

Trinity Lutheran Church & Schools

ANNUAL REPORT

2021-2022



6215 196th St SW
Lynnwood, WA 98036

trinitylutheranchurch.com

425.778.2159

VALUES

- Christ-inspired service in our community (local and global)
- Inclusion of all people
- Impactful relationships with one another that provide support for life's journey
- Faith-based communal experience of worshipping and learning together
- Multi-generational ministry relevant to all ages and promoting relationships across generations

*Building up and
joining God's mission
as one to nurture love
and serve all.*

**BUILDING
BELONGING
BECOMING**

C O N T E N T S

Pastors

Pastor Hector Garfias-Toledo • 4

Pastor Jenna Bergeson • 11

Administration & Council

Administrator Don Boelter • 14

2021 Statistical Report • 15

President Mark Schmidt • 16

Treasurer David Fox • 18

Treasurer David Fox & YTD Financials • 20

Committee Reports • 23

Music & Worship

Minister of Music & Worship David Horton • 26

Music & Worship Teams • 27

Welcome & Hospitality

First Impressions/Connections • 29

Welcome & Hospitality Teams • 29

Schools

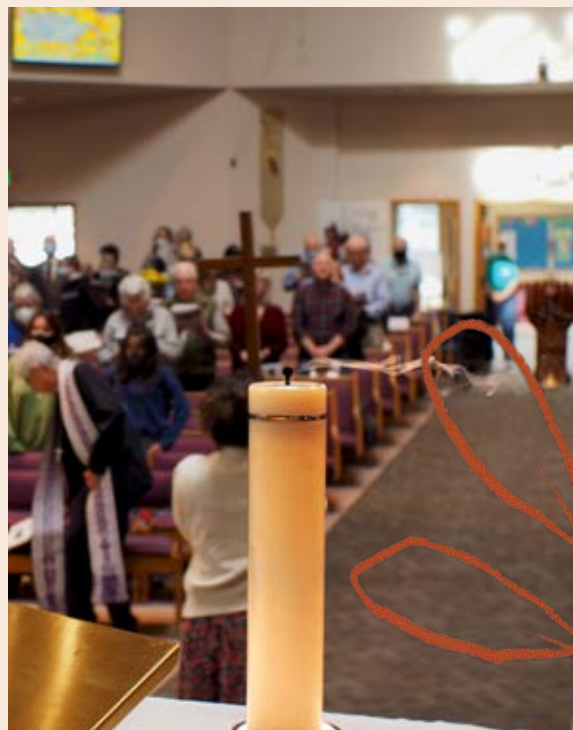
Trinity Preschool Director Kris Dudak • 30

Child Development Center Director Nanette Erban • 32

Faith Formation

Minister of Faith Formation David Greenlee • 33

Faith Formation Teams • 34



Pastoral Care & Prayer

Stephen Ministry • 35

Pastoral Care Ministers • 35

Prayer Ministries • 36

Service & Justice

All for Peace • 37

Esperanza • 37

Living Water • 37

Neighbors in Need • 38

Sowing Seeds of Hope • 39

HECTOR GARFIAS - TOLEDO

Lead Pastor

Dear siblings in the Lord,

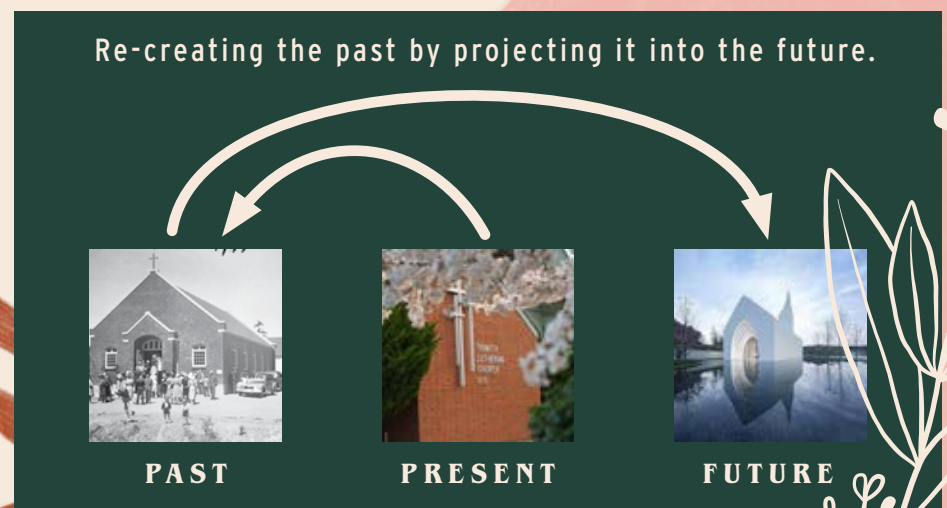
Another year has passed. We have come this far by God's grace. Last year we wondered "what might the future be." During this period, communities like Trinity Lutheran Church and Schools (TLCS) experienced a gradual re-entry to in-person activities. Today we gather by the Spirit once again as we are navigating this new reality, the future that we could not imagine a year ago is here and we cannot ignore it.

We come together once again for our summer congregational meeting with gratefulness, open to this new reality. We cannot deny that we are coming out from a long and difficult year. The truth is that things are still uncertain, but we are confident that the Spirit is leading us into what the Lord has commissioned us to do and to be. Perhaps we are feeling like the disciples: amazed and astonished by how the Lord has brought us here, but like in Acts 1:11, we are reminded "*Men of Galilee, why do you stand looking up toward heaven?*" (NRSV)

There is no doubt that living through a pandemic has led us to find ways to "survive." We acquired new patterns of life that have a deep impact in our daily lives, relationships, family dynamics, job practices, etc. All of it has touched us in emotional, spiritual, and physical ways. We seek anchors that help us remain grounded with a sense of security. The journey has helped us to envision new ways to face this reality, considering who we are - the resurrection people-who are not called to survive and return to the past, but people who live in hope, looking forward and grounded in the faith that has been passed on to us.

THE REAR MIRROR VISION

For the past year, we made gradual adjustments as we resumed in-person activities, and we committed to live in the liminal spaces of ministry. Yet there has been a tendency to believe that every little step taken would eventually lead us back to 2019: recreating the past by projecting it into the future. The survival instinct distracted us, and we kept looking back to the past. The Spirit, however, continues to disrupt and agitate us by opening new opportunities and connecting people to the Lord Jesus through the congregation.



As a congregation we experienced loss. The conditions created by the pandemic had an effect on the capacity of ministries of the congregation to sustain the same level of activities and relationships. The gradual re-entry revealed that transitions in the lives of many members, regular participants, and friends of the congregation reduced their ability to gather and to support ministries at the same level. Relationships, fellowship, and community were reduced to a minimum or lost altogether. Such an adverse environment caused **grief and a sense of loss**. Pain and grief are a reality that we cannot deny. We **acknowledge losses and endings** for ministries and fellowship opportunities.

Our society continues to experience the social and political unrest caused by the injustice and polarizing forces that are still tearing apart communities. In addition to the pandemic, the economy has affected families and individuals in significant ways. And the inequities in society have continued to cause pain, suffering, segregation, and death in communities. Like last year, we have been struggling with how to respond in faithful, proactive, and empathetic ways, moving from making statements

to actions that reflect the intentionality and a commitment to join God's work for justice and restoration.

In the midst of such an environment, however, the Spirit continues to work in and through God's people at TLCS. The Spirit not only kept us "afloat" but pushed us to strive for life abundant that brings healing to the worshiping community and the community at large.

*The Spirit continues
to work in and through
God's people at TLCS.*

Despite the loss and grief experienced during the past year, we have seen an abundance of energy especially in the Sunday gatherings. Young worshipers, creative music and worship, and the fact of having one gathering has infused a new sense of hope and a reminder that we have been called to be witnesses. Here are a few reasons to celebrate and rejoice together for the fruitfulness of our ministry:

Leadership and staff

- The call of Associate Pastor Jenna Bergeson. TLCS has been blessed

with Pr. Jenna joining the ministry, bringing gifts that complement the pastoral leadership of the congregation.

- The hiring of the Minister of Music and Worship, David Horton. After an interim term, and an intentional search process, David and TLCS agreed to journey together.
- Trained 7 coaches to support leadership development.
- Ongoing commitment, adaptability, creativity, and faithfulness of the elected leaders and staff members of the congregation.
- The work, dedication, care, and love of Debbie Jeske for over 30 years.

Worship

- Implementation of creative, thematic worship experiments.
- Introduction and dedication of the Pray-Ground.
- Intergenerational activities offered throughout the past.
- Livestream worship-tech team.



Faith formation and joining God's mission Through TLCS

- Developing a new approach to faith formation: "Paths to Discipleship."
- Increased collaboration between schools and the worship community.
- Eight new witnesses (members) joined God's mission through TLCS.

Communications

- New website and "branding" of TLCS.

Faithful stewardship

- The ongoing support of the ministry of the congregation with time, talent, and treasure. Although we are facing financial challenges, the congregational

membership has committed to strive for sustainability of the ministry.

So, what did we learn from the past year's experiences which are shaping TLCS to move into the new future?

I believe that TLCS has moved from a chapter of endings and acknowledgment of losses to a chapter of realignment and short-term plans.

Since last summer we have seen a gradual increase of in-person activities that bring new energy to the Sunday gatherings. We have also increased the number of community groups using the facilities, and have been able to gather to hold memorial services and other special services. Such changes are challenging as we keep looking forward, discerning

how TLCS will continue to witness to the love of Jesus in and with the community, while being faithful stewards of the assets that have been entrusted to us such as the roof of the building.

We need to look at the context in which we have been called to be Jesus' witnesses. The community is changing rapidly. Demographics are changing, therefore needs and daily life patterns are changing the economy in the community and transitions in people's life. This tells us that we cannot remain settled in one place or in patterns that do not respond to the new reality.

THE WINDSHIELD VISION

Again, we are living in a liminal space as an ongoing reality. The new future is here, and it requires us to adjust and recalibrate our patterns of ministry as a congregation. ***What has brought us here will not take us where we need to go.***

As we look forward, we will work on action steps that are shaped by God's vision for the future of TLCS and the community in which we are called to witness. Yes, the past and its rich history and legacy will inform us, too. But we will move into a new and different chapter of ministry. This is a time for new ideas, new energy, and a new sense of purpose which will generate a healthy change and transition. We are already living into this new beginning. The question for each one of us is, ***what action will we take to support progress at TLCS as we emerge from realigning chapter into the chapter of new beginnings and a new future?***

One way in which we are addressing such demand is by fostering intentional ways to nurture and develop relationships within the congregation and with the community at large. We look to the new ways that fellowship, adult, and young person faith formation can create spaces to re-connect and to re-imagine ways to be church in this new future. Being church looks and will continue to look different as church may need to happen

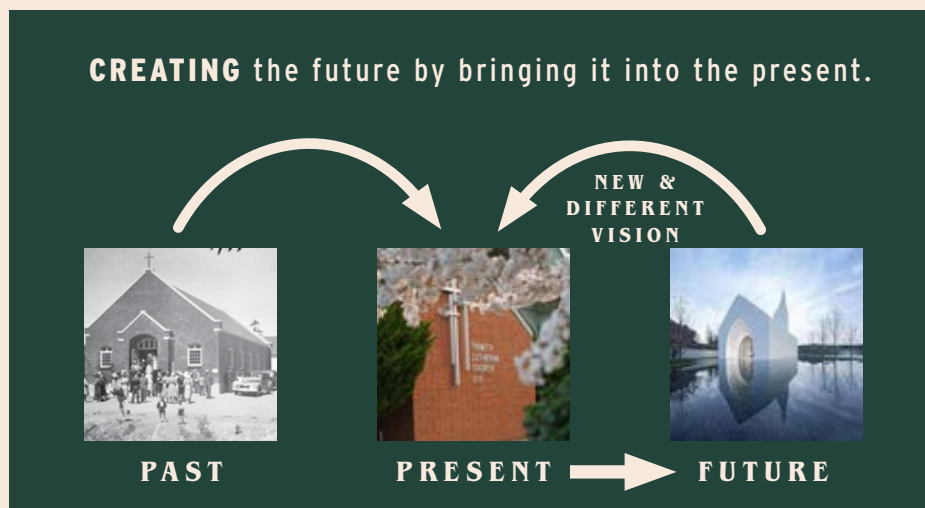
stewardship and sustainability for long-term ministry. Last January, we committed to a vision budget that goes beyond approving a line-by-line balanced budget.

Stewardship also challenges us to intentionally narrow the scope of "things that we do and keep doing" because "we have always been doing it." We will reduce the scope of things that we do by defining the core ministries of the congregation and focusing

on those that are key for the new future. We will redefine and re-imagine teams and mission & ministry groups. The core ministries reflect the identity and values of the congregation. We have already begun a process

of assessment and conversation with team leads by our coaches and the Values>Direction>Action (VDA) team.

This approach will help us to focus, **go deeper**, and plan for mid-term and long-term activities. It will also help us to develop a path for people to join ministries, identify new leaders, and create what I call a **"Healthy and Fruitful Leadership"** model.



at our homes, in the public gathering places, and in our daily interactions with people.

The assets that God has given to the congregation are to provide space for the TLCS community and the community at large. Therefore, we will be working on a capital appeal that will aim for more than raising money to repair the roof. It will be an intentional process to redefine

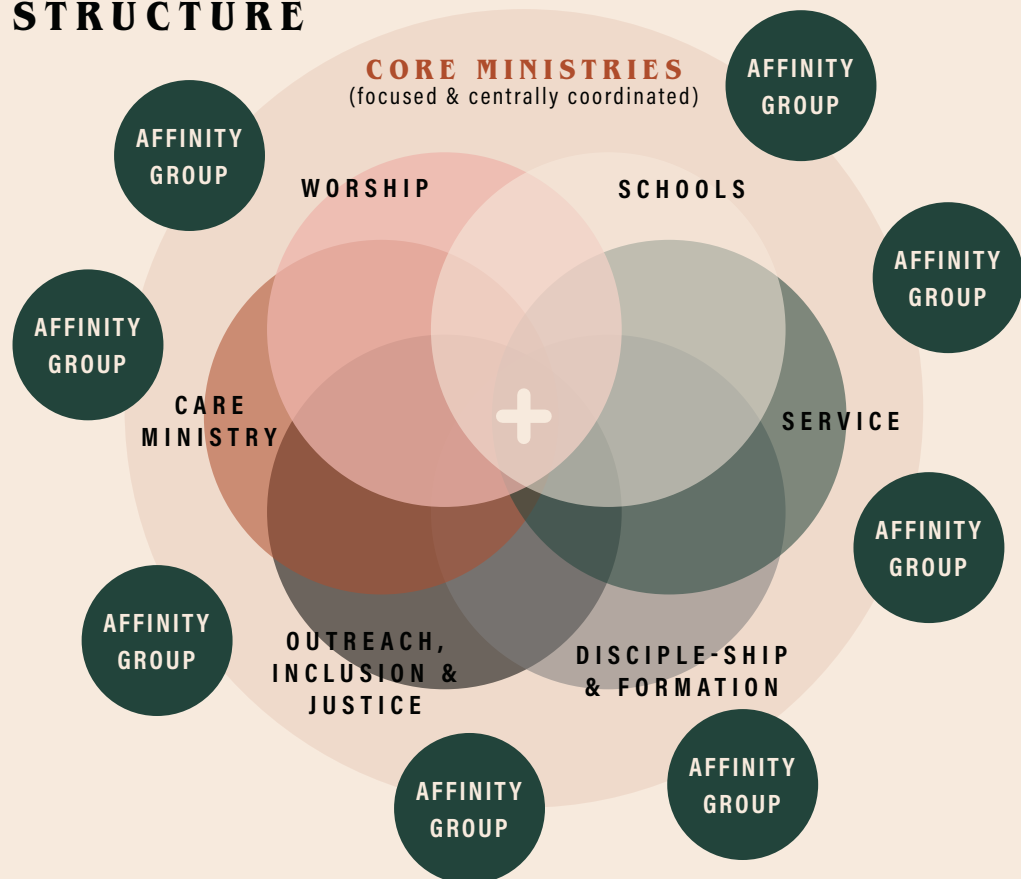
The purpose is to increase capacity, sustainability of ministries, and decrease the burnout of leaders. In short, the vision is that leaders will serve in up to three ministries or teams: One in which a person is the lead, one in which the person is part of team but not the leader, and one in which a person is seeking to grow and learn new aspects of ministry (push out the comfort zone).

Based on those values of the congregation, this is what TLCS windshield may look like:

Christ-inspired service in our community (local and global).

Despite the pandemic, Lynnwood, Edmonds, and other adjacent communities have continued to experience growth and have seen new housing developments. At the same time new challenges have emerged as homelessness and poverty are affecting families and individuals. TLCS will continue to engage with organizations, agencies, and the city to explore partnerships for service. You probably noticed that a forum on safety, organized by the City of Lynnwood was held at TLCS on May 26.

EMERGING TLCS STRUCTURE



Inclusion of all people.

Regrettably we have been witness to another act of hate in Buffalo, NY. We will begin an intentional process to organize the core ministry of Outreach, Inclusion and Justice. We will continue to strive to be a congregation that lives out the faith and the values of inclusion **beyond slogans and statements without action.** Inclusion means the **willingness to be vulnerable and to die to ourselves** so that we can see the Lord in others. We have taken an initial step by forming a quick response team to acts of injustice. The council and the pastoral office will continue to work on the formalization

of a permanent team that will foster and guide TLCS to be a congregation in which **inclusion of all people and racial justice is our way of life.**

Impactful relationships with one another that provide support for life's journey.

The core of the VDA recommendations is **relationships.** We have resumed our emphasis on **relational evangelism,** connecting people, and fostering a culture of **mutuality and accompaniment.** The First Impressions Team is exploring new ways to connect with people and instill a culture

of intentional relationships that foster **trust, accompaniment, and a shared and common purpose in the journey.**

Faith-based communal experience of worshiping and learning together.

For the past year, we have been intentional about **broadening the experience from traditional Lutheran liturgy to a contextual/not conventional format.** We will continue to be intentional and consistent about reflecting the values of **intergenerational ministry, inclusion, art, sensorial, and collaborative planning.** **Worship is a way of life;** it happens every day wherever we are, but we gather on Sunday to celebrate the Spirit's work in us and through us. Inclusive language and patterns that foster communal worship will be part of our new reality.

Multi-generational ministry relevant to all ages and promoting relationships across generations.

For the past few months, you have seen young worshipers, youth, and older members interact during worship and in other events or activities. The **dedication of the Pray-Ground** on May 22 is just one example of how we will continue to

create opportunities for generations to do ministry together. We believe that youth will see visions and the old will dream dreams. Neither generation is better than the other, it is in **coming together** that the ministry will be **enriched, strengthened, and will reflect God's vision of a feast of all people.**

Worship is a way of life; it happens every day wherever we are.

The **sustainability** of ministry will depend on our **faithful response to steward** the resources that God has provided. For that reason, we will continue to **invest in people** by providing training, investing in creating spaces that promote connections, **fellowship, and impactful relationships.**

In this new future, a time for new beginnings, we need to **accompany each other,** accepting the reality and **importance of losses,** acknowledging them, and **supporting one another with empathy.** At the same time this is a time for **launching new ways to be church** and learning from the neutral zone in which we spent over two years.

As I said above, **we have come this far by God's grace** and the unstoppable work of the Spirit. Yes, there have been times when we felt paralyzed as we keep looking into heaven hoping that things will be as they were. But once again we are told that we need to move on and forward. As resurrection people trusting in new life and the power of the Spirit, I appeal to you to pray and join God's mission as one to nurture, love, and serve all people.

Before ascending into heaven, Jesus told the disciples *"You're the first to hear and see it. You're the witnesses. What comes next is very important..."* Luke 24:48 (MSG)

What comes next is very important, you and I are important to the Lord and he has entrusted us to be part of the work of his reign. It is not going to be easy, but we have the assurance that we are not alone.

The Spirit is sustaining us, we have been invited to be part of what comes next, and to embrace this new future with the **confidence** that the Spirit will **heal, restore, and equip** the congregation to be the body of the Lord in this place.

I believe that only through **honest conversation** grounded in the message

of the gospel, prayer, and openness to the Spirit's guidance, we will see the important work of God in us and through us.

I want to express my most sincere **gratitude** to God and to you all for the opportunity to serve with you, and for the care, support, and accompaniment that you have graciously given to the staff and to me through the approximately three and a half years.

My **prayer** is that we will learn to live as extensions of the **divine compassion**, and that we will be **witnesses** to the **life-giving** Lord in a divided and hurting world. It has been a journey, but I am sure that we all have learned to see in each other the presence of the Lord. We will continue to learn and re-learn, and perhaps to **un-learn** many things in the months to come. You will be in my prayers, but I want to ask for your prayers asking God to give me the strength and the will to serve you and serve with you in the love of the Lord Jesus. **Thanks be to God for all of you!**

Your sibling in Christ,



Rev. Hector Garfias-Toledo,
Lead Pastor



You're the first to hear and see it. You're the witnesses. What comes next is very important: I am sending what my Father promised to you, so stay here in the city until he arrives, until you're equipped with power from on high."

L U K E 2 4 : 4 8 - 4 9 (M S G)

J E N N A B E R G E S O N

Associate Pastor

Dear people of Trinity,

Full disclosure: part of me felt a certain level of dread writing this Annual Report. I fall in the camp of people who don't particularly enjoy things like "reports" or "forms." I would much rather write a sermon or, better yet, just *talk* with you! However, as my fingers started moving and the wheels in my brain started spinning, I felt a sense of gratitude for this discipline. This is an opportunity for you and for me to reflect and give thanks for the work God has done through you and through me in the past nine months (because—remember—I haven't even been your Associate Pastor for a full year yet!). And, my goodness, it's been an eventful nine months!

As we do when we gather for Holy Communion, I want to start with an "offering"—particularly, with offering thanks. Thank you to the Associate Pastor Call Committee, who were the first point of contact I had with the people of Trinity; your authenticity, energy and warmth were a significant part of what made me excited to serve with TLCS and answer the call to be your Associate Pastor. Thank you,

also, to all who were part of the VDA (Values, Direction, Action) process and creating the MSP (Ministry Site Profile). I hope those were not only significant steps to take for calling your Associate Pastor, but also served as a meaningful process of discernment and telling the story of where you've been and where you believe God is calling you (us!) to go. Thank you to the Church Council, TLCS staff and the NW WA Synod, who have not only supported me in a professional manner, but also personally as I have gone through various challenges and transitions in this new role and place. Thank you to the people of Trinity Lutheran Church and Schools; you inspire me, encourage me, challenge me and excite me for what is yet to come. And thanks be to God for leading me here to serve with you, God's people.

As your Associate Pastor, I serve with the staff, lay leaders and other volunteers in six particular areas of ministry. Together, we have faced challenges, experienced growth and witnessed God's goodness in each of these areas. (As we take a shallow dive into each,



please note how Trinity's values play a part in them, as indicated in bold, all-cap text.)

W O R S H I P

One of the things that continues to excite me most about serving with the people of Trinity is the opportunity to worship together as one body in a **FAITH-BASED COMMUNAL EXPERIENCE OF WORSHIPING AND LEARNING TOGETHER**. Since I've been serving here, we have gathered for one service only - Online and in person. This presents

worship leaders with the challenge and opportunity to be creative. It has also pushed worshipers to consider, "What feeds me? What feeds my neighbor?" (from Marcia McFee's "worship potluck" analogy, as David Horton shared in a Young Worshiper's message). I pray we continue to practice **INCLUSION OF ALL PEOPLE** and embrace the diversity of worship styles, musical offerings, spoken word, visual art and the presence of various voices as we worship a God who is *bigger* than all of that.

PASTORAL CARE

The area of Pastoral Care at Trinity is supported through the work of Stephen Ministers (SM), Pastoral Care Ministers (PCM) and TLCS's two pastors. I am constantly humbled and in awe of the work of those who volunteer their time and gifts to support those in need of pastoral care. The leadership in these ministries is top-notch and the commitment of all who serve is commendable. In the past months, I have come alongside the SM and PCM leaders to support their vision for growing these ministries, as well as inviting the congregation into a wider vision of how pastoral care affects all of us as we seek **IMPACTFUL RELATIONSHIPS WITH ONE**



ANOTHER THAT PROVIDE SUPPORT FOR LIFE'S JOURNEY. Stay tuned for more!

RELATIONAL EVANGELISM

This is an exciting time for the people of Trinity as we welcome new people to this community and seek new and different ways for *everyone* to engage with **MULTI-GENERATIONAL MINISTRY RELEVANT TO ALL AGES AND PROMOTING RELATIONSHIPS ACROSS GENERATIONS.** The First Impressions team serves as a fantastic base for relational ministry at Trinity as newcomers express interest and intrigue with becoming part of God's ministry at TLCS. We continue to explore how God is calling us to live out God's mission in relationship with one another in this changing time.

ENGAGEMENT WITH THE COMMUNITY AT LARGE

In the past months, I have personally focused more of my time and energy on engaging with and getting to know the people of Trinity. That alone has taken time and patience with the pandemic, as we have danced with changing protocols and varying risks with the Coronavirus. In the coming year, I look forward to more of an "outward" posture as the people of Trinity continue current ministries and consider new ways to participate in **CHRIST-INSPIRED SERVICE IN OUR COMMUNITY (LOCAL AND GLOBAL).** This neighborhood is changing, and this is an exciting time to be part of that change as God's called servants.

PREACHING

In case you don't know this about me: I really enjoy preaching and feel extraordinarily privileged to share God's Word in that way. I personally challenge myself to experiment with preaching, because I know that - like any part of a worship service - different people appreciate and feel impacted by different things. Some love hearing practical life application in sermons; others want to know the historical context of the stories we hear and unpack the original Greek or Hebrew. My hope is that God uses me to preach in a variety of ways.

I also want to express my gratitude for the lay preachers and NW WA synod staff members (including Bishop Shelley) who have shared the Word of God with the people of Trinity in the past year.

Finally, I want to lift up the significant ministry of sharing the Young Worshiper's Message—because that's preaching too! It's a joy to be part of a congregation that lifts up the **INCLUSION OF ALL PEOPLE** and **FAITH-BASED COMMUNAL EXPERIENCE OF WORSHIPING AND LEARNING TOGETHER**—right down to sharing messages that reach the youngest children of God.

PASTORAL ACTS

(weddings, baptisms, memorials, affirmation of faith, etc.)

I had the privilege of being part of two weddings, one baptism and many memorials as part of the life and ministry of this congregation. These serve as a holding place where God's people can come together to celebrate, mourn and simply be in community. While they're considered "pastoral acts," the reality is that it takes all of the staff and countless volunteers to support these occasions and the people they honor. Thank you to all those who have served in varying roles for these life events and

helped to foster **IMPACTFUL RELATIONSHIPS WITH ONE ANOTHER THAT PROVIDE SUPPORT FOR LIFE'S JOURNEY.**

My brothers and sisters in Christ, thank you for your continued support and participation in these and all the areas of ministry of TLCS. It takes a village - and so, it takes you! Let us give thanks and praise to God and always, always look to God in our times of need, our times of thanksgiving and everything in between.

Go in peace to love and serve the Lord!

Pastor Jenna
Pastor Jenna



D O N B O E L T E R

Administrator

Many of you may have seen the recent front-page article in the Sunday *Seattle Times* regarding the explosive growth currently underway in the Lynnwood City Center, only a few miles from Trinity. A new light rail station and connection to Northgate Station and beyond, thousands of new housing units, and lots and lots of road construction and strip mall / street demolition along 196th St SW and its spurs. As the article relates, some see this as a potential “gold mine” and the key to a vibrant emerging city, while others fear the likely increase in traffic, housing costs, and stress on social services.



Along with these changes, we've seen a seismic shift in the demographics and culture of our community. Growing up in Seattle, I can attest that in the 1980's Lynnwood had the reputation of, as the *Times* article relates, “a sleepy suburb,” lightly mocked by the comedy show *Almost Live!* as the home of a big-haired, largely white, mall culture.

But as the article relates—and we are all aware—that stereotype is no longer the case. Lynnwood's residents are now nearly 50% people of color, apartment complexes are replacing furniture stores, and even the venerable Alderwood Mall is in a continual state of growth and change. Soon east/west rapid bus lines will be rumbling past the church to complement the north/south express lines along Highway 99. Commuting to job hubs in Seattle and the East Side is becoming much easier, especially in the age of work-from-home.

Likewise, Trinity is changing along with the community we serve. As with many mainline Protestant congregations, we've seen significant attendance and giving decreases in recent years.

We are adapting as we move into this “new beginning” in the life and ministry of TLCS with online and hybrid services and small groups, creating worship experiences that encompass a broader range of traditions and cultures, and embracing a more outward looking frame of mind through collaborations with other private and public organizations. We are actively engaged in every level of ministry in carrying out the values identified in the Building Belonging Becoming self-assessment process.

But for Trinity Lutheran Church & Schools to survive at this location and in this building, we are going to need to do even more, and what happens here over the next year will be a critical crossroads in the future of TLCS. Staff, members, schools' families, friends, partners, neighbors—everyone who benefits from our work and space will need to participate with time, talents, and treasure to ensure our continued presence and relevance in this community.

As most of you know, we are in increasingly desperate need of addressing long-deferred facility maintenance

projects. But we also will need to increase our regular contributions and other income in order to continue at current spending levels on staff and other ministry needs. This has been a priority for church leadership over the past year. In order to meet these needs, we will need to embark on a major stewardship and capital campaign effort this fall. We hope to partner with a professional consulting firm in planning these merged campaigns over the summer, and my hope and dream is that it is not just a successful fundraising effort, but that it is also a far-reaching initiative that brings energy, excitement, and spiritual growth to the entirety of the TLCS.

Thankfully, we are in a good position to embark on this endeavor as we already

have in place a clear set of stated values and mission, and I envision this campaign as an extension of that work. Change is difficult, but it is inevitable, and it gives me great assurance that we have these guiding principles in place as we begin what we hope will be a transformative experience for the congregation.

And there is reason for optimism; we have spontaneously raised over \$30,000 in the past few months toward capital projects with no formal campaign or even a definitive plan for one in place. We have run budget surpluses the past three years and have significant operational reserves. Facilities use income has increased with the return of in-person events after a two year lay-off. We continue to have a strong online

worshiping community in addition to those returning to in-person worship.

So, all that to say, stay tuned for upcoming events and materials related to this campaign, and for opportunities on how you can get engaged. It's going to be an exciting year in the life of this congregation, and you'll want to be a part of it.

With gratitude,

Don Boelter, Administrator

2021 STATISTICAL REPORT

- 905 Baptized Members
- 720 Confirmed Members
- 342 Households
- 206 Online Average Worship Attendance*
- 118 Onsite Average Worship Attendance*
- 9 Members Received
- 21 Deaths
- 2 Affirmations of Baptism
- 1 Baptism
- 1 Wedding

MARK SCHMIDT

Council President

Dear friends and siblings in Christ,

What a year it has been!

One year ago, we were anticipating a few outdoor worship services in the TLCS parking lot—our first, in-person gathering in more than 15 months. We were also preparing to meet our candidate for Associate Pastor. Do you remember how those days felt? How it felt the first time you were reunited with the TLCS community? How it felt to gather again, face-to-face, masked up, after a long journey of uncertainty and isolation? How we were both keenly aware of what (and who) we had lost and eager to move forward?

Over the past year, we have come a long way and navigated a lot of change. We are gathering in-person again while maintaining our steady online presence—sharing God's love and grace across time and distance. We are re-learning rhythms and doing some things differently. We are again focused on growing leaders, welcoming visitors and new members, and engaging worshipers of all ages. And we are preparing for additional change and challenges as we move

into the future that God has planned for Trinity Lutheran Church & Schools.

I am grateful to my colleagues on the 2021-22 Council for their service this past year. Highlights of our year included:

- Hosting the special congregational meeting to call Pastor Jenna.
- A retreat focused on building relationships and leadership skills.
- Thoughtfully navigating COVID: planning for re-entry and in-person worship, discerning vaccine requirements.
- Hosting a lively and engaged congregational budget meeting that challenged and charged us to responsibly steward our building.
- Researching options to make and fund building repairs.
- Affirming the recommendation of the Minister of Music and Worship search committee to hire David Horton.
- Welcoming new members.

- Recognizing the work of our outstanding staff.
- Defining and activating Mutual Ministry committees.
- Managing the ongoing business of the church, including developing our budget; reviewing and approving expenditures, policies, and nominations; meeting with committees, ministry groups, and outside agencies that provide ministries in our community.

Please join me in thanking the Council for their work, especially those who are completing their two years of service this month: Bill Hunnewell, Brian King, Dagfinn Melby, Michelle Reitan, and Carl Setzer.

The 2022-23 Council will continue this work. A few, big items already in front us include:

STEWARDSHIP

During the congregational meeting in January, we heard clearly that we need to stop deferring repairs and take care of our building. This will be a major

undertaking and we need to address it holistically - we need to plan for building repairs in the context of our overall ministry needs. We have evaluated options to fund the necessary repairs, interviewed consultants, conducted reference checks, and developed a recommendation that we will bring to the congregation during our June meeting. Decisions we make at that meeting will be consequential and set our course for the year ahead.

CONSTITUTION AND BYLAWS

As a legal entity, Trinity is required to have governing documents that define its structure, accountabilities, etc. It is common practice to periodically review and update governing documents, and we will be doing that. As

we review our constitution and bylaws, we will develop recommendations to address any gaps or inconsistencies we find. We will also recommend changes needed to align the documents to the current needs of TLCS.

LYNNWOOD NEIGHBORHOOD CENTER

Volunteers of America (VoA) expects to break ground on Phase 2 of the Lynnwood Neighborhood Center construction in early 2023. We will work closely with VoA as this work begins - to monitor plans, coordinate logistics, and continue to build our partnership.

As you think about the challenges and opportunities that await us, I encourage

you to recall what you felt when you were reunited with - or first visited - TLCS: deep personal connections, shared stories, vivid reminders of who and whose we are, amazement at the talent, ingenuity, and grit within this community to overcome obstacles, and the impact that Trinity Lutheran Church & Schools has on individual lives - including those who aren't here yet.

Thank you for the opportunity to serve as your congregation president, and for your ongoing prayers and conversation as we embark upon this work to move forward into God's future together.

Peace be with you,

Mark



DAVID FOX

Council Treasurer

OVERVIEW

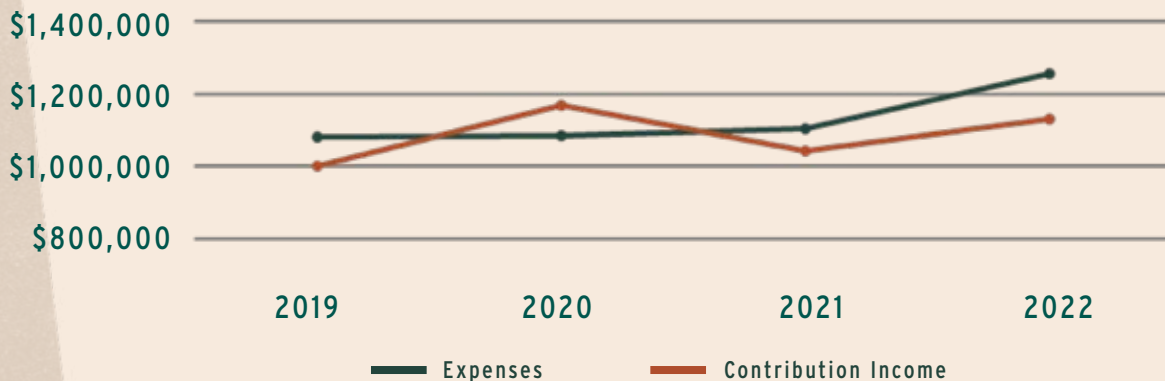
These are challenging times. 2022 is a transitional year for Trinity Lutheran Church and Schools. While we remain the scattered church, we have begun to reopen our facilities to in-person worship and other events. Our worship services have evolved to accommodate this changing environment. We have combined our three services into a single service designed to bring the congregation together. While this, and other changes better align with our vision of Building, Belonging, and Becoming, it is difficult. Thoughtful change requires a great deal of effort and

time. All stakeholders must accept the need for change, reach consensus on a new proposed reality, and then implement the changes. However, while difficult change is needed, without change we will not be able to live fully as God desires it for God's people and to confidently embrace the new beginnings.

During our January congregational meeting we passed a faith-based budget. Unfortunately, we could not develop a balanced budget based only on our past performance without giving up many of the advances we have made in our staffing, missions, and community

outreach. COVID remains with us, but we will not be receiving government assistance in the form of the Paycheck Protection Program (PPP) as we did in 2020 and 2021. To balance our budget, we need to increase offerings by 10% over 2021 by increased attendance and increased individual contributions. We also need income from shared facility use, the Trinity House, shared facility and staffing costs with CDC and Preschool, and other ideas in work by Council. With God's help and our generous congregation, I believe we will succeed before we have exhausted our cash reserves.

EXPENSES & INCOME



Note: 2019, 2020, 2021 are actuals. 2022 is budgeted. The actual gap based on our current performance could be greater than depicted on this chart.

2022 BUDGET FORMATION

CHURCH INCOME

	2019	2020	2021	2022
CONTRIBUTIONS	\$1,000,064	\$1,170,489	\$1,043,563	\$1,131,000
FACILITY USE*	\$71,901	\$21,935	\$525	\$3,000
MISCELLANEOUS**	\$61,937	\$290,128	\$339,142	\$5,000
TOTAL	\$1,133,902	\$1,482,552	\$1,383,230	\$1,139,000

CHURCH EXPENSES

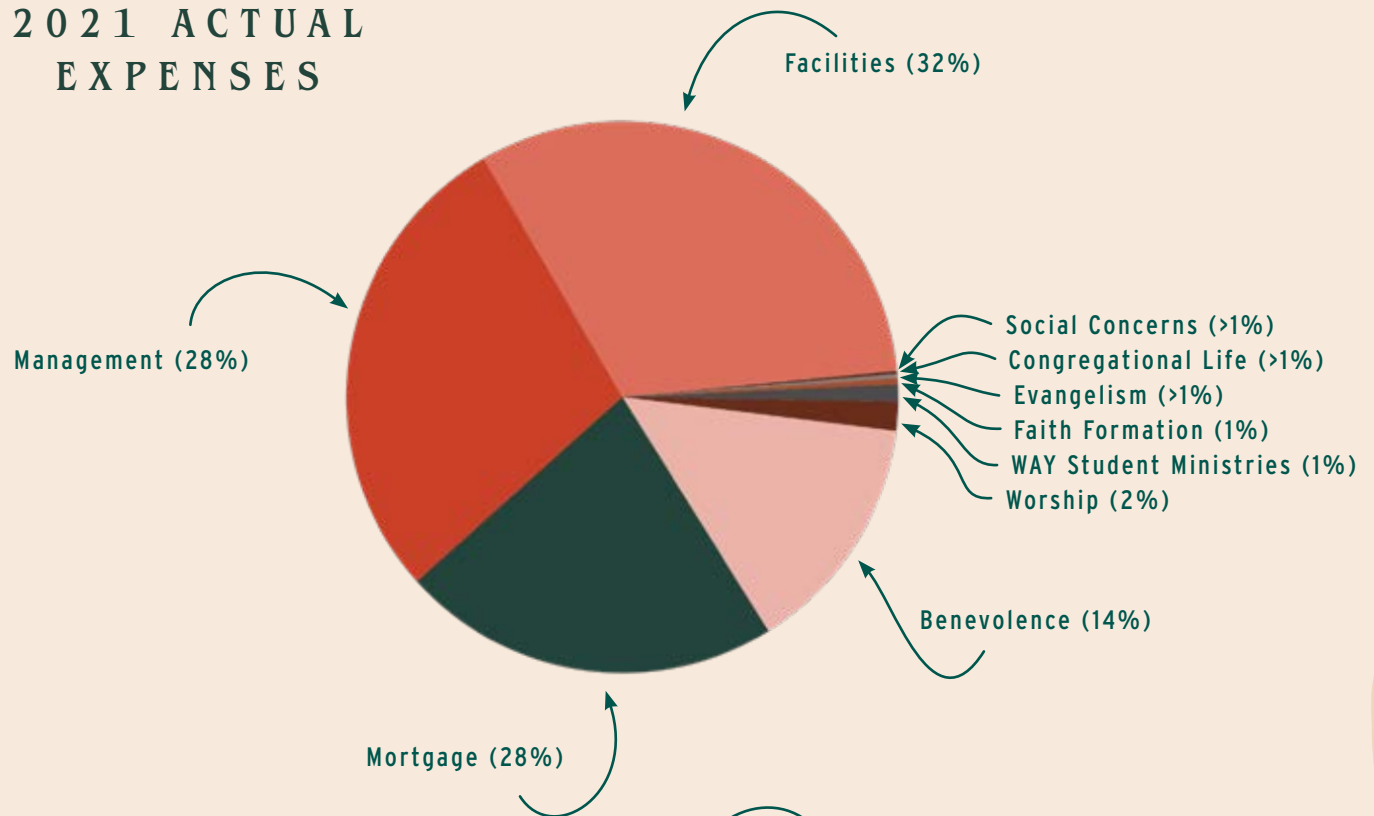
	2019	2020	2021	2022
BENEVOLENCE	\$45,127	\$46,976	\$62,620	\$67,860
PERSONNEL	\$706,463	\$709,795	\$663,684	\$762,315
MORTGAGE	\$98,196	\$98,196	\$98,196	\$98,200
FAITH FORMATION	\$4,276	\$1,530	\$1,522	\$4,800
EVANGELISM	\$1,711	\$1,497	\$1,197	\$1,700
FACILITIES	\$132,406	\$131,207	\$140,811	\$156,490
CONGREGATIONAL LIFE	\$2,817	\$1,168	\$671	\$10,000
MANAGEMENT	\$77,526	\$85,833	\$124,849	\$134,195
SOCIAL CONCERNS	\$-	\$279	\$-	\$500
WORSHIP	\$8,199	\$6,166	\$7,502	\$14,500
WAY STUDENT MINISTRIES	\$6,081	\$4,033	\$4,433	\$7,450
TOTAL	\$1,082,802	\$1,086,680	\$1,105,485	\$1,258,010

Note: 2019, 2020, and 2021 are actuals. 2022 are the estimated for budget purposes.
 *2019 and 2020 include rent income from Pointe of Grace Cell Tower and Chinese Church.
 ** 2019 includes Operational Reserve Funds; 2020 and 2021 include PPP Funds.

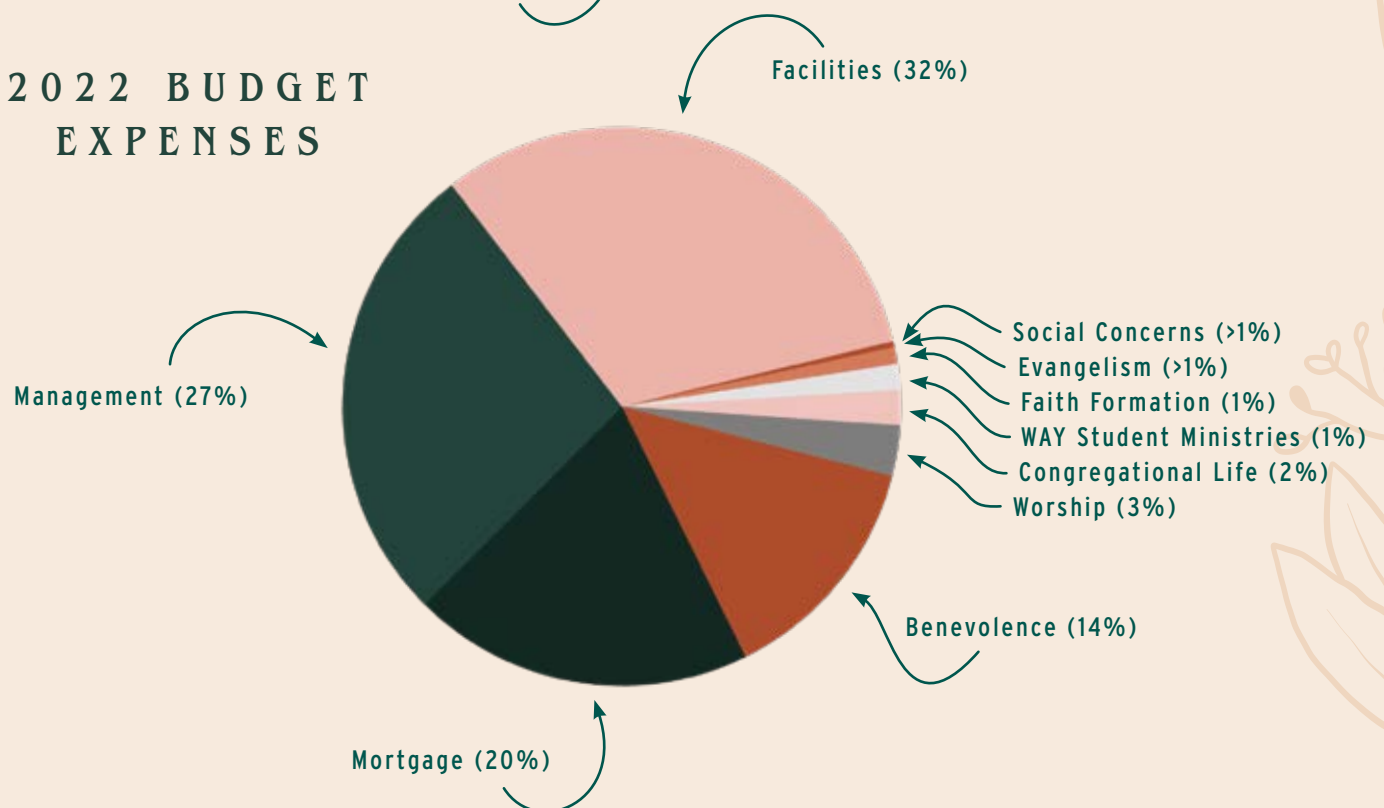
EXPENSE CHARTS

Personnel expenses have been proportionally divided between the other 10 categories on the following charts. Note the 2022 budget split is similar with the 2021 actuals.

2021 ACTUAL EXPENSES



2022 BUDGET EXPENSES



Y T D F I N A N C I A L S

Through April 2022

We utilize actuals and a month-by-month budget generated by our accounting software based on our past performance to track our budget. This metric has proven to be a reliable tracking tool.

Our income budget for April was \$102,377. Our actual Income was \$84,128 or \$18,249 (18%) below budget.

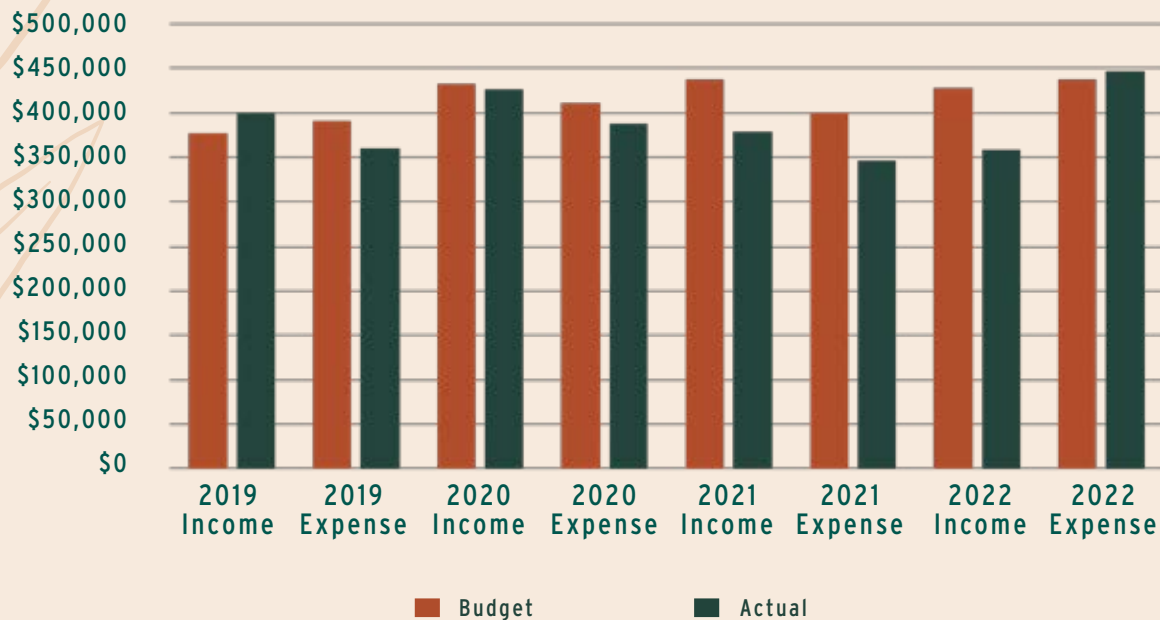
Our budgeted expenses for April were \$101,208. Our actual expenses were \$110,440 or \$9,233 (9%) above budget.

Our Budgeted YTD income was \$427,561. Our actual YTD income was \$358,984 or \$68,577 (16%) below budget.

Our YTD budgeted expenses were \$437,885. Our actual expenses were \$445,833 or \$7,948 (8%) above budget.

If our current budget performance continues for the remainder of the year, we could have a gap of \$260,547. Fortunately, we had \$283,380 excess funds carried forward from 2021, which should cover that gap.

APRIL YTD COMPARISON YEAR-OVER-YEAR



Note: 2020 & 2021 Expenses adjusted to remove CDC & Preschool Payroll Expenses paid by PPP recorded in church actual expenses.

YTD FINANCIALS

Through April 2022

CURRENT CASH RESERVES

As of April 30, 2022, we had \$832,888 (95,886 in US Bank Checking, \$103 in HomeStreet Checking, and \$736,899 in our Mission Investment Funds Savings). \$326,400.64 of these funds are dedicated as described below leaving ~\$506,487 to be utilized for budget shortfalls.

DEDICATED FUNDS NOT INCLUDED IN 2022 BUDGET

In addition to the funds managed by the 2022 Budget, Trinity Church has dedicated funds donated to support specific ministries. These funds include balances as of April 30, 2022:

- Congregational Service Ministries - \$24,053.15
- Local Mission - \$33,216.20
- Global Mission - \$22,203.84
- Music Ministry - \$31,239.48
- Youth Intern - \$6,000

- Benevolence to Organizations - \$4,562.67
- Deposit & Fees - \$1,206.24
- Capital Funds (Roof & Siding Repairs) - \$194,522.96
- Miscellaneous Funds - \$14,792.57

These funds (\$326,400.64) can only be used for dedicated purpose and cannot be used to support general budget.

PERFORMANCE OF SCHOOLS

The consolidation of the Trinity Lutheran Church and Schools finances has not been completed. Therefore, I have not included their budget or performance in the Church report. Following are the performance numbers of the schools as of April 30, 2022:

Preschool YTD income \$96,764, expenses \$81,782, cash on hand \$81,157 (\$3,701 Dedicated Funds). Note: The Preschool currently owes the church \$40,000 from the COVID impact loan and the tuition income reduces by more than 30% in the

summer months. Therefore, a large reserve needs to be maintained for salaries during the summer months.

CDC YTD income - \$369,287, expenses - \$304,009, cash on hand - \$383,312 (\$5,050 in Dedicated Funds).

CONCLUSION

As stated earlier, these are challenging times. In addition, to our budget shortfall, our roofing and siding repair needs to be accomplished. As of April 30, 2022, we have \$194,522.96 in dedicated funds to be used for the roofing and siding repairs. Without additional capital funds, we would need to finance over \$1.5M. Unfortunately, our current budget performance does not allow for the repayment of this large loan. I recommend hiring a consultant to help us implement a three-year stewardship campaign to raise the needed capital improvement funds and increase our giving levels. These recommendations will be presented at the June 2022 Annual Meeting.



ENDOWMENT COMMITTEE

Claudia LaFollette, Jayne Meyer, Julie Buetow, Inger Hamburg, Lynn Hinnenkamp

The Endowment Committee completes exciting work each year, supporting members of our community by providing grants for education, ministry and emergency assistance. Through the committee's work we are supporting the vision of Trinity: Building. Belonging. Becoming. We are extremely grateful for collaboration with the staff of Trinity regarding identifying needs, exchanging information and pivotal assistance with gathering information regarding student grants and the delivery of funds to students.

We welcomed two new members to the Endowment Committee in 2021, Lynn Hinnenkamp and Inger Hamburg. We also welcomed two consultants, Lin Palmer and Mike Schultz, and they have provided important counsel to the Committee on a variety of topics. We elected new officers, Jayne Meyer as Secretary, Inger Hamburg as Vice Chair and

Claudia LaFollette as Chair. Claudia continues to serve as Treasurer.

During 2021, we worked to provide awareness of the Endowment Committee and the grants it provides by announcements during worship and in What's Happening. The Endowment Committee was blessed to receive a contribution from a member of our congregation. As in years past, Trinity's endowment account was able to provide funds for emergency assistance for home repairs, the grant of \$1,000 to each of eight students that applied for college grants, and contributions to ministries. Funds that were not disbursed in 2021 remain available for grants in 2022. As a Committee, we appreciate everything Trinity members do to support the Endowment Committee and we consider it a privilege to serve on this Committee.

NOMINATING COMMITTEE

*Lane Amador, Sue Carlson, Colleen Collins, Taylor Dowdle,
Peter Frerichs, Michelle Weber*

The focus of the Nominating Committee over 2021 and 2022 had been to focus on the idea of "Making Disciples," through preparing for future leaders in historical records, processes, and intentional transition.

The Committee strove to develop a model for finding and developing new leaders of the congregation for the next generation. Our Committee grew from previous year's focus on intentional transition through development of resource materials transcribing the history and wisdom of past Nominating Committee for future committee members to learn from, into a inclusivity in identifying diverse leaders through a virtual world as many of our meetings were on Zoom. The Nominating Committee prayed and developed a slate of nominees.

Our committee's members were grateful to serve in identifying the newest leaders of TLCS ministries and continuing to make disciples by scribing the voices of previous generations to grow those to follow into future disciples. As a committee, we also grew as we learned about each member in a new way.

With this process and the hand of God, we are pleased to announce your candidates that have been preparing through a discipleship process.

- **Congregational Council (2 Yr term)**
Vice President - Clint Buetow
Secretary - Jenny Louch
At Large - Terry Anderson, Tabatha Cyphers, Vanessa Villavicencio
- **Nominating Committee (1 Yr term)**
Colleen Farrell, Steve Johnson, John Judd, Cathy Rankin, and outgoing council members-Dagfinn Melby and Bill Hunnewell
- **Personnel Committee (3 Yr term)**
Wayne McGuire

To conclude, I want to thank the team members of this terms nominating committee-

Lane Amador, Peter Frerichs, Colleen Collins, Michelle Weber, and my co-chair, Taylor Dowdle. Your dedication and contributions will leave a lasting impact on future committees.

In Christ's service this is submitted by Sue Carlson and Taylor Dowdle, co-chairs

P R E S C H O O L D I R E C T O R S E A R C H T E A M

*Pastor Hector, Nanette Erban, Dana Dowdle, Bill Hunnewell,
Jamie Curtis, Becky Binz, Don Boelter*

For more than three decades, the Trinity Lutheran Preschool has been the embodiment of our call to Christ-inspired service in our community. This program provides half day classes designed to engage children's intellect, curiosity and imagination in a literacy rich environment that supports the needs of each child while leading to Kindergarten readiness.

At the January Congregational Meeting, Kris Dudak's retirement as Director of Trinity Preschool—after 34 years of faithful ministry and service—was announced, to take effect August 1, 2022. In response, a search team was brought together to find her replacement. The team consists of Pastor Hector Garfias-Toledo, CDC Director Nanette Erban, Trinity members Dana Dowdle, Bill Hunnewell, and Jamie Curtis, former Preschool parent Becky Binz, and Don Boelter, Administrator.

The position was widely advertised in the Spring, and two rounds of interviews have been conducted. We hope to have an announcement of the new Director at the June Congregational meeting. The new Director will spend a month working concurrently with Kris before her departure in order to be trained and get a full appreciation for the job.

Through the hard work of this team and by the grace of God, our new director will be able to build on the great work of Kris and other Preschool Staff and families over the years, and continue to lead this program in fulfilling Trinity's call to spreading the love of Christ to all those in our community, especially our youngest neighbors.

—submitted by Don Boelter, Administrator



DAVID HORTON

Minister of Music & Worship

"Our hearts are soft, our ears open. Speak, Lord, of the change You desire to write into our life stories as they unfold. For we are gently becoming aware that knowledge will not be the basis for our understanding of how life goes. Love will." Kate bowler, from *A Blessing for Being Open to Change*

Flexibility, creativity, and vulnerability.

Flexibility, creativity, and vulnerability. These are the three words that continue to influence me every day in this new position as Minister of Music and Worship. **Flexibility** in that we never know what the world will present, how the pandemic transforms into an endemic; how we continue to discover what it means to be church together. **Creativity** in that we will collaborate on how to refresh, reimagine, and revisit the liturgical seasons year to year. Finally, **vulnerability** in the hope that we will keep showing up for each other, being our whole selves, and knowing *that* is good enough.

Please continue to hold my two invitations for you. The first invitation, get curious about what makes you uncomfortable. Notice others who are comfortable with what makes you uncomfortable and ask them to share why. Listen to their story and experience, don't respond; just listen. The second invitation. I'm continuing to invite you into the worship planning process to collaborate with me for the coming year. Keep utilizing the worship boards in the narthex that will remain up through the summer months. Meet with me and share your thoughts, ideas, hopes, and dreams for our worshipping community. We are going to be church together; we will collaborate together because we are in this together.

Here are just a few dreams I want to focus on as your Minister of Music and Worship for this coming year.

- Our worship gatherings will continue developing and emphasizing what it means to have a multisensory worship experience. In collaboration with the Pastors, staff, and

Worship Leaders, we will continue developing gatherings that deepen our spiritual practices and discover new rituals that stretch far beyond Sunday mornings.

- We will continue exploring what it means to be a church, both in person and online. I am spending my summer months researching and developing innovative ways to keep both these environments sensory-rich and inclusive. I'm excited about the new worship series for the coming year that will accompany us through the lectionary readings and the changing seasons.
- We are continuing to build something new, we all belong to this family of God, and we are becoming transformed by it every step of the way. God provides the banquet, God doesn't say what's on the menu, but God does say you will be fed.

Be well,
David Horton, Minister of
Music and Worship

MUSIC & WORSHIP TEAMS

- **Arts & Environment**

Decorate the sanctuary and narthex for the various church seasons or themes throughout the year. Worship is a multisensory endeavor, and what we look at is just as important as what we hear, smell, and taste.

- **Ensembles & Soloists**

Music is central to worship at Trinity, and there are a variety of ways that everyone can offer their gifts to "make a joyful noise:" group singing, solo singing, instrumental solo, the Trinity Ringers, join the 'band' for worship leadership, and more!

- **Tech Team**

The Tech Team is a 'behind the scenes' group ministry dedicated to producing a sight and sound experience that supports worship in its many variations. Worship is experienced at the Trinity Lutheran Church & Schools campus via live streaming and by recordings.

- **Visio Divina**

Recognizing that there are many different learning styles and ways that we each connect with God, visual art is an important aspect of worship at Trinity. Visio Divina is most simply a practice of praying or meditating with the eyes. This team helps create or procure various visual media to enhance worship experiences.

- **Worship Leadership**

In addition to the above, individuals or families can help lead worship by reading the lessons, assisting the pastors, serving communion, ushering, and more.



ARTISTS AT THE ORGAN

Penny Lorenz, chair

Trinity's Artists at the Organ was able to present its first concert in over two years on March 13, 2022, with guest organist Douglas Cleveland presenting a glorious program, dedicated to the three organists whom we sadly lost in the last two years, Norma Aamodt-Nelson, Janice Stamey and Randy Pirwitz. There was a large and enthusiastic audience of well over 100. Audience members from as far away as Oregon expressed their joy in being able to feel God's peace and love in listening to our beautiful organ, played by the gifted Doug Cleveland, with such thoughtfulness, feeling and beauty.

Through the "Artists at the Organ Series," we have been able to be a welcoming, embracing community to so many. Not only do we reach out to people of other faith communities, but we have been privileged to have people of other geographic locations, as well as people of varied socio-economic groups, attend our concerts. The musicians who have played in concert here are well-known, professional artists, who have come from as far away as France and Germany. This is in line with the **inclusion of all people,**

as well as ministering to our local and global community. When we experience the power and the beauty of music, we realize how spiritually uplifting and nourishing it can be. Music feeds us. The Creator has blessed us with so many gifts...gifts for **building us up, creating a sense of belonging, and ultimately becoming the people of God.** Included in the gifts given us, music continues to offer us a way to **worship together, to learn together and to peacefully and lovingly live together.** To me, the universality of music is evident in the marvelous ministry of "Trinity Artists at the Organ." Together, we are lifted and **supported** by the **bond** that music brings to life's journey.

Our concerts continue to be extremely popular and draw people to our church from near and far, people who experience God's presence in our church through music, with an average attendance of about 100-150. The organ recital committee is dedicated to this ministry and outreach to our community. We are totally self-sustaining, with income received from concert attendees, gifts, and memorial gifts to

our Organ Recital Fund. We are very grateful to Martin Pasi who regularly maintains and tunes the organ for us.

We have planned another concert for July 10, 2022, with Julia Brown, a gifted organist, born and raised in Brazil, who lived most of her adult life in Oregon, and who now serves a congregation in Michigan. Julia will be performing for the American Guild of Organists National Convention earlier that week, but those concerts are only available to members of the AGO, so she graciously agreed to play another concert for our audience on Sunday.

Members:

Penny Lorenz, chairperson; Karen Bruck, asst. chairperson; Julie Buetow, Shirley Forsgren, Dick Gourley, Silke Harper, Ingrid Huff, Marlene Kristensen, Kathleen Mayhle, Wayne McGuire, Evie Nordeen, Edna Mae Olufson, and Judy & Rudy Schleusner.

WELCOME & HOSPITALITY

First Impressions & Connections

Mission Statement

"The First Impressions team welcomes all on behalf of TLCS. It is our prayer that you are listened to, become connected, share a sense of belonging, and feel the care of God's Love."

Who We Are

Current active members include Co-chairs Sandy Schneider and Cathy Rankin, Jude Vaders, Judy Bergquist, John Judd, Linda Nasby, Michelle Weber.

What We Do

- Members of FI Team greet worshippers as they arrive on Sunday morning. We notice those who are unfamiliar to us. We welcome them, introduce ourselves, and offer direction if needed.
- During worship, team members pay particular attention to visitors, share the Peace of Christ, engage in conversation, make introductions to others, and offer the Connection Card.
- Monday, Connect Card information is shared with the team. We send

a personalized welcome email to those folks.

Often a connection to a ministry is made in that first email.

What We Pray About

We pray our ministry is pleasing to our Lord, that our TLC leadership is uplifted and aided by our efforts, that our intention to be welcoming and grace-filled is felt by members and visitors, that we be filled and propelled by the Holy Spirit in all we do, and we pray the congregation feels they are part of this ministry.

What We Hear

New Members have shared that they were "noticed and welcomed."

One couple had visited TLCS a number of years ago, but didn't return. It didn't feel warm or welcoming here. Revisiting years later, they said it feels remarkably warmer and friendlier now. They recently became members of TLCS.

New Members/visitors have expressed appreciation for the Welcome Email from FI Team. That first connection

to a ministry or person has been meaningful to many.

We are aware of the culture shift from "cool" to "warm" that is happening. Thanks be to God!

What We Realize

- Our core team is committed to this ministry. We anxiously awaited the return to in-person worship.
- This is where our gifts are best used. We all find it natural to be a friendly and welcoming presence.
- We find our gifts do NOT include a natural inclination to organization and structure.
- Recruiting for the team has been on hold.
- We currently operate organically. There is an assumption that certain members will be at the door, others will be in the narthex.
- We realize this is not a sustainable practice.

(continued on next page)

What We tentatively Plan

- Monthly check-ins via text, email, or zoom for sharing and for scheduling
- Quarterly planning meetings in person or via zoom
- Establish a process for inviting others to join the team
- Gift bags
- New name badges
- Other ways in which the First Impressions Team might serve God

Submitted by Co-chair
Sandy Schneider

K R I S D U D A K

Trinity Preschool Director

Our year in the Preschool has been one of rebuilding and thriving coming out of the pandemic. It has been a year to celebrate families with young children in our community and to provide high quality early childhood education. Thanks to our caring and dedicated teachers, Joelle Dudak, Kari Dobbs, Danielle Beckwith, Laurie Ledesma, Lindsay Stark, and Amanda Kohlmeier, our preschool is flourishing once again!

This moment in time is also marking a change in our school's history: my retirement from the Director position after 34 years. From the beginning I felt a calling from God to be here in this place and in this ministry. Be assured, the preschool

is well-prepared to transition to new leadership. There is a process in place and a search team working to replace my position at Trinity Lutheran Church and Schools. I trust God and the process to guide the ideal person to this valuable ministry. This "new beginning" will give the program the opportunity to energize and refresh as the new Director brings unique gifts, talents, and ideas to our Preschool.

Reflecting on the success and longevity of Trinity's Preschool we see this ministry has integrated so many of Trinity's core values:

Building up and joining in God's mission as one to nurture, love and serve all and; Inclusion:

Our children and their families reflect the diversity of our community in many ways and we celebrate each child as a gift from God to be loved, nurtured and celebrated. This year, our service projects from Tanzania education support to collecting food for Nourishing Network, and items for Cocoon House, have been an important part of teaching



empathy and care for others near and far as we have been cared for by God.

Faith-based experience of worshiping: Weekly Chapel visits in the sanctuary where each child learns about the love of God through bible stories, Christian songs, prayer and interacting with their teachers who model love and acceptance has always been central to our purpose. We have loved having consistent once a month visits from both Pastor Hector and Pastor Jenna in Chapel. It's wonderful that our children know their names and look forward to seeing and learning from them.

Learning together: We provide hands-on experiences and exploration opportunities that support each child to develop at their own in social, emotional, cognitive and physical individual rate. Our experienced teachers help to develop engaging and creative curriculum and a classroom community that cares for each person. We value the amazing opportunity to impact the future of our community and world, one child at a time.

Impactful relationships with one another that provide support for life's journey: Each child becomes part of our community where they are respected and accepted. They experience

preschool as a place where they know they are loved and cared for. Their families experience the outreach of our church as we strive to work together as partners for the sake of their child at this phase in their life's journey.

One of my personal goals for this year was to expand our Facebook page. We have found a larger audience by sharing it with our community and beyond in ways we had not tried in the past. The feedback we receive from prospective families is that both of our Schools come highly recommended from the community so we know our Facebook page has been effective. We would appreciate it if you would take a moment to like and follow our page. You can find us on Facebook at: facebook.com/tlplynnwood

On a personal note I want you to know I have been very blessed to have had this wonderful opportunity to be your Preschool Director. I have seen numerous changes over time here at Trinity, I have met many challenges, and accomplished many goals and in the process, I have learned so much. My life has been enriched in the process. From the beginning I have felt a calling from God to be here in this place and in this ministry, to make a difference in the lives of children and their families. I am now being called to the next phase of my life and I look forward to being able to do more of all the things I love and to marvel at what God has in store for me next.

With gratitude,

Kris Dudak



N A N E T T E E R B A N

Trinity Child Development Center Director

Like the fish and loaves of a boy's humble lunch, the Child Development Center is now multiplying and bursting at the seams once again after a season of lower enrollment during Covid-19. We are at capacity with current staff and looking at ways Trinity can be the Oasis in the "Child Care Desert" we are now facing in our community.

Thanks to support from numerous Childcare stabilization grants and PPP grants throughout this covid season we are fiscally sound as we enter this phase of growth.

Our diverse staff of 21 is working hard and expecting to serve over 90 children each day with quality care this summer, providing a safe place to learn and thrive.

I would like to thank all of our Child Development Center staff by name and acknowledge the work they do each day to provide a positive experience for the children and families we serve.

It takes a village to raise a child....This is our village.....
Pray for them by name:

Saba Andemicael, Debra Apitz, Amy Clausen, Kathy Cosgrove, Kassidy Dahlman, Lauren Debner, Lois Debner, Andrew Erban, Nanette Erban, Germean Gobrael, Teresa Grootenk, Ashley Hoover, Huriya Hwarshek, Consolate Mesiku, Semhar Neway, Lea Pineda, T. Donna Rabbers, Rosa Ramos, Kaylie Reynolds, Lindsay Stark-Fenimore, Crystal Tucci.

As the director I find myself re-entering advocacy roles for children and caregivers in our community. The growth and widespread use of on-line platforms have made it possible to be an active participant in committees/ focus groups making decisions in our state concerning the future of Early Childhood

Education, especially as it pertains to Christian faith based programs.

I am thankful for the opportunity to share our values of expressions of faith, inclusion of all, access to quality care for all, and fair and equitable treatment of our staff/caregivers. My goal in advocacy is for people of faith to share in the conversation and work together for positive outcomes for all children.

Thank you for the opportunity to serve in this vibrant community of faith.

Blessings,
Nanette Erban



DAVID GREENLEE

Minister of Faith Formation

Faith Formation at Trinity Lutheran Church & Schools is visualized as including your **Head, Heart and Hands** in the process.

Head is the material you learn. The scriptures, the biblical narrative, the stories of faith and the language of faith. **Heart** is the relationships of faith. Those who influence us and those experiences that help us to have a grasp on faith and the emotions that grow from a faith-filled life. **Hands** are those things we do that serve and care for others. How we live out our faith in our daily lives.

So when we talk about faith formation, we aren't talking about school or tests or crafts and games. We talk about faith coming alive through story, relationships, experiences and engaging with others.

Here is how Faith Formation is moving into the future using the **Head, Hearts and Hands** concept to steer it in the coming months.

We recently held Listening Groups for parents of preschool and elementary children to hear the challenges families face and how Trinity

might respond in the fall with ministry to the children and families.

We are looking for good **"Hands"** service events such as the morning community service event with the City of Lynnwood June 11. Additionally we are looking for other agencies and organizations we can serve or come alongside to work with.



This summer we will once again hold a Trinity Family Campout August 5-7 at Camp Lutherwood, this year in the camp's group site. A Saturday day trip option is available this year for people to come up and join the campers for the day with a BBQ and worship Saturday late afternoon and early evening. The goal of connecting families and playing together along with worship and campfires is a **"Heart"** faith formation event!

Summer Family Nights return this summer in July and August. Our hope is to make this a place for fellowship and connection for all ages as we gather during the week for fun and games.

Lastly, this summer we will have 16 teens going to Camp Lutherhaven in July and 9 students doing the summer

Mystery Trip with a focus on service and adventures. Not being able to have a summer trip for teens for the last two summers has been difficult, since the impact of the trips is felt all year long and are a key time of faith formation in young people's lives. This summer we will also be able to hold weekly Summer Youth Nights for middle and high school students, **"Heart"** event.

FAITH FORMATION

Teams & Opportunities

Children & Family Ministry Team

Throughout the year, Trinity's Family Ministry team plans events and activities typically geared toward families with children, but open to all!

WAY Student Ministries

WAY provides programming for not only youth from Trinity, but also kids from the community with no church affiliation. With weekly middle and high school opportunities to connect and grow, as well as retreats and special events, youth are provided the opportunity to develop and foster meaningful relationships with one another and with God.

Affirmation of Baptism

Preparation for affirming baptism is a time, in keeping with our Lutheran tradition, when we help young people experience the Christian faith through worship, teaching, and building relationships with the faith community and the local church.

Bible Study

This weekly study typically takes a deep dive into the upcoming Sunday's readings, and occasionally specific topics or themes. Whether you are a 'bible expert' or just looking to learn more, all are welcome to join in, even if you can't come every week. Led by Pastor Hector Garfias-Toldeo, Pastor Jenna Bergeson and Jeff Tobin.

Women's Book Group

The Trinity Women's Book Group meets every other Tuesday evening in a hybrid format—both on Zoom and in person at Trinity. Started over a year ago online as the Trinity Moms' Book Group, the membership is becoming more diverse in age and family status. They study books written mostly by women, from a Christian or more generally spiritual perspective, then read and discuss them over 3 to 4 meetings. In the process, we build supportive relationships, and learn from one another. Sometimes we get off track, and that's okay. Some of the books we've read the past year and a half are *Wholehearted Faith* by Rachel Held Evans and Jeff Chu, *Good Enough* by Kate Bowler, *Dusk Night Dawn* by Anne Lamott, *Present Over Perfect* by Shauna Niequist, *Inspired* by Rachel Held Evans, *An Altar in the World* by Barbara Brown Taylor, and *Miracles and Other Reasonable Things* by Sarah Bessey. We welcome new members of all ages, whether you have kids at home, grown kids, or no kids. We can all learn from each other, and a diversity of experiences makes our discussions that much more interesting.

PRAYER & CARE

Stephen Ministry

Stephen Ministry (SM) continued to provide ministry to multiple care receivers throughout 2021 despite the continued restrictions/impediments imposed by Covid 19.

There was not a training class held for new SM candidates during the year, but plans have been developed to host a training class beginning in January 2023. This class will work to build up God's mission to nurture, love and serve all. The upcoming class members will undergo fifty hours of training prior to being commissioned. The commissioning of new SMs will be planned for summer of 2023.

Stephen Ministry mandates that SMs attend twice monthly supervision meetings in order to participate in the program. The supervision meetings have been successfully conducted via Zoom throughout the last year. Steps are currently underway to return to in person meetings during the summer of 2022. With some SMs preferring to continue meeting via Zoom, the in person meetings will include a hybrid component, utilizing the technology available from the church office.

Continuing Education (CE) remains an integral part of SM as well. Stephen Ministry was able to schedule many CE sessions throughout the past year, again using Zoom as the platform.

Despite all of the obstacles presented by the ongoing pandemic and all of the accompanying variants, SMs met with care receivers via phone calls, zoom sessions, cards, texts and letters. Some in person meetings began during the year. Regardless of meeting venues, commitment by the SM cadre to provide care never wavered.

Looking ahead, Stephen Ministry is excited to recruit new candidates for training, beginning in January 2023.

Pastoral Care Ministry

As Christians who are a part of the priesthood of all believers, all of us are called to offer ourselves to our Lord in thanksgiving for what God has done and continues to do for us. Pastoral Care Ministers are called to serve and care for others in the congregation and in our community.

PCM's respond to prayer requests that are submitted to the Trinity office. They are available to listen and offer support during times of life changes that each of us experience.

The Pastoral Care Ministers meet monthly for mutual support and for on-going training. Needs for care and methods of care have significantly expanded during the ongoing Covid 19 pandemic. The entire pastoral care team, Pastors, PCMS, and Stephen Ministers have proactively studied and strategized together to provide consistent spiritual support to Trinity members and their loved ones.

There is a need for additional Pastoral Care Ministers. It is our prayer that there are members of Trinity Lutheran Church and Schools who will feel called to serve with God's help in this one-on-one caregiving ministry. Training will begin in early 2023.

We pray to God to continue to empower us for our task. Help us all to be both willing servants and thankful recipients of pastoral care.

PRAYER MINISTRIES

Teams & Opportunities

- **Prayer Chain**

Prayer is a powerful way to deepen our relationship with God as well as intercede on behalf of those we care about. At Trinity, prayer is central to a life together that seeks to build one another up, make room for belonging, and assist in the process of becoming whole people of God. Public prayer requests received by the staff are shared out to the prayer chain multiple times per week. Join your prayers with those of the whole Trinity community.

- **Prayer Shawl Ministry**

Prayer Shawl Ministry is a community of caring and inviting people who share their God-given talent of knitting with a prayerful ministry to reach out to people in need of comfort and solace. The gift of a prayer shawl to those experiencing illness, loss, sorrow, and joy is to know God's loving embrace and feel safe and warm in God's presence. This ministry is a godsend to those involved as they find peace and relaxation in the creation of a gift made with love and given with love. Experts and beginning knitters (and everyone in between) are welcome.

- **Quilters**

Trinity's team of quilters has made many hundreds of quilts over the years, which get packaged up and sent off to Lutheran World Relief to support those in need around the world. No matter your skill level, there is something you can do to help (if you can tie a knot, they've got a job for you!)

130

Messages sent to
the Prayer Chain
in 2021 (approx.)



SERVICE & JUSTICE

All for Peace

All for Peace is an ecumenical ministry of Christians and Muslims who share a mutual hope for greater understanding and unity in a divided and fearful world. We gather monthly with a cup of tea or coffee, good food and conversation to generate mutual community. We invite all to join us in prayer and dialogue to honor our differences and seek ways to stand together to show how love casts out fear. We gather our neighboring communities of Christians and Muslims to eat, play and work together on projects that improve our neighborhoods and communities. We sponsor and host events and lectures that invite neighboring communities to engage in deeper learning, understanding and connection. We trust that God is present in our work as we offer belonging to each other, shared building up of our communities to become a people of God where we all belong.

Esperanza

We are so happy and excited to be able to once again serve with Esperanza in Tijuana Mexico this year. 2020 and 2021 were very

difficult times for so many including the people we serve alongside in Mexico. We are happy to report that though volunteer groups could not be a part of the work for the past two years, the work did continue!

Esperanza International and Fundacion Esperanza de Mexico are again receiving and accepting volunteers to serve alongside the people of Tijuana to build community and homes.

This will be our 22nd year of building community, relationships and homes with our team and the people of Mexico. Esperanza families work side by side with us, community members and Esperanza staff to make their dreams of sustainable, safe, affordable dignified housing a reality.

Over the years we have discovered that transformation is experienced not only by the families whose home is being built but also by those of us who are working with them. We get to know the people, which makes this very personal. We have discovered differences in cultures and learned to love those differences. We have seen the face of Jesus smiling at us as we look into the face of the people we serve.

We have discovered one way that we can be the hands of God in a world of need.

By the end of each week, we have built lasting bonds with our team, the people, the culture, the work and the results. We have been truly blessed by this experience with Esperanza.

We are thankful for the blessings God has given us through this ministry.

Deb Johnson & Cliff Bronson

Living Water

We are grateful that the Living Water ministry has successfully been able to continue through this year after a few years of impact due to Covid. With the grace of God, our congregation, in partnership with Edmonds Lutheran Church, has continued to make regular donations so that we have funded:

- We met regularly monthly and in person once in 2021.
- We had speakers from our partners Water Access Now, Maher, Water1st and El Porvenir.

- We added 2 new members, one returning, Doug Kloke and one new, Judy Jacobson.
- We approved matching grants for India and Lutheran World Relief for Haiti.

We feel that the Living Water ministry is the very embodiment of what Trinity aspires toward with BBB. With the support of the entire congregation, young and old, we work with partners within our community, and even more widespread, to assist in providing water where we are most needed in the world. Our goal remains to work toward a time when our ministry is no longer needed and there is life-giving access to clean water worldwide.

We started collecting loose offerings when worship returned to in person. We will be meeting in-person again this summer, and always welcome new members.

~Chang Oversvee-Choi,
Living Water chair

Neighbors in Need

Neighbors in Need's mission is to serve all people by providing basic support services, encouragement, and unconditional acceptance within a safe, caring

environment. This program extends God's love through neighborly compassion and respect to anyone facing life's challenges, while inspiring all to continue in our shared quest for wholeness.

NiN continues to be a primary support to our unhoused and low-income friends and neighbors in Lynnwood, Edmonds, and Mountlake Terrace. Each Saturday morning 10-15 rotating volunteers from several of our partners hand out 30-50 bags per week of non-perishable food and Trader Joe sandwiches and salads provided by the Edmonds Food Bank; fresh fruit, string cheese, and hardboiled eggs provided by the Edmonds Unitarian Congregation; bag lunches from the Holy Rosary Catholic Church, and winter shoes and clothing provided by Trinity and local neighbors. And, since September we have been serving hot breakfast burritos and coffee with the help from friends at TLCS, Holy Rosary, Gloria Dei Lutheran Church and the Edmonds Unitarians.

At least once per month street medicine doctors and nurses from MercyWatch continue to provide flu, hepatitis and shingles vaccines, health checks, and COVID vaccinations to our neighbors and volunteers.

The Toy Shoppe again provided Christmas gifts to almost 900 children from over 250 families with donations from Toys for Tots, the Edmonds Unitarian Congregation and TLCS families and neighbors, that were distributed with the help from volunteers from the Lynnwood, Edmonds, and MLT Food Banks, TLCS members and friends.

Through the Jean Kim Foundation, we provided support to the Lynnwood Hygiene Station (showers and bathrooms), The Village (short-term housing at the Good Shepherd Baptist Church for LEAD program participants), and the Nest Mission at the Maplewood Presbyterian Church, which provides emergency housing in local motels. NiN has also provided The Hand Up Project with over 200 back packs loaded with hygiene products for their homeless outreach program that provides detox and sobriety services. None of this could have occurred without the generous contributions we received from TLCS members and friends, holiday concerts, Lynnwood Police Department, Gloria Dei Lutheran Church, St. Hilda St. Patrick Episcopal Church, St. Vincent DePaul at St. Thomas Moore Catholic Church, Holy Rosary Catholic Church, North Sound Church, and Puget Sound Energy.

We are so thankful for this opportunity to help our less fortunate Neighbors for it has provided us not only with a way to build relationships with them, but also with our many volunteers and service partners. Every Saturday we're asked when we'll be serving breakfast again, as this ministry is as important to our neighbors as it is to our volunteers. Plans are being made to start serving breakfast hopefully this summer, God willing. We miss them all and look forward to the time when we can safely be with them all again.

Respectfully submitted,

NiN Leadership: Joan Jolly, John Boone, Chris Frizzell, Sarah Merrihew-Fox, Lila Robinson, and Chuck Hoffman.

Sowing Seeds of Hope

As siblings of Christ, we are called to love every neighbor and to actively seek justice. Sowing Seeds of Hope manifests this call by standing vigil the first Sunday of each month on the corner of 196th and Highway 99 to raise awareness to the human trafficking and slavery that is active within our own region.

The recent months of seclusion have required that we respond to the call to seek justice via ZOOM. Via video, we have worshiped and communed together each month. We have studied the updated materials that the ELCA provides so that we better understand Reconciling in Christ and we have continued

to support Songea's Kids orphanage in Hope Village in Tanzania. The village now includes classrooms, a medical clinic, birthing center, and vocational training facilities.

Sowing Seeds of Hope is celebrating 15 years on our journey to transform poverty into abundance one life at a time. We are grateful for the prayers, encouragement and generous support of the Trinity Lutheran Church and Schools staff and congregation.





**Trinity Lutheran
Church & Schools**
building. belonging. becoming.