes to Breakfast @ Akron Family Restaurant the fourth Sunday of each month (in collaboration with Faith Formation)
- Annual Easter Breakfast
- December outing to Cleveland Botanical Gardens Winter Show Frost

We are always looking for people to join our team. You do not have to commit to an entire year. You may help with specific events such as Easter Breakfast, Bereavement meals, special receptions or be involved in everything. If you have any questions or would like more information, contact Rachel Núñez by calling or texting (330) 634-6597 or emailing rnunez@holytrinityakron.org.

Faith Formation Ministry

Under the leadership of Rachel Núñez, in 2023 the Faith Formation team continued to offer a variety of ongoing as well as shorter duration Faith Formation activities. Opportunities were intentionally offered in a variety of formats (in person, virtual and hybrid), held in various locations (church and off-site) and scheduled at different times throughout the week (Sunday after worship, weekday day time and weekday evening time). Some also included time for fellowship and provided the opportunity to enjoy a meal together.

Activities included:

- Women's Bible Study
- Men's Bible Study
- Hike and Seek
- Holy Trinity Book Club
- Morning Devotions on Facebook
- Faith 5 Weekly Check-in and Prayer
- Coffee & Conversations
- Tuesday on the Trail with Rachel
- Women's Lenten Retreat (Breath as Prayer)
- Shorter duration studies, including:
 - 12 Tiny Things: Simple Ways to Live a More Intentional Life
 - Etched: Beloved Children of God
 - Living our Baptism: Water & Spirit
 - Pray the Day (Praying the Hours)
 - Rooted (The Welcome Table)
 - Cultivating a Heart of Gratitude
 - Bless the Advent We Actually Have
- Distribution of devotional materials for Lent, Easter, Daily Scriptures for July (Sabbath month), Advent, and Christmas
- Sunday LIFT (Living In Faith Together)

We also collaborated with other ministry teams to offer service projects (in support of Robinson CLC and DLM) and fellowship opportunities (Holy Trinity Goes to Breakfast).

Additionally, we completed the transformation of the Library and the reorganized Resource Room. In addition to the "Children's Corner", the Library now includes a flexible meeting space with a round table and "lounge"-type seating. The Library is being used regularly for individuals who have trouble hearing in the Sanctuary during Worship to watch the live stream comfortably together, as well as for small group studies and meetings. The Resource Room has been reorganized and includes resource and devotional materials as well as supplies.

Finally, several members of the team enjoyed attending the fourth biennial international InterGenerate Conference in Nashville, Tennessee in June. We participated in lectures and small group seminars with international leaders in intergenerational worship practices and brought back many ideas to incorporate into our Faith Formation offerings at Holy Trinity.

We welcome participation in our Ministry Team. Please contact Amanda Archbold for a meeting schedule or ways to get involved, if interested.

TEAM MEMBERS:

Amanda Archbold, Chair; Diane Chambers, Amy Indorf, LJ Kimble, Rich Williams, Rachel Núñez, and Pastor Becki Verbridge

Finance Ministry

Highlighted activities and accomplishments:

- As you know, there are many behind the scenes and day to day operations that occur in line with doing business as a congregation. We appreciate all the volunteers that help with our team and are always looking for additional members to share in these duties. If you are interested in assisting with any of the Finance Team or it's sub committees, please contact Lesli Eisenhart, Treasurer at leisenhart@hotmail.com.
- The Financial Practices Review Committee (Previously known as the Audit Team) is in the process of completing the last of the recommended internal controls for our Finances. We will be rolling out a Purchase Order (PO) process in the First Quarter of 2024. We will share all of this information and the workflow at a Combined Cabinet meeting for all team leaders. This process will help the financial Secretary manage cash flow and prioritize invoices.
- We want to thank our Grant Writer, member Laurel Heath. She was able to complete and submit multiple grant applications for both DLM and the Arts@HT Series. Her last efforts are now in the hands of those agencies sponsoring the grants. She was also able to submit several applications for the Property Team. We are awaiting final notification for these.
- We decided to participate and launch an ELCA wide Stewardship initiative, Stewardship for all Seasons (SAS) chaired by Jack Harig. This program focuses on Mission Driven contributions and supporting our long history of Outreach and Social Concerns in addition to Operations. It also provided meaningful information on increasing your pledge amount and encouraged those who had not committed to a pledge amount to prayerfully do so. I am happy to report as of this document's creation that we have 12 (twelve) new pledges from members that had not previously committed to or had not pledged for several years. We are very pleased with the success of this ongoing program and want to especially thank Jack Harig & Jim Minisall for all of their hard work, as well as that of the Stewardship Committee (See below for member information). Well done!
- DLM Update- The next steps for our DLM ministry were to get them set up as their own 501(c)3. I am happy to report that this process has begun with the family's full support and legal assistance from Buckingham, Doolittle & Burrows. The next steps of creating By- Laws, Policies & Procedures, a Board of Directors (BOD) and financial partnerships for them will also begin shortly. We are excited about their growth and their increasing community involvement with Project Rise and other local agencies.
- I want to thank the committee as a whole for their active involvement. They have been willing to address alternate budget challenges, implement and monitor new procedures to further enhance our internal financial practices and work on legacy giving options that will be presented in 2024.
- I would personally like to thank Jack Harig for his leadership with our Budget Process. It has been our pleasure working with you on the annual process.
- Finally, the Finance Team has several sub committees, and we could not have done this without all of you! Many thanks for serving in this capacity. It is often one of the more behind the scenes teams, but vitally important to the daily and overall success of our church and outreach ministries. We worship and serve to the Glory of God.



\$14,119

Amount collected in
Love Offerings
throughout 2023

TEAM MEMBERS:

Lesli Eisenhart, Chair, Treasurer; Jim Minisall, Financial Secretary; Laurel Heath, Bob Hoskins, Interim Pr. Becki Verbridge, Bob Keener, & Jack Harig

Endowment Committee: Bob Keener, Chair; Dennis Dick, Lesli Eisenhart, Jim Minisall, and Don Perrine

Budget Committee: Jack Harig, Chair; Lesli Eisenhart, Bob Hoskins, Jim Minisall, Bob Keener, John Guran, Laurel Heath, Dave Vowles, John Stefanik, Brad Crock and Interim Pr. Becki Verbridge

Stewardship Committee: Pr. Tom Baumgardner, Frederica Cohen, Jack Harig, John Guran, Lesli Eisenhart, Jim Minisall & Interim Pr. Becki Verbridge,

Financial Practices Review Committee: Lesli Eisenhart, Jack Harig, Bob Kempke & Jim Minisall*

Invite Welcome Connect Ministry

“Therefore welcome one another as Christ has welcomed you, for the glory of God.” Romans 15:7

“For I was hungry and you gave me food, I was thirsty and you gave me drink, I was a stranger and you welcomed me, I was naked and you clothed me, I was sick and you visited me, I was in prison and you came to me.” Matthew 25:35-36

The Invite Welcome Connect concept was introduced to Holy Trinity in the spring 2022. To learn more about this ministry program and what it could mean and do for this congregation, the Renaissance Committee hosted a full-day training in November 2022 with Invite Welcome Connect founder Mary Parmer. More than 20 Holy Trinity members attended along with several others from area congregations. Borne out of this session was the need for Holy Trinity to embrace the Invite Welcome Connect Ministry and incorporate it in all aspects of our church life. To launch and coordinate this new ministry, it was quickly determined that an Invite Welcome Connect Ministry Team was needed. With the recommendation of the Renaissance Committee and Council approval, an amendment to the Bylaws was approved by Holy Trinity members at the April 2023 Special Congregational Meeting to change the current Welcome Ministry Team to the Invite Welcome Connect Ministry Team. What followed and continues is the hard work of a committed group of people to develop a plan and launch Invite Welcome Connect. What has been done thus far?

- Completed high-level self-assessments in each of the areas: Invite, Welcome, and Connect.
- Discussed how we currently invite, welcome and connect people in the life of the church and how that can be done better.
- Shared ideas on how to engage, empower and equip members to live out the Invite Welcome Connect Ministry.
- Reviewed current internal processes that help to invite, welcome, and connect people in the life of Holy Trinity.

In the coming months, a plan outlining goals and measurable strategies will be developed and shared with Council for implementation throughout the year. The Invite Welcome Connect Ministry team will consult with and work alongside other ministry teams as needed during this process.

What is Invite Welcome Connect?

Guided by the gospel directive to “Go and make disciples of all nations,” the ministry of Invite Welcome Connect equips and empowers individuals and congregations to practice evangelism (invite), hospitality (welcome), and connectedness (connect).

Invitation is not only about inviting people into a relationship with you and others in your congregation, but rather it is about inviting them into a relationship with God through Jesus.

Welcome is not only about greeting people, but rather it is about affirming their presence and seeing them in the way of love and hospitality.

Connection is not only about becoming a member and discovering people’s gifts, but rather it is about providing a clear pathway where people are guided in their faith journey and into the life of the congregation to live their baptismal covenant and offer their individual talents to God.

More information about Invite Welcome Connect will be shared in the coming weeks and months ... *stay tuned!*

TEAM MEMBERS:

Sandy DeLuca, Chair; Bob Keener, John Stefanik, Lesli Eisenhart, Linda Vowles, John Guran, Jack Harig, Frederica Cohen, Gregg Loesch, Valerie Clark, Rachel Nunez, Stefan Katz, and Pastor Becki Verbridge

Outreach & Social Concerns Ministry

...God loves a cheerful giver. 2 Corinthians 9:7

Members serving on the Outreach/Social Concerns Team during the past year were Chair Gregg Loesch, Becky Adkins, Diane Chambers, Sandy Deluca, Jenn Dillard, Betty Oberdorfer, and Velma Pomrenke. Two in-person business meetings were held at the church, as well as several on-line meetings.

The Outreach/Social Concerns Team distributes benevolence generated from the TLC Endowment Fund; delivers canned soups and stews donated by the congregation to OPEN M; and provides funding and promotion of congregational involvement in mission projects that serve others. Our Team wholeheartedly supports student and family activities at the Robinson Community Learning Center in east Akron.

Over \$10,000 in Benevolence was approved to support Robinson CLC, South Street Ministries, OPEN M, Summit County Children Services, Family Promise of Summit County, ELCA World Disaster Relief, St. Bernard's Hot Meal Program, South Street Ministries, Oasis Youth Outreach Opportunity Program, and the MLK Laundry Day.

The Outreach/Social Concerns Team is thankful for the extreme generosity of our congregation in supporting our local and ELCA mission partners. Our Trinity congregation gave over \$8,000 through the monthly Love Offerings from May to December. The offerings were distributed to the Trinity Flower and Musician's funds, Robinson School teacher supplies, ELCA Good Gifts, and local partners Family Promise, South Street Ministries, OPEN-M, St. Bernard's Hot Meal Program, and DLM.

Holy Trinity hosted its annual Free Laundry Day on January 16 where a total of \$1,243.75 plus \$196 in laundry supplies was used to wash and dry nearly 700 loads of laundry.

The Team asked for 200, and the congregation provided 211 large jars of peanut butter as part of the successful OPEN-M Holiday Food event in December.

The congregation brought in many warm knitted items for the Hat, Gloves, and Scarf Christmas Tree in December to be donated to the Oasis Outreach Opportunity youth.

Holy Trinity plans to collaborate with Summit County Habitat for Humanity in 2024.

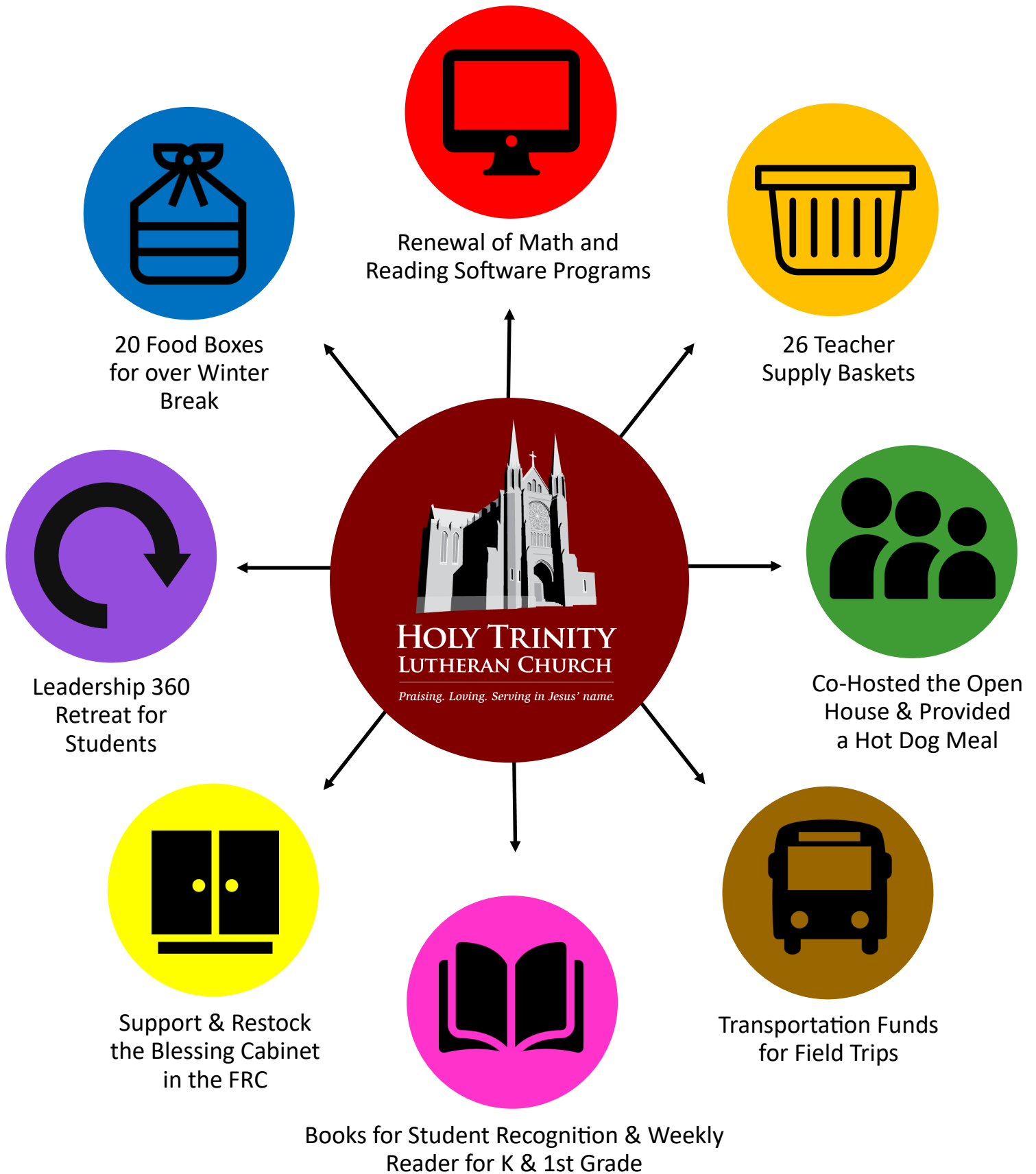
The Outreach/Social Concerns Team will accept suggestions for benevolences and mission projects.



\$18,237

Amount of
benevolences
distributed to local
organizations

Support provided to Robinson CLC in 2023





13,421

The number of children served since 2017



8,460

The number of families served since 2017

2,881

The number of seniors served since 2017



266,670

The poundage of food provided to families since 2017

29,632

The number of individuals served since 2017

Personnel Ministry

Romans 12: 4-8

For just as each of us has one body with many members, and these members do not all have the same function, so in Christ we, though many, form one body, and each member belongs to all the others. We have different gifts, according to the grace given to each of us. If your gift is prophesying, then prophesy in accordance with your faith; if it is serving, then serve; if it is teaching, then teach; if it is to encourage, then give encouragement; if it is giving, then give generously; if it is to lead, do it diligently; if it is to show mercy, do it cheerfully.

1 Corinthians 12: 4-7

There are different kinds of gifts, but the same Spirit. There are different kinds of service, but the same Lord. There are different kinds of working, but the same God works all of them in all men. Now to each one the manifestation of the Spirit is given for the common good.

Under the Constitution and Bylaws of Holy Trinity Lutheran Church, the Personnel Team is responsible for developing personnel practices for staff, [creating](#) and implementing plans for administering those practices, recommending all rates of pay and other benefits for employees, and considering how volunteers can be involved in the mission and ministry of the church. The Personnel Team also conducts reviews of the Personnel Practices Guide, staff salaries and/or rates of pay, and any employment contracts that might be in effect. As an ongoing part of these duties, the Personnel Team interprets the contents of the Personnel Practices Guide and monitors compliance with its provisions. The Personnel Team collaborates with all other ministry teams, reviewing requests and recommendations for employment and forwarding its recommendations to the Congregation Council for consideration. All decisions on staff employment rest with Council.

As we began the new year in 2023, Holy Trinity was still recovering from the effects of COVID-19. Lay leaders and staff found themselves gathering in online Zoom meetings, which helped ministries to continue their work. Leadership provided by Pastor Becki Verbridge, Council officers, and Cabinet leaders was instrumental in moving forward with ongoing ministries and new initiatives.

The Personnel Team continued to review and update the Personnel Practices Guide and recommended revisions under Section 2, Administration. These changes describe rostered staff as defined by the NEO Synod and the ELCA. In making these revisions, Holy Trinity's Personnel Practices Guide is aligned with definitions used by the ELCA church at large. Other amendments to the Guide included further definition of full-time and part-time staff. State, federal, ELCA, and synodical guidelines were researched and used to guide practices as implemented by Holy Trinity. As part of an ongoing update of the Personnel Practices Guide document, a new compilation of the Guide was approved by Council which contained recent updates and revisions over the past several years.

After seven years of leading worship music, directing various choirs and ensembles, and serving as the Artistic Director of the Arts @ Holy Trinity, Deacon Ruth Anderson left her position as Director of Music Ministries at Holy Trinity to take a new post as Director of Music and Organist at Grace Lutheran Church in Wenatchee, Washington. Her leadership will be missed.

With the departure of Ruth Anderson as Director of Music Ministries, ongoing discussions have resulted in a proposal to utilize several individuals to serve under interim agreements to cover the variety of duties that include direction and coordination in music, worship, and the arts. John Catlos is now under contract to serve as the interim Director of Choirs (both the Trinity Choir and the handbell choir), and David Lines has been contracted to serve as the interim organist (commencing in February 2024). All interim music positions will be reviewed once a new Senior Pastor is called to serve at Holy Trinity.

Despite the hard work of both full-time and part-time staff, Holy Trinity Lutheran Church would not be able to move forward in its ministry without the many services that are carried out by volunteers. Numerous individuals have volunteered many hours, performing ongoing duties to maintain our facilities, assist with worship, complement the music program, serve as lay leaders on teams and committees, and provide the volunteer power for community ministries. Volunteer support is critical in helping Holy Trinity fulfill its mission 'to connect Jesus to people, through love and the word of God'. These volunteers all deserve our sincere thanks for the many services they perform on a regular basis.

The Personnel Team continues to act as a resource to the Congregation Council, ministry teams, and staff. The Personnel Practices Guides serves as a reference for issues that impact Holy Trinity staff, which include paid employees, rostered staff (serving under a call through the Northeastern Ohio Synod), and non-paid volunteers. Members of Holy Trinity Lutheran Church who are interested in helping to support staff are encouraged to serve on the Personnel Team as it works to carry out its duties under the Constitution and Bylaws.

TEAM MEMBERS:

John Stefanik, Chair; Marsha Asente, Valerie Clark, Dennis Dick, Sophia Morton, and Bob Nagle

Property Ministry

The Property Team, with members Lorin Sickafoose, Don Parsisson, John Hamilton, Ray Mason, Gary Radanof, Bruce Mansour and Kevin Heckel, maintains a full slate of on-going projects and open items focused not only the immediate repair and maintenance needs, but also looking to the future and planning appropriately to best maintain our facility and grounds. It should be noted that a majority of our endowment distribution funds in 2023 and 2024 have been/will be used to pay for the organ project. This has led to fiscal constraints/realities for some of our other ongoing needs. Also, the dedicated account (Extraordinary Building) had a balance under \$20,000 at the end of the year, meaning we do not have saved funds if a significant need arises for the facility.

We are pleased to report to the congregation that we have been able to provide a safe, secure and well-maintained facility in support of the mission of Holy Trinity Lutheran Church. Safety and security remain our top priority.

Other items undertaken by the team in 2023 include:

- Frost Restoration completed the project started in 2022 and a small additional project to continue to address water intrusion issues in the education wing
- Support of the organ improvements
- Addressing air conditioning challenges within the sanctuary
- Built in more redundancy in the sound system and made improvements to the streaming equipment
- Updating our standard lease template
- Many handyman and painting projects have been completed this year. We would like to thank Gary Radanof for his investment of his time and skills, volunteering on a nearly daily basis. Thank you Gary!

We would like to thank Deb Ickes who was a member of our team for a portion of the year. We wish her well as she continues to contribute to Holy Trinity in many other ways.

We would like to thank our Sexton, Vince Simmons, and our Maintenance Coordinator, Bruce Mansour, for their continued dedication and excellent service to Holy Trinity.

As the mission of Holy Trinity continues it should be noted that Vince and Bruce combine to serve us 40 hours a week in total. This may impact their ability to address the needs however, we will work with them to ensure we prioritize health and safety.

We are always welcoming of new members to our team and in need of your knowledge, insight and service. We will keep open communication to the congregation through our Highlights updates, email box (property@holytrinityakron.org), our monthly meetings, etc, please feel free to reach out to us with any comments, concerns or considerations or join us at a meeting. Our standing meeting is 10-11:30am on the second Friday of the month at the church.

We appreciate and respect our facility and seek to keep it in a 'ready use' state for our congregation and community to enjoy.

Meditation & Memorial Garden

Dedicated fund balance August 2023: \$4,987. Investment balance, May 2023: \$31,000. Planning to move all investment funds (Duke Energy, First Energy, TD Ameritrade, Vanguard) into a Non-advisory fund by year-end 2023.

The Memorial Garden Committee met in May, August and October with the following highlights:

- Jan Parry resigned from the Memorial Garden Committee. She was a founding member and significant contributor to the garden of which her faithful service is greatly admired and appreciated.
- Hydranga pruning on the North section of the garden.
- New rust was discovered on the fountain and was removed by John Communale.
- Memorial plaque board is ready to be installed. Committee aligned on the Memorial plaque board placement in the Cloister to include moving Remembrance plaque to the left and install new plaque where remembrance plaque was.
- Discussions on how to align and install plaques including prepaid interments. Per April 2022 meeting motion we will no longer install placeholders for prepaid interments. The committee is reconsidering the April motion of no longer installing placeholders as we need a system to note pre-paid committals. Kristen Feora from Portage Marble & Granite was consulted and advised that the order should be by customer preference and spouses/sig others should be together.
- Potential options: Journal, installing another board, keeping the current 2 plaque system using a less expensive (dummy plaque holder). The cost of the name plaques has increased to \$252.
- Are there other people at HTLC who we want to remember on the remembrance board?
- Discussions on the drought like conditions and the need for on-going care/watering. The committee explored the following options: Bibb line, hiring a caretaker, and an estimate for underground watering system which would include a bibb line. Committee decided to table the conversation to assess financials.
- Discussions on MG brochure and need to review all the existing documents to align the brochure and webpage ensuring language is up to date and consistent with MG agreement.
- Approved change to the MG agreement: "The fee is non-refundable if interment is not used" in the MG agreement.

Additional topics for future discussion include:

- Create a document to address question of what happens to the MG property if the church were to close.
- Envisioning and irrigation for lower lawn area.
- Philanthropy. How do we make people more aware of opportunity for memorial garden gifts?
- What is the plan for the MG funds if ever HTLC were to not exist?
- Use of the garden guidelines.

TEAM MEMBERS:

Sonya Nagle, Chair; LJ Kimble, Jan Parry, Nan Riemenschneider, Jay Riemenschneider, Judy Samuelson, Stephen White, and Don Parsisson, Property Team Liaison

Worship & Music Ministry

The year started out with our usual activities, planning for Worship (which Liturgical setting, Psalm sung or spoken, special services) and Music (planning the Hymns for all of the services based on the scripture readings for the service.) We continued with supporting the Arts @ Holy Trinity concerts as requested by our Director of Music Ministry, and as requested seeing to the needs of our various instruments.

This changed in July, 2023 when Deacon Ruth Anderson gave her resignation effective August 15, 2023. We had everything put into the Worship & Music committee's total control. The 40th Anniversary Year, all instrument maintenance. We then needed to search for an INTERIM Choir Director (bell and vocal), INTERIM Organist(s) and two section leaders for choir.

We are pleased to report that the following has happened:

1. Section leader positions were filled.
2. Thank you to Rachel Nunez for the September 2023 Sunday music.
3. Interim Choir Director John Catlos was hired September 2023.
4. Interim Organist David Lines was hired December 2023 with a start date of February 14, 2024.
5. Thank you to several guests organists who have played during worship since mid-August.
6. The current Arts @ Holy Trinity Concert Series is going well.
7. The Sponsor-A-Pipe fundraiser continues through June 2024.
8. Arts @ HolyTrinity will continue albeit in a new format.

TEAM MEMBERS:

Frederica Cohen, Chair; Pastor Becki Verbridge, Deborah Ickes, Jacquie Wert, Lesli Eisenhart, John Catlos, Sandy DeLuca, and Dan Seiberling

Continued on next page ...

Worship & Music Ministry *continued ...*

Altar Guild

- In 2024, the Ladies of the Altar Guild have prepared Communion for all worship services, weddings and funerals. Paraments have been installed in the Chancel to reflect the Liturgical seasons. Candles have been maintained and candelabra added on festival services.
- The flower fund was operating in the red at the beginning of 2023. After notifying the congregation of the situation and asking for help by contributing flowers for Sunday services, the flower fund now operates in the black. We give thanks to all the members for their contributions.
- Altar Guild works diligently to decorate the Church for Easter and Christmas. The Guild works to make additions to the decorating each time. Again, thanks to the congregation for the donations for lilies and poinsettias.
- This year, we have worked with the Pastor to enhance the High Altar for All Saints Day and throughout the festival days and holidays through the end of 2023.
- Election of officers for 2024 was held at the December meeting. Elected were Debbie Ickes, President.. Carolyn Mason, Vice President.... Donna Carroll, Secretary and Sophia Morton, Treasurer. Communion prep for 2024 was scheduled at the December meeting also.
- New projects will be underway in 2024.

Respectfully submitted,
Debbie Ickes, President

Holy Trinity Lutheran Church Annual Congregational Meeting Minutes - January 22, 2023

Welcome

Valerie Clark, Council Secretary (serving in absence of John Guran, President) welcomed HTLC members. Former pastors were thanked and given greetings. Stream team and all Service Assistants were thanked.

Call to Order by Valerie Clark

Opening prayer by Interim Pastor Becki Verbridge. Mission statement read by all.

Agenda Approval: motion by Frederica Cohen, seconded by Sonya Nagle; motion approved (55 in-person, 5 on-line attendees).

Approval of Minutes from January, May and October 2022 congregational meetings: (Attached)

Spelling of names Marshall Thomas and Fred Rieman were corrected; Motion by Lesley J Kimble, seconded by Joanne Aller to accept minutes as corrected; passed by majority.

Approval of Ministry Team Reports

Motion by Jacinto Nunez, seconded by Frederica Cohen to receive all Ministry Team reports as presented in the 2022 Report to the Congregation; passed by majority.

2023 Investment in Mission presentation by Treasurer, Lesli Eisenhart

Budget team members thanked. Those who have not made their pledges for 2023 were urged to do so; questions/discussion regarding the 2023 budget as follows:

- Fletcher Carroll - why isn't financial information published monthly in Highlights? (Moving forward, article will be published).
- Mike Ameling - asked about over-spending vs. receipts in previous year. (Budget appeared to be fine until the last two months of '22).
- Bob Nagle - was the saving in personnel due to pastor retirement? (yes). He felt 47 giving units cannot support this budget.
- Gary Radanof - monies in Dedicated Accounts can only be spent for the designated purposes—this is correct.
- Kevin Heckel - in 2022 income was over-spent by \$120K; what is the approval today for... a balanced budget or the expenses as shown? (Overspent by \$3,056; under supported by giving \$117,705.).
- Dave Vowles expressed concern regarding over-spending and the current deficit, and acknowledged this building is very expensive to maintain. He suggested that we may need to look to the future to see what is best regarding our current location.
- John Guran—Outreach Ministry funds have been used to support staff salaries; this was previously discussed and approved by Council.
- Laurel Heath is working to obtain grants to additionally support ministry.
- Bob Nagle and Jack Harig expressed concerns about approving this budget and suggested we look at a quarterly review.
- Motion was made by Bob Nagle and seconded by Mike Ameling to reject budget as presented (30 yes, 10 no; on-line 3 no, 1 abstain); passed by majority.
- Motion was made by Mike Ameling and seconded by Jack Harig to give presented budget a conditional four month approval and then to evaluate the situation; motion was later withdrawn by Mike.
- Motion was made by Bob Nagle and seconded by Mike Ameling to approve this budget for four months and to allow Church Council and Finance team to review and make adjustments in spending (to the end of April '23), then to bring back to the congregation; passed unanimously.
- Tom Bouton questioned the approval of an unbalanced budget.

Constitutional Changes

Lorin Sickafoose explained that Holy Trinity has a constitution, bylaws and continuing resolutions; we must follow the ELCA model constitution. Lorin explained each section as they were presented for approval.

ELCA changes:

- Motion by Jack Harig, seconded by Frederica Cohen to approve C12.05; passed by majority.
- Motion by Joanne Aller, seconded by John Stefanik to approve C12.13; passed by majority.
- Motion by Lorin Sickafoose, seconded by Jack Harig to approve the entire package of mandated changes to our constitution (these had previously been mailed to the congregation) passed by majority.

Continued on next page ...

Council changes:

- 1302.01D To propose having the exact number of nominees to fill open council positions; motion to approve by Linda Vowles, seconded by Frederica Cohen; passed by majority.
- (Kevin Heckel expressed concern at having the exact number should a vacancy happen; Jacinto Nunez also questioned this) Explanation was that Nominating Committee is having problems filling the nominations currently of 2 in addition to number to be elected.
- 1302.01E To propose having the exact number of nominees to fill open positions on the nominating committee; motion to approve by Frederica Cohen, seconded by Connie Archbold; passed by majority (Both Kevin Heckel and Rich W. spoke to the issue).
- 1302.01J There must be nominations from the floor. If not enough nominees, election by acclamation can be used. Motion to approve by Hannah Miller, seconded by Gregg Loesch; passed by majority.

Open Forum

Sonya Nagle thanked staff, Council, Cabinet and volunteers for serving; acknowledged the healthy conversation we have had; and asked for the names of the current Council members. Discussion followed regarding in what manner the open position (with the resignation of Rick Kimble) had been filled. Some members expressed concern that Kevin Heckel (who had the next highest vote count) was not placed into this position. Jack Harig recommended that this topic be referred to Council for further discussion. Valerie explained that there is nothing in the Constitution or By Laws requiring this, and Jack was not placed in this position. Both men were nominated. Jack was elected by a 5 to 2 majority.

There was no additional business brought forth.

Members recited the Holy Trinity Vision Statement and concluded by saying the Lord's Prayer.

Adjournment:

Motion was made by Hannah Miller, seconded by Frederica Cohen to adjourn the meeting at 12:45 p.m.; passed by majority.

Respectfully submitted,
Linda Vowles, Secretary Pro-Tem

Holy Trinity Lutheran Church
Special Congregational Meeting Minutes - April 23, 2023

CALL TO ORDER & OPENING PRAYER

The Meeting was called to order at 11:01 a.m. with prayer by President John Guran.

ATTENDANCE COUNT:

Number present for Quorum: 52 (In church 42, On-line 10) (25 = Quorum). Voting by hand in person, electronic online (launched by Sandy DeLuca and Stefan Katz). John appointed Lorin Sickafoose Parliamentarian

CONSIDERATION OF PROPOSED ACTION ITEMS:

Shall the congregation approve a new balanced 2023 budget in the amount of \$568,799 to replace the temporary four-month 2023 Budget adopted January 22, 2023, by the congregation? (Details, including a comparison with the rejected 2023 budget, are provided on a separate sheet)

Motion was made by Jack Harig, seconded by Frederica Cohen to approve the new balanced 2023 Budget in the amount of \$568,799. Passed: Yes 43, No 3, Abstain 3.

Discussion:

John explained: New budget reflects changes in Income and Expenditures. Non-Pledged dollars come from the non-pledged amount contributed last year. Expense side (for Teams) significantly changed.

Questions:

- Don - Why are the asterisks (*) on the new budget? Valerie explained that she added them to show what was being added to get the total because she found it confusing.
- Gary - What is the \$98,817 amount that is separated out? Is this money that is being spent incorrectly from Dedicated Funds? John explained that these are not funds being spent incorrectly, but just showing the amount from TLC Endowment Distribution being used for salaries.
- John explained that the increase in Property Budget line is utility driven.
- Rick - Where are we now with 2023 budget? John explained that we have spent \$174,911 against revenue of \$145,247 (due to high utility bills in January, What are the grant expectations? Laurel, goals are: \$75K for Arts, \$150K for DLM, \$75K for Property, also looking for grants for February, March – which is normal, and annual expenses that come due the first of the year.)
- Velma - What about unexpected expenses? Jim has weighted the expenses by the quarter noting what usually happens.
- Kevin - Property doesn't have enough budget to include security; how can we feel secure that we won't be in a deficit again? John explained that being negative for the first three months is not a concern at this point. Comment from a Zoom participant: Grants are just coming in now and grants are not included as income as of now.
- Question from a Zoom Participant - What are the grant expectations? Laurel, goals are: \$75K for Arts, \$150K for DLM, \$75K for Property, also looking for grants for security.
- Withdrawals from Dedicated Funds aren't showing in the budget report, why? John answered, TLC does show; Budget Endowment doesn't show, yet, but will.
- Additional Information: DLM is applying for its own 501(c)(3), which would, 1. Enable both DLM and Trinity to apply to grant sources without conflict (meaning only one could be chosen to receive a grant), 2. Will open up DLM to more grant opportunities, including government grants.

Shall the congregation approve the Budget Committee and Council recommendation to cover the 2022 operating deficit of \$120,761 by making a one-time special withdrawal from the Budget Endowment Fund in accordance with Paragraph 4 of the Budget Endowment Fund document approved January 26, 2014?

Motion was made by Stephen White, seconded by Brad Crock to approve the Budget Committee and Council recommendation to cover the 2022 operating deficit of \$120,761 by making a one-time special withdrawal from the Budget Endowment Fund.

Passed. Yes 49, No 2, Abstain 1.

Discussion:

What was the deficit for the last couple of years? Why aren't they shown? John explained the at the end of 2021, we were already in a deficit of \$60,000. And Congregation passed a deficit budget for 2022. There was an additional deficit for 2022 of \$60,761.

Continued on next page ...

John also explained that the Congregation had voted to cover the Organ Repairs from the Budget Endowment Fund last year, but we didn't use it.

Question: Does this cover the deficit for 2022? Yes

Shall the congregation approve amendments to the Sections 13.08.01 and 13.08.08 of the Bylaws to change the name of the Welcome Team to the Invite Welcome Connect Team as recommended by the Renaissance Committee and Council?

Motion was made by Lesli Eisenhart, seconded by Linda Vowles to approve amendments to the Sections 13.08.01 and 13.08.08 of the Bylaws to change the name of the Welcome Team to the Invite Welcome Connect Team, as recommended by the Renaissance Committee and Council.

Passed. Yes 47, No 3, Abstain 0.

Discussion: None

Adjournment:

CLOSING PRAYER- Pastor Becki Verbridge. Motion by Bob Hoskins, seconded by Tom Baumgardner to adjourn the meeting. Passed
The meeting was adjourned at 11:40 a.m. by President John Guran.

Respectfully Submitted,

Valerie Clark Secretary

Holy Trinity Lutheran Church
Semi-Annual Congregational Meeting Minutes - October 29, 2023

President John Guran called the meeting to order at 11:18 a.m. and appointed Lorin Sickafoose Parliamentarian. It was reported there were 50 people in person and 12 people online for a total of 62 in attendance (majority was 32).

Welcome and Opening Prayer

John Guran welcomed and thanked all members for participating and lead us in Prayer.

Approval of Agenda (Handout)

John presented the Agenda and reminded participants that no new business can be discussed or voted upon at this meeting. Motion was made by Paul Anacki, seconded by Liz Anacki to approve the Agenda as presented. Passed without objection.

Review of Leadership Covenant (Handout)

Pastor Becki Verbridge presented the Leadership Covenant. She recognized the participants who have worked on it. She read the Covenant, followed by discussion. John thanked Pastor Becki, staff, and Council.

The Covenant reminds us to be in the world, not of the world;
It also reminds us who we are and whose we are;
All the statements in it are based on Lectionary readings from Matthew.

Election of Council Members (Handout)

John thanked the Nominating Committee: Paul Anacki, Connie Archbold, Valerie Clark, and Fred Rieman for serving. Valerie introduced the Council candidates and asked if there were any nominations from the floor. There being none, she thanked the candidates for being willing to serve, and commenced with the voting. Val explained the in-person ballots: use Ballot #1, vote for no more than FOUR candidates. If we do not have enough candidates who receive a majority vote on the first ballot, we will use Ballot #2 for the remaining candidates, and maybe a Ballot #3, if we need to break a tie. The Ushers collected the in-person ballots, and Sandy DeLuca and Stefan Katz handled the online voting. In the first ballot, no one received the required majority. Therefore, we continued to a second ballot. There was a tie for the 4th position, so we continued to the third ballot for a run-off vote. (See Election Results below.)

Council Member Replacement:
Whoever receives the 5th highest votes will complete the 14-month unexpired term of Gary Radanof. (See Election Results below.)

Election of Nominating Committee Members (Handout)

Valerie introduced the Nominating Committee candidates, who will serve a 1-year term. She asked for any nominations from the floor. There being none, she thanked the candidates for being willing to serve, and commenced with the voting. Val explained the in-person ballots. Vote for no more than THREE candidates. Please use Ballot #1. If there is a tie, we will use Ballot #2 for a run-off vote. Valerie conducted the election. Sandy/Stefan handled the online voting. (See Election results below.)

Review of the 2024 Draft Operating Budget (Handouts)

Jack Harig presented the 2024 Draft Budget and explained the Handouts. Discussion/Questions: Jim Minisall and Jack Harig fielded questions:

- How many people are full-time receiving benefits? Two; three people have no benefits and there are 8 parttime employees. The Choir Director and Temp Organists are contracted, so they do not receive benefits.
- How is line #17 \$46,000 for Finance and Admin applied to Admin costs? Financial Secretary, Jim Minisall, responded that the Finance and Administrative Budget includes:

Audit Fee	\$15,000
Office Equipment Lease	\$11,000
Software Licensing	\$ 8,500
Phone	\$ 2,000
Internet	\$ 1,200
Stewardship	\$ 1,200
Bank Charges	\$ 1,800
Synod Expense	\$ 500
Office Supplies	\$ 3,000
Postage and Shipping	\$ 1,800
Total	\$46,000

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- Also, recommending “staff benefits reimbursement” of \$50 per pay for adults and \$25 per pay for children pre-tax. There are 24 pays per year, for a total of \$4,200.
- Explained changes are coming to Arts@HT that will greatly reduce those expenses. We will be having local musicians, rather than out of the area musicians. This will save on travel and hotel expenses.
- Jack also explained the Total Cash Flow graphs (Handouts) showing both the Dedicated and Non-Dedicated income and expenses.

The final budget will be presented at the January 2024 Annual Meeting.

Motion was made by Frederica Cohen, seconded by Bob Hoskins to accept the Goal Budget. Passed without objection.

Review of Strategic Plan (Handout)

Linda Vowles presented the Strategic Plan. She explained that we were answering the following questions:

- Where have we been? Where are we now? Where are we going?
- What is God calling us to do in this place?
- She also reviewed the direction and thinking of the committee participants and Pastor Nathan.

Motion was made by Liz Anacki, seconded by Pete Seltzer to approve the Strategic Plan as prerequisite to forming a Call Committee. Passed without objection.

John thanked the Strategic Planning Committee: Bob Keener, Amanda Archbold, John Stefanik, Lesli Eisenhart, Rachel Nunez, Frederica Cohen, Val Clark, Linda Vowles, participants in the April Leaders Workshop, and our consultant from GSB, Pastor Nathan Swenson-Reinhold.

(We sang hymns while awaiting the election results.)

Announcement of Election Results

Val Clark Announced the Election results for Council:

Thank you to the following Members who have been elected to the Church Council to serve a two-year term commencing on January 1, 2024. Congratulations: Mike Ameling, Diane Chambers, John Guran, and Amy Indorf.

In addition, Kevin Heckel was elected to complete the unexpired term of Gary Radanof.

Val Clark Announced the Election results for Nominating Committee:

Thank you to the following members who have been elected to the Nominating Committee for 2024. Congratulations: Joanne Aller, Marsha Asente, and Gregg Loesch. They will be joined by a designated member of Church Council and begin meeting in June 2024.

Thank you all for your willingness to serve in these important capacities for HTLC!

Closing Prayer and Adjournment

Pastor Becki led us in reciting the Lord’s Prayer.

John Guran thanked everyone for their participation and willingness to serve in the important work of our Church.

Motion was made by Tom Baumgardner, seconded by Hannah Miller to adjourn the meeting. Passed without objection.

President John Guran adjourned the meeting at 12:34 p.m.

Respectfully Submitted,
Valerie Clark, Secretary



HOLY TRINITY LUTHERAN CHURCH

Praising. Loving. Serving in Jesus' name.

2023 Council *(as of 12/31/2023)*

John Guran, President
Linda Vowles, Vice President
Valerie Clark, Secretary
Lesli Eisenhart, Treasurer

Frederica Cohen
Jack Harig
Kevin Heckel
Bob Hoskins
Pastor Becki Verbridge

2023 Cabinet (Ministry Teams)

Care & Fellowship, Rachel Núñez
Faith Formation, Amanda Archbold
Finance, Lesli Eisenhart
Invite Welcome Connect, Sandy DeLuca
Outreach & Social Concerns, Gregg Loesch
Personnel, John Stefanik
Property, Kevin Heckel
Worship & Music, Frederica Cohen
Council Liaison, Linda Vowles, Vice President

2023 Groups

Altar Guild, Deborah Ickes
Archives, Ricki Ethington
Book Club, Diane Chambers & Amy Indorf
Communion Assistants, Marcy Nagy
& Deborah Ickes
Family Promise & OPEN M, Gregg Loesch
Memorial Garden, Sonya Nagle
Men's Bible Study, Pastor Tom Baumgardner
& Jack Harig
Parish Nurse Program, Sally Richenbacher
Prayer Chain, Sally Richenbacher
& Wanda Clark
Renaissance Team, Bob Keener
Readers, Nan Riemenschneider
Robinson CLC/FRC, Sandy DeLuca
Stream Team, Sandy DeLuca
Trinity Stampers, VACANT
Ushers, Gregg Loesch
Women's Bible Study, Velma Pomrenke

2023 Staff *(as of 12/31/2023)*

Pastor Becki Verbridge, Interim Senior Pastor
Rachel Núñez, Director of Faith Formation
John Catlos, Interim Director of Choirs
Darlene Katz, DLM Director
Stefan Katz, DLM Operations Manager
& Technology Production Coordinator
Jim Minisall, Financial Secretary
Sandy DeLuca, Communications Coordinator
Annmarie Demko, Parish Secretary
Bruce Mansour, Maintenance Coordinator
Vince Simmons, Sexton



HOLY TRINITY LUTHERAN CHURCH

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