

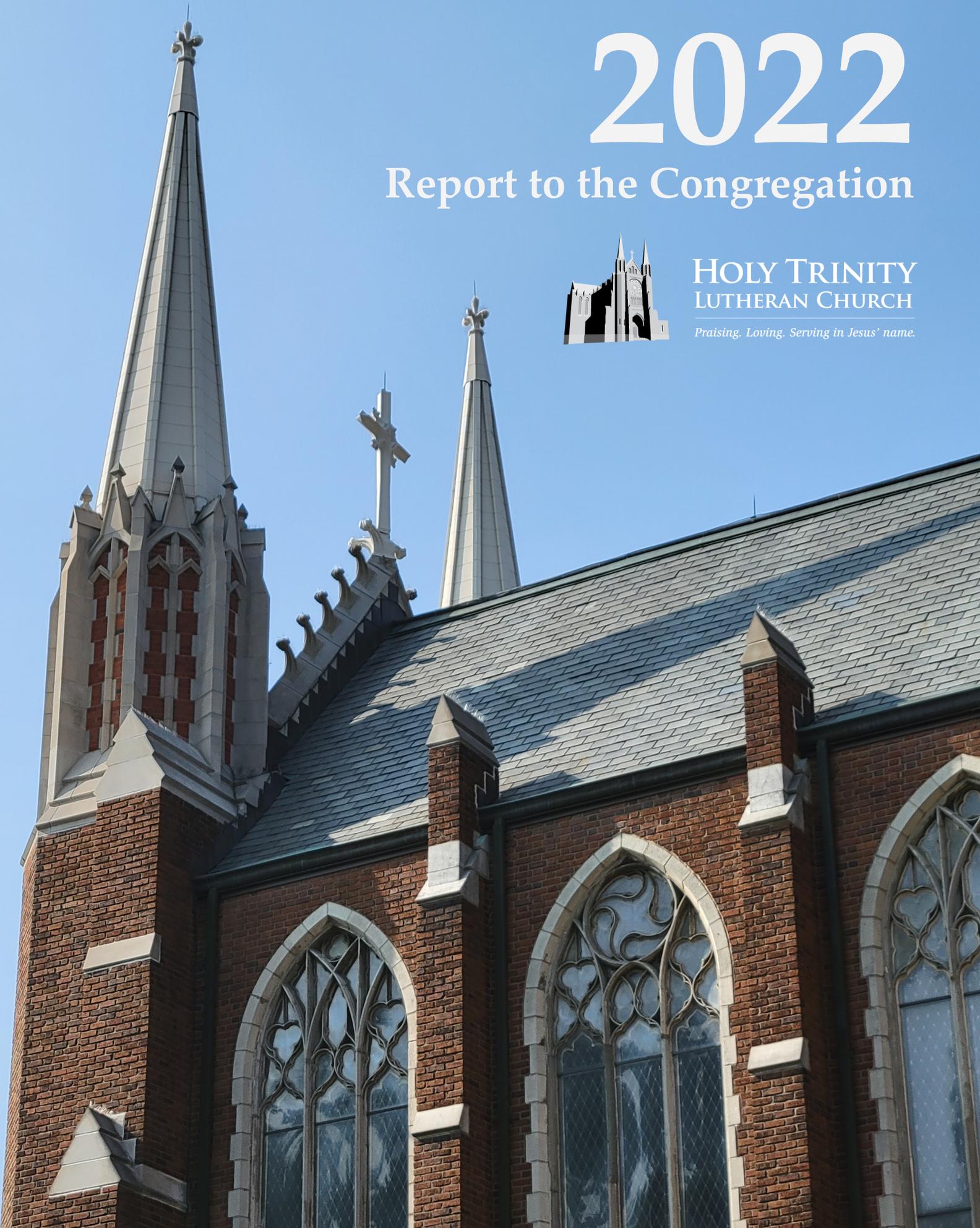
2022

Report to the Congregation



HOLY TRINITY
LUTHERAN CHURCH

Praising. Loving. Serving in Jesus' name.



Message from the 2022 Church Council President

Dear Holy Trinity Family,

“The mission of Holy Trinity Lutheran Church is to bring Jesus to the people through love and the word of God.” As I reflect upon the past year, I thank God for the ability of our church family to live out this mission in a period of change in pastoral leadership and coming out of an extended COVID-19 lockdown.

I am filled with gratitude as I review the last year at Holy Trinity- Gratitude for the ministry of Pastor David; gratitude for coming out of the restrictions imposed by the COVID-19 epidemic; gratitude for Church Council, Cabinet and Ministry members who have steered us through challenging times; gratitude for the members of Holy Trinity re-engaging in live worship and outreach to others; gratitude for the love of family and friends.

When I agreed to be nominated to serve on the Church Council in the fall of 2021 after having worked out-of-state for the previous seven years, I had no expectation that I would be asked to serve as the Council President in 2022. Pastor Nevergall’s retirement decision caught me and most of us by surprise, but we quickly came to understand and appreciate David’s and Karen’s need to change course in the light of their family losses and new support needs. We engaged the Northeast Ohio Synod staff immediately for guidance for the time of transition and ultimate calling of a new Senior Pastor. Assistant to the Bishop Mitch Phillips has been very helpful both in communicating the new step of discernment prior to assembling a call committee to complete our mission profile and begin an active search for our next Pastor. We were fortunate to secure Pastor Becki Verbridge as our Interim Senior Pastor last June shortly after she had completed a similar interim pastoral assignment at Trinity Kent. This interim ministry period has increased in recent years because of other congregations’ practical experiences with times of pastoral transition, including the dwindling supply of qualified pastors to consider for a call. At our Church Council meeting in December, we approved engaging an ELCA consultant to assist us in updating and documenting our strategic vision for ministry to satisfy the discernment requirement of the call process. It is expected that this consulting engagement will be completed in the first half of 2023 so that we can appoint a call committee to begin its work over the summer.

Despite being in transition, our congregation has been very active on several fronts. We are actively engaged in implementing the elements of the Invite-Welcome-Connect Initiative that was approved by previous councils to combat the decline in church attendance and participation. We held a workshop in November led by the founder of Invite Welcome Connect, Mary Parmer, with the participation of 17 Holy Trinity members plus attendees from two other area churches. Our DLM ministry continues to grow and be recognized for its high standards of care and concern for those whom we help throughout our community. We continue to partner in many ways with Robinson CLC. Our Arts at Holy Trinity has returned to live performances most recently capped by a well-attended Lessons and Carols program followed by a beautiful reception in the Fellowship Hall. A new sound system recently installed will improve the quality of both in-person and live-streamed worship.

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
2022 Council President

Interim Senior Pastor's Report

It has been my privilege to serve as your Interim Pastor these past seven months. The manner in which you have opened your hearts to me – a temporary shepherd – is a sure sign that you will do the same when a new pastor is called.

John Guran, our Congregational Council President, has done a fine job outlining how we will move into and through 2023. I highly recommend you give his report a close read.

I applaud the Congregational Council for their recent decision to engage the Rev. Nathan Swenson-Reinhold, a gifted ELCA pastor and consultant with GSB Fundraising, to guide HTLC through the active discernment phase of the call process. Rev. Swenson-Reinhold will work with a team of our leaders – as well as our congregation at-large – to develop a strategic plan to assist HTLC move forward in ministry. The plan will feed into the development of the Ministry Site Profile, a document the Call Committee will write for the purpose of calling a new pastor. It will also be used for grant writing.

Maintaining a vital presence in a downtown setting is particularly challenging in a day and age when fewer Americans identify as Christian, and fewer still participate in the life of a local church. This is one of the reasons our leadership decided to engage expert guidance. The on-going mission, ministry, and witness of Holy Trinity in Akron is just too important. We need to make careful evaluation of both our internal ministry context (the various resources our congregation has to work with) and our external ministry context (our location and the neighbors we have been given to serve), so that HTLC continues “To bring Jesus to people, through love and the Word of God” in the most vital way possible.

Let us pray for the Holy Spirit's leading as we begin a new and exciting year together!



Pastor Becki Verbridge

~ Blessings!

Pastor Becki Verbridge

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Care & Fellowship Ministry

Care & Fellowship social gatherings resumed in 2022 with fellowship following worship and other special events and activities held Sunday morning. Additionally, fellowship time was held at the Akron Family Restaurant the last Sunday of the month throughout the fall. These were very greatly received and well attended. We continued to stay connected by sending notes & cards in the mail, phone calls, and emails. We provided several bereavement meals/receptions and meals for DLM Staff & Volunteers on delivery days and also provided refreshments or lunch for congregational meetings and for the Invite Welcome Connect training held in November.

We are always looking for people to join this 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. Contact Rachel Núñez by calling the church office 330-376-5154 or by emailing her at rnunez@holyltrinityakron.org for more information.

TEAM MEMBERS:

Rachel Nunez, Chair ... are you interested in serving?

Faith Formation Ministry

The Faith Formation team has had a two-prong approach to Faith Formation activities this year, given the changing nature of COVID-19 precautions, both continuing and building on “virtual” options (Zoom and Facebook) (which began in 2020), and also providing in-person Faith Formation activities, as organized by Rachel Núñez.

Activities included:

- LIFT (Living in Faith Together) activities, including scheduled activities after Sunday services throughout the year in person and via Zoom, as needed
- “Hike and Seek” - one Saturday morning most months at area hiking trails
- Daily Devotionals on Facebook Monday – Friday
- Tuesday Prayer Meeting - Facebook Live - for part of the year
- Mid-Week Faith Formation activities both in person and over Zoom (various schedules and topics throughout the year, including Reflections for the New Year, Lent with the Skit Guys and Compline Prayer at the Close of the Day, Lenten Service of Morning Prayer and Soup Lunch, The Resurrected Jesus Changes Who We Are, Praying the Catechism, Jesus and Nature: Teachers of Faith, Unafraid: Living with Courage and Hope in Uncertain Times, Advent Stories and Soup Lunch, and The Dawn Chorus: An Advent Devotional on the Wonders of Birds)
- Friday morning Check-in and Devotions on Zoom (“Faith Five”)
- “Coffee and Conversation” at area restaurants at scheduled mid-week times
- Women’s Lenten Retreat
- Calling Now, a video devotional experience from Vibrant Faith - for part of the year
- Affirmation of Baptism and New Member Reception

Additionally, materials for Faith Formation at home were provided to families for Lent/Easter, Fall, and Advent/Christmas, and service projects were available for God’s Work, Our Hands Sunday in September.

Women’s Bible study, Men’s Bible Study and Holy Trinity Book Club continued to meet throughout 2022, both in person and over Zoom, as needed. Additionally, members of Women’s Bible Study participated in the “Wild Women’s Retreat” at Luther Memorial camp in September.

Finally, the Faith Formation team created a “Children’s Area” in the corner of the Library, which includes comfortable seating and resources for children and families to use both during worship, as needed, or at any other desired times.

We continue to invite everyone to join in on the “virtual” and in person opportunities available not only on Sunday mornings but also regularly held through the week. Please contact Rachel Núñez or Amanda Archbold with any questions about any of these opportunities, or to join us on the Faith Formation team.

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 inline 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 the Finance Team, please contact Lesli Eisenhart, Treasurer at leisenhart@hotmail.com.

- The Audit Committee engaged with Crum & Company, a leading local CPA firm, to review all of the internal policies, procedures and controls currently in place at Holy Trinity. This comprehensive look identified things we are doing well, as well as some areas for improvement. We are taking these recommendations one by one and will be implementing any remaining recommendations in fiscal year 2023.
- We welcome our new Grant Writer, member Laurel Heath. Laurel has many years of grant writing experience in several arenas and is working very closely with DLM and the Arts@Holy Trinity Leadership and teams to secure foundations and complete grant applications to continue the success of both of these wonderful outreach programs.
- We collaborated with the Personnel Team regarding personnel salary impact on budget in line with the current ELCA guideline changes for rostered staff. Reviews and adjustments are looked at annually to make sure we are current with the suggested benefits and salaries.
- I want to thank the committee as 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 2023.
- I would personally like to thank Bob Keener for his leadership with our Budget Process. It has been our pleasure working with you on the annual process.



\$20,311

Amount collected in
Love Offerings
throughout 2022

TEAM MEMBERS:

Lesli Eisenhart, Chair & Treasurer; Jim Minisall, Financial Secretary; Jack Harig, Bob Keener, Karen Nevergall, Pastor David Nevergall, and Pastor Becki Verbridge

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

Budget Committee: Bob Keener, Chair; Brad Crock, Lesli Eisenhart, Jack Harig, Bob Hoskins, Jim Minisall, Pastor David Nevergall, and Pastor Becki Verbridge

Stewardship Committee: Tom Baumgardner, Alexa Sandmann, Pastor David Nevergall, and Pastor Becki Verbridge

Financial Practices Review Committee: Karen Nevergall, Chair; Lesli Eisenhart, Jack Harig, Bob Kempke, and Jim Minisall

Outreach & Social Concerns Ministry

And the king will answer them, "Truly I tell you, just as you did it to one of the least of these who are members of my family, you did it to me." Matthew 25:40

The Outreach/Social Concerns Team distributes benevolences generated from the TLC Endowment Fund; delivers canned soups and stews donated by the congregation to OPEN M; and provides funds and promotes congregational involvement in mission projects that serve others.

Over \$20,000 in Benevolences were approved to support and facilitate numerous events at Robinson Community Learning Center and in conjunction with the Robinson Family Resource Center, South Street Ministries, OPEN M, Summit County Children Services, Family Promise of Summit County, ELCA World Relief, St. Bernard's Hot Meal Program, Oasis Youth Outreach Opportunity Program, and the MLK Laundry Day. The team also coordinated Love Offerings to support ELCA Good Gifts and the Hat, Glove, and Scarf Christmas Tree for the Oasis youth.

Holy Trinity continues to support Family Promise of Summit County, which no longer rotates guest families to host churches, but operates a nine-unit apartment building, the Glendora House, with a handful of volunteers. In 2020, Holy Trinity furnished one complete apartment, and continues to support Family Promise financially.

Unfortunately, Holy Trinity did not participate in any house-building for Summit County Habitat for Humanity, but plan to collaborate with them in 2023.

The Outreach/Social Concerns Team accepts suggestions for benevolences.

TEAM MEMBERS:

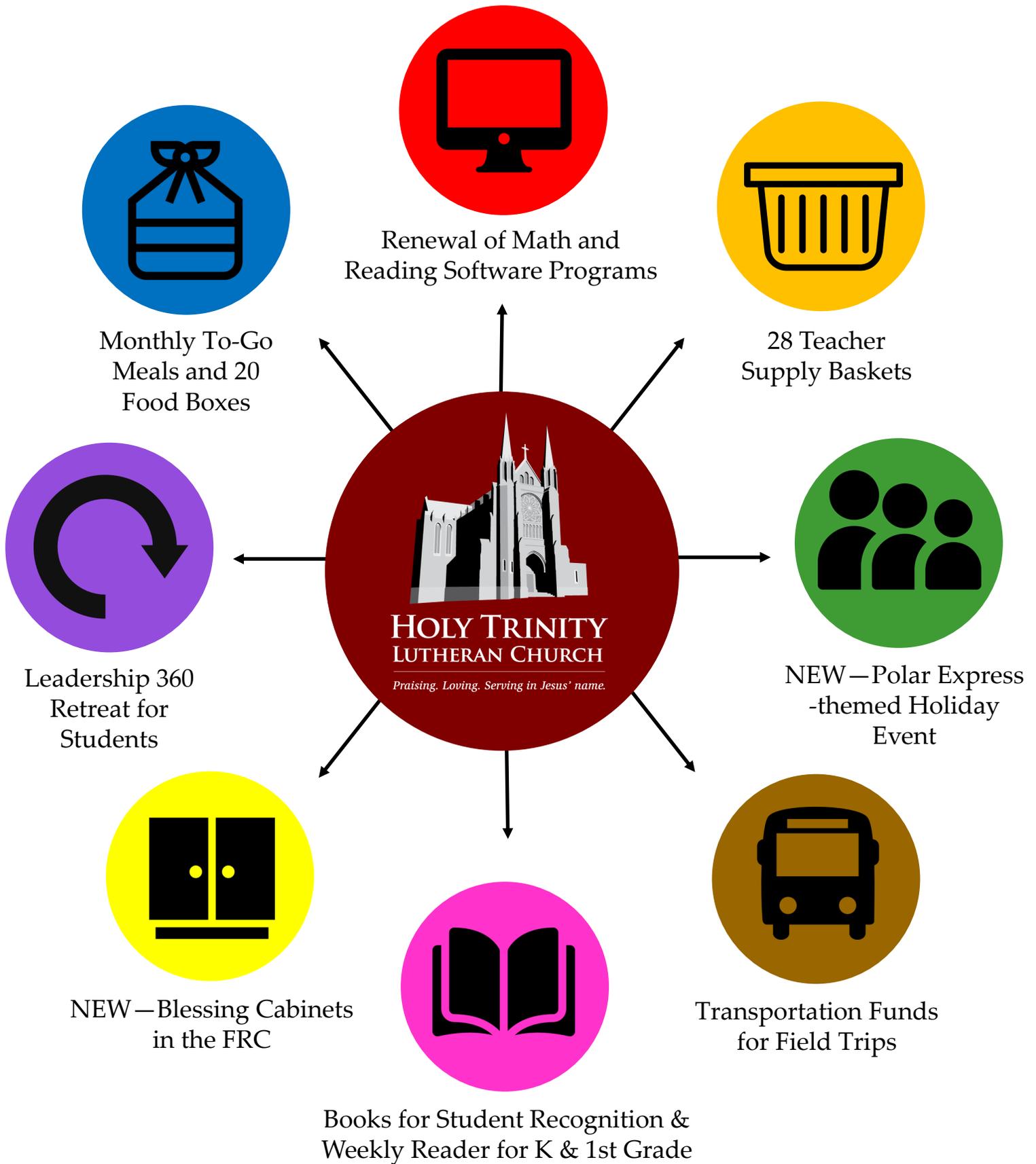
Gregg Loesch, Chair; Becky Adkins, Diane Chambers, Sandy Deluca, Jenn Dillard, Betty Oberdorfer, and Velma Pomrenke. One in-person business meeting was held in 2022 in November.



\$20,000+

Amount of
benevolences
distributed to local
organizations

Support provided to Robinson CLC in 2022





11,634

The number of children served since 2017



7,178

The number of families served since 2017

2,206

The number of seniors served since 2017



227,980

The poundage of food provided to families since 2017



25,322

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.

With the retirement of Pastor David Nevergall in June, Holy Trinity engaged the services of Pastor Becki Verbridge as its Interim Pastor. Pastor Becki brings a wealth of experience serving a number of northeast Ohio churches and has been eager to join in the discussions with many committees and teams at Holy Trinity as they carry out their duties. Her leadership has been fundamental in preparing Holy Trinity for calling its new Senior Pastor in 2023.

During 2022, Holy Trinity Lutheran Church considered a variety of formats for reaching and teaching its members, as well as the community at large. Online video streaming is being used to broadcast events and activities over the internet, and has now, along with social media, become the new mode for sharing information with everyone in the congregation and the community. In light of this emerging approach to ministry, the roles of many staff positions have been re-visited, and new ideas for using staff resources are now being investigated.

Following the departure of Bob Foutty as the leader in developing and providing Trinity's technology services, Stefan Katz has been hired as the new Production Technology Coordinator. Stefan, who also currently serves as the DLM Operations Manager, will coordinate and execute video/streaming production for Sunday worship services, Arts @Holy Trinity concerts, and other HTLC services, events, and programs. In addition, he will assist in updating the design for Holy Trinity's website, revising information that is shared on this format.

During 2022, the Personnel Team also supported the Property Team as it took measures to improve security for evening activities and special events, and helped to develop ongoing maintenance for the Meditation/Memorial Garden.

Despite the hard work of its full-time and part-time staff, Holy Trinity Lutheran Church would not be able to move forward with its ministry without the many important services that are carried out by volunteers. Members 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 manpower for community ministries. Volunteer support is critical in helping Holy Trinity fulfill its mission to 'bring 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; Valerie Clark, Dennis Dick, and Sophia Morton

Property Ministry

The **Property Team** 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. In 2023, we look forward to working more strategically and aligned with the future vision of Council, Cabinet and the congregation as we all navigate the pastoral transition.

Dan Detwiler led the Property Team for most of 2022 and has stepped down from that role and the team. We want to thank Dan for his many years of active membership and leading the team and wish him well.

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 for the Property team. As we continue to deal with the realities of our physical location and the socio-economic climate of our nation and city, security has taken on a greater focus for our team in latter 2022. We have replaced exterior doors, improved physical barriers and are currently in the midst of a trial period with a security company to provide us guard and patrol services in support of a safe and secure environment for our members, staff and guests. We also have in-flight projects to add grating and further limit access to areas of our property/building where loitering may occur.

Other items undertaken by the team in 2022 include:

- Continued projects with Frost Restoration to maintain the brick and concrete exterior and avoid/eliminate water intrusion.
- Replacement of the sanctuary speakers and other sound system improvements. These will not only benefit us in worship but also for events held in person or online.
- Upgrading the power supply lines and capacity of the building to accommodate our future needs and potential expansion of our air conditioning capabilities.
- Lighting upgrades in the sanctuary

Many handyman and painting projects have been completed this year. We would like to thank Gary Radanof for his time and skills, volunteering on nearly a daily basis. Thank you Gary!

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.

Property is not immune from the realities of a shrinking congregation. We are blessed to have the support of the endowment. However, we also have seen significant shrinkage of our financial support. We are currently operating with nearly the equivalent of one FTE as both the Maintenance Coordinator and Sexton positions have been reduced to part time. They used to be both full time positions and at some points we had an additional part time sexton. In addition to the operating budget reductions, the reality of the costs of maintaining the building are rising which adds concern for the ability to pay for support from the endowments. This is an item we will be keeping an eye on as we strive to do what we can within the resource constraints.

We appreciate all who are able to help through idea sharing, with a project/task, at a service day or serving on our team; 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@holyltrinityakron.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 9:30-10:30am on the first Monday 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.

TEAM MEMBERS:

Kevin Heckel, Chair; Dan Detwiler, John Hamilton, Deb Ickes, Bruce Mansour, Don Parsisson, and Lorin Sickafoose

Meditation & Memorial Garden

March 2022 MG Funds Totaled \$49,031.03 and included Investments (Duke Energy, First Energy, TD Ameritrade \$35,871.91) and Dedicated Fund \$13,159.12

November 2022 Dedicated Fund Balance: \$2233

The Memorial Garden met in March, April, July, September and November with the following tasks accomplished:

- Cleaning and Preservation was completed by John Communale on the fountain rust and 4 benches. \$7200.
- MG Maintenance position description created with Bruce Mansour accepting the role. .
 - New Memorial plaque board has been ordered. The cost is \$9085 to reproduce, cast, ship and install from North Hill Marble and Granite. Ongoing discussion on how to align and install plaques including prepaid interments. The cost of the name plaques has increased and a new fee will need to be determined and set.
 - On-going discussion on gaining a Bibb water line access off Park Street. The access would potentially save significant costs associated with water/sewer fees.
- Nan Rieminschneider will be taking over the current responsibilities for the Memorial Book from Jan Parry.
 - Monetary gift be presented to Bruce Mansour for digging the interment holes.
 - Approval for significant pruning of Hydrangas on the North section of the garden.
 - Need to bring awareness of the availability of the garden for use, the process of remembrance or committal and the opportunity for memorial donations. Sandy Deluca will begin preparing a new brochure to describe the garden and create a page on the church website for the garden with access to the Internment agreement.
 - Sonya and Jay to meet in January 2023 to review all MG documents in Archives.

Future Considerations:

- Create a document to address question of what happens to the MG property if the church were to close.
- Re-envisioning and irrigation for lower lawn area.
- Name plate polish with SCI polish and a micro fibercloth.
- Need for portable PA system for Interment ceremonies or to turn fountain down because of noise.
- 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:
 - Considerations related to requirements on who can be interred? Examples, Anyone, Members only, baptized, fetus?

TEAM MEMBERS:

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

Welcome Ministry

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

Our purpose is to provide a welcoming atmosphere at Holy Trinity for both our members and our visitors. Currently, a new lead for the Welcome Team is needed as Bob Foutty has relocated to Florida.

2022 came with challenges for our worship live streaming with Bob Foutty no longer in regular attendance and Alex DeLuca, Ann Lawson, and Lorin Sickafoose taking over weekly streaming duties. We would like to thank Lorin Sickafoose for the role he has played in leading the “Stream Team” this year, and Alex and Ann for their continued service as live stream operators. Lesli Eisenhart has continued to serve as our weekly Technology Usher in the chat and comments sections for our online events. At present, we are still in need of additional volunteers to learn the live stream system in order to cover vacations, illness, holidays, etc., and to serve as Technology Ushers. Please contact Bob Foutty or Sandy DeLuca if you are able to serve in this manner.

In 2022, there were needs for repairs and upgrades to our live streaming and in-house audio equipment. Lorin Sickafoose oversaw the assessment and repairs of the equipment and we are now using an improved, consolidated system that allows for control of all audio from one interface instead of two. Due to the demands of the live-stream system and need for technology support for staff, Welcome coordinated with the Personnel Team in the development and filling of the Technology Production Coordinator position. We welcomed Stefan Katz to that role in October.

The Welcome budget includes funds for promotional items, advertising, software, new-member events, evangelism, miscellaneous communications materials, and live streaming software and subscriptions.

TEAM MEMBERS:

Bob Foutty, Chair; Donna Carroll, Sandy DeLuca, Ricki Ethington, Kristin Forbes, Sandy Hamilton, Pat Keller, Ann Lawson, Sylvia Leddon, Pete Seltzer, and Linda Vowles

Worship & Music Ministry

The Music and Worship Team had a very busy and memorable year organizing our weekly worship services.

During Holy Week, we gathered for a celebration of the Paschal Triduum and Easter Day services.

Christmas Eve was celebrated with a single service of Candlelight Eucharist at 7 p.m. The service was well attended. Our Christmas Day service of carols was offered at 9:30 a.m.

The "Arts @ Holy Trinity" schedule offered a variety of musical performances. We thankfully received grants from Akron Community Foundation, Ohio Arts Council, and Arts Midwest. While one concert was cancelled due to visa challenges, the artist offered his workshop online, giving AGO (American Guild of Organists) members across the country a unique opportunity to hear him speak from Vienna. Three other concert artists presented age-appropriate educational demonstrations, student collaborations and mini-performances for the students of Robinson CLC, Firestone CLC, and local universities. In addition, 9 area K-12 schools (new to our series) received recordings of a video presentation to share with students.

Les Délices, Cleveland's early music ensemble, continued their residency at Holy Trinity for their Akron-based concert series. The ensemble also presents outreach opportunities in the community. We are pleased to partner with them in music and outreach.

Music in our Worship Services

Music continues to be a very important part of worship at Holy Trinity Lutheran Church. Several ensembles regularly contribute to our worship services. Trinity Choir sang each Sunday from September through Trinity Sunday. The brass ensemble played in festival services. Trinity Bell Choir rang at least once each month, and enhanced our corporate song. Other contributions from our vocalists, instrumentalists, drum circle, timpani and Orff instruments added to the atmosphere of our worship time each week. We are thankful for our talented choir and musicians.

We rescheduled our rained-out "Songfest Picnic" as we provided hotdogs, chips and Pav's Ice Cream following the annual October Congregational Meeting.

We continue to recruit acolytes. (Maybe you were not able to do this as a youngster? Well, it's not too late!) Please contact Frederica Cohen if you are interested in serving. Also, the assisting minister plays a large part in the weekly service, providing another opportunity to participate in the service on another level. Please contact Rachel Nunez if you are interested in this wonderful opportunity.

Our Stream Team volunteers and staff continue to provide us with weekly live broadcasts of the worship services. Many thanks for your talents and expertise: Bob Foutty, Lorin Sickafoose, Ann Lawson, Alex DeLuca, Lesli Eisenhart and Stefan Katz. Your tenacity and skills allow us to live out our mission statement each week.

Several upgrades to the sound system and speakers have been completed and will provide better sound quality for everyone during our services and live stream.

We continue to welcome university students and four Trinity Choir section leaders into our worship life. They regularly lend their vocal skills to our worship services in many ways. We welcomed new members into both Trinity Choir and Trinity Bell Choir this past year.

We could not have done it without you! Altar Guild, Acolytes, Stream Team and Sound System Technicians, Ushers, Readers and other volunteers. These teams operate independently but fall under the Worship and Music umbrella. We would like to thank all of you that contributed your time, talent, and skills to our church ministry.

Please contact Deacon Ruth Anderson in the church office if you have questions or have an interest in making music for our worship services at Holy Trinity Lutheran Church. Lastly, we want to thank Ron Nockengost for his many years of faithful service as a member and co-chair of this team.

TEAM MEMBERS:

Frederica Cohen and Ron Nockengost, Co-Chairs; Lesli Eisenhart, Deborah Ickes, Molly Phelps, Dan Seiberling, Jacquie Wert, Deacon Ruth Anderson, Director of Music Ministries & Artistic Director of Arts @ Holy Trinity; Pastor David Nevergall and Pastor Becki Verbridge

Worship & Music Ministry *continued ...*

Altar Guild

Altar Guild held four meetings: January, May, September and November. Duties and activities in 2022 included:

- Memorial Contributions were made throughout the year to DLM Food & Resources, the Ernie Liska Memorial Scholarship Fund and to the Holy Trinity Flower Fund.
- Set up and take down communion each Sunday, including preparation of pall and communion for funerals. And, handled ordering communion supplies. A second pouring chalice was purchased to replace the one loaned by Pastor Nevergall.
- Handled the ordering Chancel Flowers each Sunday and the delivering of those flowers to homebound members.
- Decorated the church and sanctuary for Easter and for Christmas. Coordinated requests and contributions for Easter Lilies and Christmas Poinsettias.
- Maintained and changed the paraments and filled the candles with oil as needed.
- Assumed responsibility of Liturgical Festival and Season banners. Discussions are ongoing for additional banners.
- Made the decision to discontinue having flowers for Sunday worship and for holidays unless sponsored by members.
- Helped to coordinate five baptisms held throughout the year.

~ Submitted by Deborah Ickes, President

Liturgical Arts Team

It was decided that Liturgical Arts would be moved under Altar Guild. Our team consists of Deb Ickes, Jacquie Wert and Molly Phelps. We are open to anyone who would like to participate. We would love to have input from youth and younger members and from those with an art background or any who are interested.

Our goal is to create sets of banner pieces that are interchangeable and reusable over time. They are hung to focus on the main festivals of the Liturgical year: Christmas, Easter, and Pentecost. The focus of hanging these banners is:

- To evoke a spirit of hope and anticipation for Advent.
- To celebrate the birth of Christ at Christmas.
- To invite an inward journey of self-examination and prayer during Lent.
- To celebrate the Risen Lord at Easter.
- To be open to the coming of the Holy Spirit at Pentecost.

The materials should stand up for reuse. In 2022, a single banner was made for Pentecost of a flame and a dove. Another banner will be added to create two pieces that hang together for Pentecost. It is more keeping with the symmetry of the church to have two. We also plan to do a new piece for Christmas 2023.

~ Submitted by Molly Phelps, Chair

Holy Trinity Lutheran Church
Annual Congregational Meeting Minutes - January 23, 2022

President, Rick Kimble, welcomed the congregation and gave thanks to our Video/Digital Tech Team for their special assistance making today's meeting available via livestream.

The meeting was called to order at 11:05 a.m. by Council President, Rick Kimble, with Pastor Nevergall offering an opening prayer including expressing appreciation of God's blessing through this past year.

Rick led us in reciting our Mission Statement:

The mission of Holy Trinity Lutheran Church is to bring Jesus to the people through love and the word of God.

***A motion was made by John Guran and seconded by Frederica Cohen to approve the agenda. (Attached)**

***The motion passed**

Attendance via zoom and in person: 39 members

***A motion was made by Tom Baumgardner and seconded by Connie Archbold to approve the minutes from the January 2021 Annual Congregational Meeting and the October 2021 Semi-Annual Congregational Meeting. (Attached)**

***The motion passed**

2021 Report to the Congregation (Attached)

Bob Keener presented the Investment in Mission/Budget for 2022 giving a thorough explanation of the spreadsheet and pie chart, including income sources and expenses. (Attached)

***A motion was made by Bob Keener and seconded by Connie Archbold to approve the Investment in Mission/Budget for 2022 as presented.**

Rick thanked the Budget Committee for their work.

***The motion passed**

Open Forum – None

***A motion was made by Bob Keener and seconded by Tom Baumgardner to adjourn the meeting at 11:25 a.m.**

***The motion passed**

Respectfully submitted,
Valerie Clark, Council Secretary

Holy Trinity Lutheran Church
Special Congregational Meeting Minutes - May 29, 2022

Notice of Meeting:

The sole purpose of this meeting is to consider the recommendation of the Congregation Council to authorize a withdrawal of funds of up to \$175,000 from the Budget Endowment Fund for an extraordinary expenditure to make needed repairs to the organ. The Council Resolution approved on April 19th is the following:

Motion by Valerie Clark, seconded by Rick Kimble to approve the Finance recommendation to secure funding for the organ repair either through a line of credit or through the withdrawal of funds from the Budget Endowment in accordance with Chapter 4 of the Budget Endowment Policy. Passed.

Paragraph 4. of the Budget Endowment Fund document approved January 26, 2014, states the following:

4. Extraordinary Expenditures

If the Congregation Council determines that available current funds are not sufficient for an extraordinary expenditure, it may authorize the distribution of additional Budget Endowment Fund monies up to the difference between the fund's appreciation, and the allocated distributions for that year. This distribution shall be approved by a two-thirds (2/3) vote of the voting members of the Congregation present at an annual or special meeting. At no time shall the principal be invaded or consumed.

- This mechanism was previously used for emergency HVAC repairs that were needed several years ago. As of March 31, 2022, the balance in the Budget Endowment Fund was \$3,042,257.92, \$1,094,078.07 greater than the gift (principal) amount of \$1,947,779.85. This current request for a withdrawal to make needed organ repairs is supported by the following:
- The organ is the second most valuable asset of HTLC, after the building itself.
- The work is not a wish-list item to add any new features, but a necessity for the continued use of the instrument and should be treated as such.
- The proposal from Leek Pipe Organ is valid for a limited time and can be only honored for a limited time.
- The organ is critical to maintaining the quality of worship.
- The organ is an irreplaceable tool in the outreach of HTLC into the community.
- We don't have time to do a capital campaign prior to repair work.

Thank you all, in advance, for your attention to this pressing issue.

Blessings to all,
John Guran, President and the entire Congregation Council

Call to order: President John Guran, called the May 29, 2022 Special Congregational Meeting to order at 11:01 a.m. and opened the meeting with prayer.

- In Person Attendance: 32
- Online Attendance: 18

Discussion:

John introduced Mr. James Leek of the Leek Organ Company who proceeded to explain the major work that needs to be done to repair the organ. It is the Wind System or lungs of the instrument that are in desperate need of replacement. This includes the Bel-lows and Blower Motor(s). (See attachments)

- Will you be able to stay within the cost parameters of \$175,000? *We will do our best to stay within that figure.*
- Can you assure that when this project is accomplished, that the organ will be ok for decades to come? (The current equipment is over 100 years old.) *Yes, this part of the instrument should last for many decades, perhaps another 100 years.*
- What is the expiration date for this quote? *Originally, we reviewed the issues 2/22 and updated our findings on 5/22. This quote should be good for a few months.*

Continued on next page ...

- Why are we getting a loan with interest? Why aren't we borrowing from ourselves? *John explained the Loan information. Borrowing the money from the bank is less expensive than from ourselves. The loan is for 3.1% for 66 months and will be paid back through the annual Endowment Fund distribution to the Property budget. The monies in the Endowment Fund earn roughly 5% interest annually; therefore, we will be earning more interest on the Endowment Fund than we will be paying for the loan.*
- Can there be a supply/materials issue? *Of course, there could be, but most of the materials are made in the US.*
- Do we know how long we will be without the use of the organ? *We will work around the Organ Program. Then there will be more down time in 2023. During that time, you will need to use the piano.*
- Will there need to be any other repairs when this is completed? *None other than the regular, on-going maintenance items.*
- There being no further questions, John thanked Mr. Leek for being at our meeting, explaining the work, and answering all the questions.

<u>The vote was taken:</u>	<u>YES</u>	<u>NO</u>
In person	32	0
On line	<u>17</u>	<u>1</u>
Passed	49	1

Motion to adjourn the meeting was made by Connie Archbold, seconded by Valerie Clark. Passed. The meeting was adjourned at 11:22 a.m.

Respectfully Submitted,
Valerie Clark, Secretary

Holy Trinity Lutheran Church
Semi-Annual Congregational Meeting Minutes - October 23, 2022

The meeting was called to order by Rick Kimble at 11 a.m. with a welcome message and prayer led by Pastor Becki. Trinity members were able to join the meeting in person or via zoom.

There were **40** members in attendance in person and **9** in attendance via zoom for a total of **49** members for a quorum. Lorin Sickafoose was Parliamentarian.

Rick asked for a motion to approve the agenda.

Motion by Fletcher Carroll, seconded by Marshall Anderson to approve the agenda.

The motion passed

Rick Kimble thanked the 2022 Nominating Committee for their work: Lesli Eisenhart, Bob Hoskins, Debbie Ickes, and Molly Phelps.

Election of Council Members for a two-year term beginning January 2023.

The nominees for Church Council: Valerie Clark, Lesli Eisenhart, Kevin Heckel, Gary Radanof, and Linda Vowles

Rick asked for nominations from the floor. There were none. Attendees were instructed to vote for not more than 4 on their ballots.

Election of the 2023 Nomination Committee for a one-year term:

The nominees for the Nominating Committee: Paul Anacki, Connie Archbold, Fred Riemer, and Valerie Clark

Rick asked for nominations from the floor; there being none, the slate was elected by acclamation. Valerie Clark will be the member from the 2023 Council.

Bob Keener presented a review of the 2023 Draft Mission Investment (Attached).

He pointed out increases in Administration, Property, and that Personnel was including a 7½% increase in salaries for this year. He also noted the Budget Endowment Contribution of \$200,000, and the TLC Outreach is projected to be \$338,000. Offerings needed of \$390,000 to balance the budget. He also explained that we are expecting over \$50,000 in grants for DLM and Arts @ Holy Trinity. Expenditures for Personnel is projected at \$393,514. All other Ministry Teams reflected a decrease in spending. Our tithes to the Synod is 10%. The total Mission Investment Draft is \$590,000. Bob stated that we will see the final Mission Investment at the January Congregational Meeting. Bob thanked the members of his committee: Jack Harig, Bob Hoskins, John Guran, Brad Crock, Jim Minisill, and Lesli Eisenhart.

Election Results for Church Council:

Valerie Clark, Lesli Eisenhart, Gary Radanof, and Linda Vowles.

Rick thanked everyone for participating in the meeting and their willingness to serve in the important mission of HTLC. He also thanked the outgoing Council Members for their service: Paul Anacki, Connie Archbold, and Fred Riemer.

Pastor Becki led us in a closing prayer.

Motion by Bob Keener, seconded by Bob Hoskins to adjourn the meeting. The motion passed.

The meeting was adjourned at 11:32 a.m.

Respectfully Submitted,
Valerie Clark, Secretary



HOLY TRINITY LUTHERAN CHURCH

Praising. Loving. Serving in Jesus' name.

Mission Statement

The mission of Holy Trinity Lutheran Church is to bring Jesus to people through love and the word of God.

Vision Statement

Holy Trinity Lutheran Church is a faith community grounded in God's word, called to worship and committed to serve as disciples of Jesus Christ.

2022 Council (as of 12/31/2022)

John Guran, *President*
Rick Kimble, *Vice President*
Valerie Clark, *Secretary*
Lesli Eisenhart, *Treasurer*
Paul Anacki
Connie Archbold
Frederica Cohen
Bob Hoskins
Fred Rieman
Pastor Becki Verbridge

2022 Cabinet (Ministry Teams)

Care & Fellowship, **Rachel Núñez**
Faith Formation, **Amanda Archbold**
Finance, **Lesli Eisenhart**
Outreach & Social Concerns, **Gregg Loesch**
Personnel, **John Stefanik**
Property, **Kevin Heckel**
Welcome, **Bob Foutty**
Worship & Music, **Frederica Cohen & Ron Nockengost**
Council Liaison, **Rick Kimble**, *Vice President*

2022 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**
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**

2022 Staff (as of 12/31/2022)

Pastor Becki Verbridge, *Interim Senior Pastor*
Rachel Núñez, *Director of Faith Formation*
Deacon Ruth Anderson, *Director of Music Ministries*
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*



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50 N. Prospect Street
Akron, Ohio 44304
(330) 376-5154 | holytrinityakron.org

