



# Planting Seeds in God's Garden



*1 Corinthians 3:9*

For we are God's coworkers, working together;  
you are God's field, God's building.



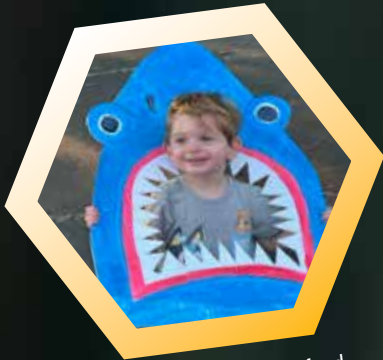
Trinity member, Ann Shade, was ordained on May 11, 2024.



Over 130 volunteers packaged 15,120 meals for Rise Against Hunger on MLK Day of Service.



Trinity's Music Camp shared the love of music with 23 children.



Fun, music, games and food galore at Trinity's first Community Block Party in August.



Hosanna, celebrating Palm Sunday and Jesus' entrance into Jerusalem.



# Planting, scattering and nurturing God's seeds everywhere!



Annual Congregation Meeting  
Sunday, February 9, 10:45 am

Welcome & Call to Order

Opening Prayer

Adopt Agenda

Approve

2024 Annual Meeting Minutes 22

Proposed Amendment to Section C12.01 of Trinity  
Evangelical Lutheran Church Constitution

Review 2024 Financial Activity 23

Present & Approve 2025 Budget 23

Appoint 2025 Treasurer 21

Introduce & Elect Council Nominees 21

Lead Pastor's Report

Recognize Outgoing Council Members

Recognize Outgoing Hub Members

Closing Remarks

Closing Prayer



Donations for babies and toddlers delivered to Mitzvah Circle Foundation.



Feast Community Meal and Food Pantry serves thousands each year on Monday nights.



Vacation Bible School hosted over 150 children sharing God's love.



## Lead Pastor Report



The Rev. Fritz Fowler  
Lead Pastor



Dear Trinity Family, Friends, and Disciples,

The theme of this year's annual report is Planting Seeds in God's Garden. This theme comes from 1 Corinthians 3, which reads:

*Who do you think Paul is, anyway? Or Apollos, for that matter? Servants, both of us—servants who waited on you as you gradually learned to entrust your lives to our mutual Master. We each carried out our servant assignment. I planted the seed, Apollos watered the plants, but God made you grow. It's not the one who plants or the one who waters who is at the center of this process but God, who makes things grow. Planting and watering are menial servant jobs at minimum wages. What makes them worth doing is the God we are serving. You happen to be God's field in which we are working. Or, to put it another way, you are God's house. Using the gift God gave me as a good architect, I designed blueprints; Apollos is putting up the walls. Let each carpenter who comes on the job take care to build on the foundation! Remember, there is only one foundation, the one already laid: Jesus Christ.*

Reflecting back on 2024, almost everywhere I look, I can see where our congregation is diligently at work in God's garden.

In some places, we are **planting** seeds, in other areas, we are **scattering** and **nurturing** seeds to help growth.

In God's garden, we find incredible diversity. Everything from small seedlings just peeking through the ground to other seeds that are established and reproducing additional seeds, recognizing that not all things grow at the same rate and that some seeds grow quickly and others grow slowly.

2024 was a challenging and hopeful season in God's garden at Trinity Lutheran. Our ministry has continued to thrive through tireless dedication, faith, and active involvement. Though we have faced the complex process of staff restructuring, the heart of our congregation remains strong, and our mission to serve Christ and our community is alive and well.

This year, we have witnessed remarkable growth in our ministries, reaching new people (planting new seeds!), providing care and support to those who need it most (nurturing seeds!), and sharing God's love in various ways (scattering seeds!).

### Ministry Overview

Despite the challenges of 2024, our congregation has continued to grow and remain vibrant. Here are a few highlights of this past year.

**Worship:** Our weekend services are and continue to be a central part of our community's focus. Each week, with the support of volunteers, we welcome people from all backgrounds to hear of God's incredible love for them. In our worship, we offer a space for both reflection and joy. We have seen incredible growth at Trinity Alive! We also celebrated 21 joining Trinity as disciples.

**Children and Youth Ministry:** With the generosity of so many, the dream of a new dedicated space for our youth and children has become a reality with the dedication of The Loft! The Loft is in use multiple times a week including Confirmation Class, Youth Groups, planning meetings for things like the Youth Gathering and ASP, and for our youth to gather with mentors and adult leaders to have meaningful and life-giving conversations. In 2024, we had our largest Vacation Bible School with over 150 registered since the COVID pandemic. We also celebrated the volunteers who participated in our 39th year of ASP and sent 10 youth and 4 adults to New Orleans for the ELCA Youth Gathering.

**Adult Education:** Our congregation has continued to invest in programming for adults in all stages of life, from the Wednesday morning Pastor's Bible Study to the monthly Senior Lunches, book clubs, and small groups, which have seen increased participation.

**Fellowship & Christian Care:** Our outreach and service ministries remain vital to who we are as a congregation. We have continued to share God's love through collecting food, clothing drives, and attending community events in the borough. However, we did not stop there. Together, we welcomed our neighbors to the Block Party in August and had hundreds come out for our Trunk and Treat in October. This Fall, our volunteers partnered with Lansdale Borough and Montgomery County to open a Code Blue Shelter for Women, and we welcomed our 4,000th guest at the Men's Shelter located in Luther Hall. Our Fellowship Hub oversaw the redesign of the Trinity Parlor to the Trinity Cafe, allowing us to be an even more hospitable place for guests and visitors.

**Communication and Use of Natural Resources:** This year, we launched a new Trinity website, expanded our social media presence, and reduced the *Lansdale Lutheran* publication to three yearly issues to better steward creation and reduce paper.

### Staff Restructuring & Cultural Change

In the fall of 2024, we went through a very challenging but important staff restructuring to reduce costs and improve the effectiveness of our organization for the future. This will result in recurring cost savings of over \$80,000 in 2025, putting us on a much better footing to achieve a balanced budget going forward. A key part of the restructuring was a shift from a business and buildings administrative culture to a people and technology operations culture.

Several new positions were created, including Director of Operations (filled by Miwa Sperring), Business Manager (incorporating the prior position of Accountant), and Connections Coordinator (incorporating the prior position of Administrative Assistant). Several positions were eliminated, including Director of Administration and Visitation Pastor. Thank you to Lisa Corr for her 25 years of service leading our preschool and as the Director of Administration. Thank you to Pastor Ric Elliott for serving as Visitation Pastor and his dedication to our ministry. Finally, with Karen Brown's retirement, the position of Office Assistant will be eliminated. Karen has graciously agreed to stay on a bit longer

to cover some hours at the Welcome Desk until we hire the Connections Coordinator.

Change can be hard. We experienced some unexpected turnover as a result of the reorganization. Cathy Pezutti, Maria Brown, and Connor Watson have decided to leave the staff team. We are grateful for Cathy's 12 years of service and deeply appreciative of her willingness to support us with some accounting services as we hire the new Business Manager. We are also grateful to Maria for her 6 years of service and wish Connor well as he continues his studies and leadership at United Lutheran Seminary.

At the beginning of October, after 26 years our Manager of Building and Grounds, Dennis Smith expressed his intent to retire. Dennis oversaw the restoration of the Pastor's House, the Capital Campaign for the Educational Wing, the building and dedication of the Pavilion, the enhancement of the Columbarium, the remodeling and dedication of the Loft, and so much more. Thank you to Dennis for his service to our congregation and ministry!

With Dennis Smith's retirement, Susan Underkoffler and Saci Bartos have departed the housekeeping team. Thank you to Saci Bartos for her 41 years of service and Susan Underkoffler for 9 years of service.

Unrelated to restructuring it was with joy we welcomed Emily Brands as our organist. In early November, we had the joy of welcoming Yasim Kazimi from one of our Afghanistan refugee families as our newest Trinity staff member in housekeeping.

### Looking Ahead: Vision 2025

As we move into 2025, I am certain that the Holy Spirit will continue to walk with us and guide us each and every step of the way. As I begin my fourth year as your Lead Pastor, I am filled with optimism and a renewed sense of purpose. Restructuring our ministry is not an end but rather a new beginning - a chance to reshape our ministry and mission in ways that will allow us to serve our congregation and our community more effectively.



At the Shared Leadership Team retreat this Fall, our congregational leaders discerned that God was calling us to focus on specific areas of ministry. Please check out the Shared Leadership Report on page 7 with our 2025 goals.

Looking ahead, there are other areas in God's garden to tend, helping us grow as faithful disciples of Christ. These include:

**Evangelism Strategy:** The Great Commission is not an option. We are called to plant seeds in God's Garden, and this call will never disappear.



### The Loft

New space for children and youth

At Trinity, we want everyone to have the tools and skills to identify one person in their life with whom they can invite, engage, and grow in relationship and share the good news of God's love for them.

**Property and Capital Improvements:** Our campus is starting to show its age. HVAC concerns persist, lobby carpeting and other areas are overdue for replacement, and the roofs over Hyson Hall and the office wing need repair. Additionally, walls require painting, maintenance tasks need attention, and we must remain focused and discern wisely the stewarding of our buildings and grounds.

**Music and the Community:** We are grateful for our partnerships with wonderful community organizations like the Montgomery County Chorale and Orchestra, The Choristers, and the North Penn School District Music Department. I'm excited that we will welcome back visiting musician Dr. Michael Burkhardt for 2025 Music Camp and continue to open our doors to several different musical groups.

**Recruiting, Hiring, and Onboarding New Staff:** We anticipate welcoming several new key staff members, including the Business Manager, Connections Coordinator, and Director of Buildings and Grounds and will focus on opportunities to coach our current staff.

**Expansion of the Trinity Preschool:** In the fall of 2025, our preschool will expand to include two-year-olds for families in our community.

**Strengthening our Ministry Teams and Shared Leadership Team:** As we enter 2025, it's vital to support our ministry teams and equip our leaders to guide us forward. This involves retreats and training for clergy, staff, and lay leaders, increased use and upgrading of technology for ministry, fostering a strong volunteer culture, and transitioning to more digital communication. As a congregation we need to grow in the area of how we manage and resolve conflict.

### A Word of Gratitude

Serving as your partner in the gospel in the role of Lead Pastor is an incredible joy. As both pastor and congregation, we have grown. We are not the same as when I was first called in 2020, and I am grateful for that. I want to express my heartfelt gratitude to:

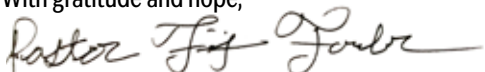
**Our dedicated volunteers.** Thank you to each and every person who helps prepare the altar for worship, sings in a choir, lights candles, answer phones, stuffs envelopes, repairs broken light fixtures, supports refugees, delivers flowers, visits the hospitalized, shares communion with the homebound, pulls weeds, writes thank you notes, cleans classrooms, scrubs toilets, cooks meals, picks up food donations, serves on committees, wakes up at 2 am to be with the homeless, and so much more. Our volunteers are hard at work tending to God's garden!

**Our staff members.** Even in the midst of change, our staff members show exceptional patience, resilience, and faith. I am blessed to work with these colleagues, who help me be a more effective leader and servant daily.

**All of you!** Our Garden at Trinity Lutheran Church is better because you are a part of it. The disciples of Trinity Lutheran Church are changing the world one moment at a time, one life at a time, and you make this all possible every day.

I look forward to what God will continue to do through our shared efforts in the year ahead!

With gratitude and hope,

  
Pastor Fritz Fowler

## Associate Pastor Report



2024 was my first full calendar year with Trinity, and what a year it was! I witnessed the incredible ministry, as we love & serve our neighbors through ministries like Feast and Code Blue, as we gather with the community at the Block Party, Pumpkinfest, Rise Against Hunger, and more, as we teach about our faith in VBS, Confirmation, Sunday

School, and more, as we worship on the weekends, with Holden Evening Prayer devotions, and more. The fruit our ministries are bearing is evident and abundant.

### ***The soil of Lansdale is fertile for God's garden to grow!***

Yet there are also weeds to be pulled as we nurture the seeds and plants in that garden. At Trinity, we need to work on how we resolve conflict when it arises. When we have passionate people with differing goals, we need to learn how to grow together, rather than dominate the other. We need to lift up our Shared Leadership model of ministry, and remember that we have called pastors to inspire, staff to equip, council to govern, and all disciples to develop and deliver the ministries of Trinity. Out of these challenges, I am confident God will show us the new creation of how we can better live out our faith.

In 2025, I believe we are planning for a fruitful and diverse garden. We are making adjustments to better communicate at all levels of our congregation, so we can all be part of what God sees for us. The time is always right for us to dream with the Holy Spirit about who we are being transformed into, to see the path God has laid out for us. As Lansdale becomes more diverse, we have an opportunity to proclaim the Good News of Jesus in new ways to new neighbors.

Something that has amazed me is that disciples at Trinity always step up when we have a need. While the world screams "not enough!" we trust in God's abundance to provide. In Matthew 9:37-38, Jesus says, "The harvest is plentiful, but the laborers are few. Therefore pray earnestly to the Lord of the harvest to send out laborers into his harvest." Beloved, that prayer is constantly answered here at Trinity! God will continue to provide, not for what we think we need, but for what God sees that we need.

I am incredibly thankful for all of you at Trinity. I want to give an extra thank you to everyone who helped celebrate our season of life together here at my installation in May, the musicians and worship leaders, Hospitality team, my call committee, and everyone else who helped make it happen. God has drawn us together in this garden we call Trinity, and I am excited to see what grows here in the next year.

***Remember, YOU have seeds to plant, and are invited to tend the garden with us. Thanks be to God!***

Pastor Jonathan Steiner

## Director of Operations Report



Happy 2025! As we move into the new year, I want to begin with a note of gratitude to those who have supported our church, staff, and me the last few months as we make the transition to a people and technology operational focus. Thank you to the Strategic Design and Implementation Team, HR,

Finance and the Council for all their hard work and support.

I want to especially recognize Bill Graeff, Harry Smyser, and Steve Pitzenberger who are in the church every day to ensure the maintenance and building operations are running smoothly. I would also want to lift up the many church members that have helped to cover the front desk, clean our buildings, repairing, reworking, reinventing and redesigning along the way. It truly takes a village, and I am so grateful and amazed to have had a front row seat to witness it all.

Operationally, we're off to a great start, but still have much work to do as we add new, dynamic team members, expand our use of technology and cultivate a positive, collaborative work environment.

The end of 2024 was challenging. I have relied on grace to help me through most of it - having grace, extending grace, living into grace. Grace has definitely carried me. I think we all can use more of it in our lives. I will be leaning into it in the new year and I hope you will, too.

Miwa Sperring  
*Director of Operations*

*Working together*  
**in God's garden!**



## Trinity's Dedicated Staff



**Trinity's dedicated staff is always nurturing, watering and planting seeds in and around Trinity and spreading God's word to everyone they meet.**

Front row: Andrea Baxter (Director of Worship & Music), Amy Hawthorne (Coordinator of Children & Youth for Faith Formation), Karen Brown (Office Assistant), Vicki Seal (Director of Christian Care & Fellowship), and Tammy Ferro (Trinity Preschool Administrator).  
Inset photo: Emily Brands (Organist).

Back row: Pastor Fritz Fowler (Lead Pastor), Yasim Kazimi (Maintenance), Henry Strobel (Assistant Director of Worship & Music), Pastor Jonathan Steiner (Associate Pastor), Victoria McKelvie (Director of Communications), Miwa Sperring (Director of Operations), and Linda Graeff (Digital Worship Coordinator). Not pictured are Trinity Preschool teachers. See photo on page 16.



During the June staff meeting, Trinity's staff enjoyed a special lunch and received two bulletin boards filled with heartfelt thank-you notes from the congregation!

## Shared Leadership at Trinity



The Shared Leadership Team is a collaborative group of leaders responsible for visioning, planning, and coordinating the wide range of ministries in Worship and Music, Faith Formation, Fellowship, and Christian Care (our four ministry hubs). The team includes our pastors, the staff directors, the lay co-leaders and members of each ministry hub, plus the Council members and Council committee chairs/convenors.

2024 was a busy year with an in-depth leadership workshop, bi-monthly meetings and a day and a half retreat this fall at Camp Men-O-Lan. Each of our hubs and the entire collaborative

team has been focused on reflecting the Kingdom of God here on earth played out in ministries such as our expanding partnership with local elementary schools, ongoing support of Feast and Code Blue, expansion in youth and family-oriented faith formation and expanded use of digital tools in worship.

As we launch into 2025, Shared Leadership will be undertaking exciting initiatives that focus on building deeper relationships in our church family and beyond:

- Launching more **small group ministry** opportunities beginning this Easter season
- Helping our church family develop more constructive, inspired, and Biblically-based **approaches to handling conflict** in our lives
- Redoubling our efforts to be warm and **welcoming to long-term members, young people and families, and to new seekers** as we strive to secure the future growth and vibrancy of our community of faith and service.



Summer Music Camp

# Scattering seeds for Growth

Seeds are planted through worship and music in plentiful ways at Trinity! Growth in fertile soil can happen at any stage of life, but perhaps the best opportunities for roots to deeply take hold occur when children are present. Here are a few seed planting highlights from 2024, and some we are looking forward to in 2025!

## Trinity Alive!

Trinity Alive! has continued to be our fastest growing worship experience, with an average worship attendance of 43 each Sunday in the fall. This service includes plenty of opportunities for children to engage in leadership, with opportunities to read scripture, light the candles, or even help serve communion.

Henry Strobel, Trinity's Assistant Music Director, recently reflected about the ways that children are so engaged in this service. "Trinity Alive! brings a vitality to our worship space that has been a real joy to see grow. A special part of Trinity Alive! for me has been the prayers of the people. By encouraging anyone of any age to offer a prayer out loud, the children in our congregation are growing more and more fearless in offering praise, worries, and care for their neighbors. Hearing their voices in prayer has been truly transformative."



**Trinity Alive!**  
30-minute kid-friendly worship  
Sundays at 9:45 am





### Musikers in the Making

Musikers in the Making is an early childhood music experience for preschool children and a caregiver. With Henry Strobel as their teacher, children joyfully learn to sing, play instruments, dance, and engage with scripture stories through music. Seeds of God's love are planted each week when, at the start and end of class, each child hears their own name in the Hello/Goodbye Song: "Sing hello to Emily, God loves you!"

Heather Stevens says her children, Grayson and Lily, "like to come to Musikers with Mr. Henry to sing, dance, and play instruments, all while learning about Jesus!"

### Music Camp

Music Camp is prime seed-planting time as over half of our 23 campers were non-Trinity members. A highlight for this year was a new partnership between Trinity and St. John's UCC in Lansdale. Led by clinician Michael Burkhardt from Detroit, Michigan, campers had an amazing experience exploring singing, handbells, drumming, and Orff instruments. The culmination of camp was a closing worship time when campers had a chance to share what they learned with family and friends.

## Seeds the Worship Hub is planting in 2025

**March 28:** We will host the Lenoir-Rhyne College Choir, one of our ELCA Lutheran Universities, as they begin their tour over Spring break.

**May 3 and 4:** We will present "Moses and the Freedom Fanatics", an intergenerational musical about the plight of the Israelites in Egypt that is filled with plenty of plagues and humor as well!

**June 1:** The Trenton Children's Chorus (members of the youth division) will join forces with LifeSong Singers to lead music in worship at the 10:45 service. The Trenton Children's Chorus has been the recipient of the money we collect through our Justice Through Music initiative (over \$4,000 since we began)!

**July 6:** Joint Hymn Festival with St. John's U.C.C. featuring Dr. Michael Burkhardt, organist and song leader.

**July 7-10:** Summer Music Camp from 9:00-3:00 pm (optional extended care until 5:00 pm), Monday through Thursday.

*"Our daughter and families enjoyed this camp immensely. Simply put, it is joy and magic wrapped in a week!" ~Music Camp parent*

### WORSHIP HUB

Marcia Pitzenberger, Hub Leader  
Andrea Baxter, Director for Worship



Joyful Choristers and LifeSong Singers traveled to Maryland for the bi-annual Choir Trip.

# Planting seeds of Faith!

At Trinity, the seeds of faith are taking root and flourishing in remarkable ways. Fueled by inspired leadership, dynamic programming, and a collective hunger to grow in faith, we've seen incredible growth this year:

**Trinity Alive!** our 30-minute kid-friendly worship service in the Chapel has blossomed, doubling in size within just a year.

**Sunday School** has doubled its enrollment, welcoming eager young minds into a nurturing environment of faith and learning.

**Youth Groups** are thriving, with participation doubling or even tripling as more young people discover a vibrant community of faith and friendship.

**Confirmation** is flourishing, with attendance steadily growing and sessions tripling in frequency to meet the enthusiasm of our youth.



ASP Service Trip  
Group went to Guyan Valley, WV

One of our most deeply rooted ministries, the **Appalachia Service Project (ASP)**, continues to bear fruit. Now approaching its 40th year, this mission trip has grown in both impact and participation. In 2025 we'll send 16 youth and 9 adults to the Appalachian region to bring homes—and hope—to families in need. From painting and drywalling to fixing floors, siding, and ramps, our teams serve with open hearts and skilled hands.

For youth like Felicity Rounay, ASP represents more than just service—it's a turning point in their faith journey. As Felicity shares:

*"ASP was the official start of my faith story. I cherish the opportunity to build friendships with my team and the homeowners while learning invaluable life skills—siding a house, fixing floors, and even safeguarding newborn kittens."*

ELCA National Youth Gathering  
New Orleans was transformed by Lutheran teens and chaperones



Confirmands  
8 youth confirm their faith on Reformation Sunday



## Vacation Bible School

Camp Firelight: A Summer Camp Adventure with God



**Vacation Bible School (VBS)** planted seeds of joy, faith and service in over 150 children this summer. With engaging activities, heartfelt lessons, and a dynamic team of volunteers, VBS became a highlight of the year, nurturing a love of Christ in our youngest participants. Through our mission project, participants donated 400 items to the Children's Hospital of Philadelphia (CHOP) for kids who could not attend camp.

**ELCA National Youth Gathering** was a faith-defining experience for our teens, providing an unforgettable opportunity to worship, serve, and grow alongside 18,000 Lutheran youth from across the nation. This life-changing event took place in New Orleans and inspired a deeper connection to God and their faith community.

Through these growing faith formation ministries and acts of service, we are cultivating a stronger community and a deeper connection to our shared faith. At Trinity, the seeds of faith we plant today are sure to blossom into a thriving garden of hope, love, and service for generations to come.

## The Loft

This year, our youth ministries began to use the Loft. With games, lessons, and deep conversations, we are blessed with this renovated space.

**Thank you!** Thank you to Deb Neves for her consistent and dedicated leadership to grow faith formation over many years at Trinity. Thank you to Connor Watson for bringing new ideas through Racial Justice Ministry, Young Adult Ministry and Cross-Generational opportunities in Trinity's Faith Formation Hub.

## FAITH FORMATION HUB

Deb Neves, Hub Leader

Lisa Cravener, Norma Nish, Frank Farmer,  
Barbara and Joe Devlin

Pastor Jonathan Steiner, Associate Pastor  
Amy Hawthorne, Coordinator for Faith Formation

## Seeds the Faith Formation Hub is planting in 2025

**Young Adult Ministry:** We will reconnect with young adults 18-35 with fun, faith-filled activities together.

**Parent Ministry:** We recognize the faith questions parents have in raising children and youth faithfully. Our hope is to form a ministry for connecting those in this stage of life.

**Creation Care Ministry:** Reengaging this ministry to educate the congregation as to more environmental-friendly daily living.

# Nurturing seeds of Compassion!

At Trinity, our Christian Care ministries are devoted to nurturing and serving all of God's people with care and grace. Each ministry listed below serves as a way to plant the seeds of God's love—touching lives within our congregation, in our community, and around the world, making them a little easier and a little brighter.

The Christian Care Hub continues to spread seeds of compassion and hope. Highlights of 2024 include:

## Code Blue Shelter

In 2024, the men's shelter has provided a safe and warm haven on 98 nights. In December, Trinity expanded this vital ministry by partnering with the Lansdale Borough to open a women's shelter, now up and running and serving those in need.

## Eucharistic Ministry

This ministry continues to faithfully care for our homebound members every month. Through one-on-one visits, phone calls, and thoughtful cards, 36 homebound members stay connected to our church family each month, thanks to the dedication of 23 volunteers.

## LoveLinks Prayer Chain

LoveLinks is flourishing as both volunteers and pray-ers grow in number. In 2024, LoveLinks shared 261 prayer requests and connected with over 97 dedicated pray-ers, spreading seeds of faith through prayer and care.

## Feast Community Meal

This vital meal and food pantry ministry continues to grow, feeding both bodies and spirits in our community. Every Monday night, volunteers prepare meals and share kindness with all who enter. Feast allows our guests to share their stories, fostering mutual growth and understanding. In 2024, over 9,000 meals were served, planting seeds of kindness and connection.



Flood Bucket collection during God's Work, Our Hands Sunday.



Summer food bags presented to the Bean Bag Food Program.



Delivering work gloves to the Seaman Church Institute for Seafarers in Philadelphia.



## FEAST Community Meal & Pantry

Serving the Lansdale community every Monday Night

## Outreach Ministry Team

The Outreach Ministry Team is a powerful force for addressing food insecurity and providing essential assistance throughout the community.



**Afghanistan Refugees**  
The family making cookies together

## Refugee Resettlement

In 2024 this program has supported 23 people from Afghanistan across 8 households. Assistance includes help with basic needs, rent, medical expenses, employment, and transportation, sowing seeds of hope and new beginnings.

Additional ministries in the Christian Care Hub:

- Adopt-a-Highway
- Altar Flower Delivery
- Eucharistic Ministry
- FEAST Garden
- Funeral Receptions
- Global Missions
- Grief Support Group
- Hospital Visitation
- Lutheran Disaster Relief
- Prayer Shawl Ministry

*"FEAST gives senior citizens a chance to share a meal with others. That mean a lot."*  
~FEAST guest

*"I joined as a Eucharistic Minister because I wanted to bring the gift of communion to someone unable to attend church, yet in the end, I received a gift as well in the joy of fellowship and the grateful thanks I received."*

~Sandy Cottrell

## Seeds the Christian Care Hub is planting in 2025

**Reach out to the Community:** Scattering seeds and sharing God's love with our neighbors.

**New Service Opportunities:** Develop more ways to serve our local community.

**Expand Volunteer Base:** Engage & connect with more volunteers.

### CHRISTIAN CARE HUB

Linda Scheckenbach, Hub Leader  
Carol Reitz, Randy Ehm  
Vicki Seal, Director for Christian Care

Serving the community through these ministry opportunities:

### Bunny Box food collection

Over **115 boxes** filled with non-perishable food were donated to support local elementary school students during the spring break.

### God's Global Barnyard

More than **\$800** was contributed to the ELCA Good Gifts program to help provide animals and sustainable resources.

### Food Collections

A total of over **5,100 pounds** of food was collected to help fight hunger in our community.

### Seaman's Church Institute

**206 pairs of gloves** were donated to provide warmth and comfort to seafarers.

### Flood Buckets

Over **92 flood buckets** were filled and delivered to Lutheran Disaster Relief, offering vital supplies to families affected by natural disasters.

### Ingathering Gift Card Collection

**\$2,225 in gift cards** was collected and distributed to KenCrest, Diakon, and Gemma, bringing hope and relief to those in need.

### School Volunteers

Trinity members dedicated over **750 volunteer hours** to support North Penn Elementary Schools, planting seeds of support and care.

### Snack Bags

Over **700 snack bags** were collected and donated to the North Penn Boys and Girls Club, providing nourishment to children in need.

### Summer Food Bags

**27 food bags** were contributed to the Bean Bag Food Program, ensuring children had access to meals over the summer.

### Thanksgiving Baskets

**559 mixes/supplies** were donated to Manna on Main Street, spreading the joy of the season to families in need.

### Quilts

**112 quilts** were lovingly created and delivered to Lutheran World Relief in Baltimore, Maryland, offering warmth and comfort to those in need around the globe.

### Veterans Ministry

Sharing stories at elementary and middle schools on Veterans Day.

### White Gifts

A variety of baby items—including formula, snacks, diapers, wipes, blankets, and clothing—were donated to Mitzvah Circle to support families with young children.

Through these acts of service, we are planting seeds of faith, hope, and love, transforming lives and building a stronger community in the name of Christ.

# Planting seeds of Connection!

The Fellowship Hub is sowing seeds of unity as we grow in relationships and community. Together, we are planting seeds and celebrating the harvest. Here are some highlights:

## Block Party

Over 300 meals were served with support from Hatfield Meats and Lehigh Valley Dairy, fostering connections across hubs.

## Cars, Coffee, and Conversation

Car lovers gathered to showcase 22 antique cars and share stories over coffee.

## Community Events

Creating and maintaining relationships provides a sense of purpose and belonging. We built relationships through activities like the Tree Lighting, Easter Egg Hunt, and Community Bus Trip.

## New Disciples Gathering

We welcomed 21 new disciples into the life of the Church.

## Painting with Prayer

Families and friends expressed their creativity while sharing Bible stories on canvas.



The parlor was re-purposed to a connection cafe for connecting with others.

## Parlor Cafe

Focused on creating a warm, welcoming space for connection. Weekly coffee hours in Hyson Hall and the Parlor Cafe encouraged fellowship with old and new friends.

## Recovery Celebration

Partnering with Pro-Act, we hosted 75 attendees, 12 vendors, and 2 speakers. We continue to support and nurture those who are walking through and overcoming substance disorders.

## Volunteer Recognition

We honored our volunteers with a bagel bar and flavored coffee, celebrating the many hours of service.



Lancaster Bus Trip  
Sight & Sound Theater



Lansdale Day



Tree Lighting Festival



Tree Lighting craft stations for families.

*"Trinity has the most welcoming community of activists for good in this world. All are welcome in "Sharing God's Love."*

*~John Boggs*

### Fellowship Ministries

- Book Club, Garden Club, Men's Breakfast, and Women's Retreats
- Hospitality Ministry, Greeter Ministry, New Disciples Gatherings
- Fellowship Coffee Hour, Visitor Ministry, and Welcome Desk Hosts
- Marriage Recognition, Small groups, Trinity Seniors and WELCA



Cars, Coffee & Conversation

New ministry with car enthusiasts on Saturday mornings

### Fellowship Events

- Community Bus Trips
- Egg Hunt
- Fastnacht
- Lansdale Day
- Mother's Day and Father's Day celebrations
- Pumpkinfest /Trunk or Treat
- Tree Lighting
- Volunteer Recognition

The Fellowship Hub continues to scatter seeds of faith and friendship, nurturing relationships and harvesting new disciples. Join us as we grow together in unity!

*"Trinity & the New Disciples Gathering has renewed my faith, truly allowing me to see the embodiment of God's Word, and Heart of uncompromising love. I have made profound connections that translate into joyful worship, at a time when I was otherwise devastated. I am grateful to have been Found."*

*~Megan*



Monthly Trinity Seniors gather for a luncheon and a program such as BINGO!



Easter Egg Hunt

Community egg hunt at Trinity

### Seeds the Fellowship Hub is planting in 2025

**Expanded Visitor Ministry** to foster deeper connections with newcomers.

Develop dedicated **Small Groups** tailored to Men's Ministry and Women's Ministry, creating spaces for spiritual growth and fellowship.

#### FELLOWSHIP HUB

Fran Reiner and Kim Wreath, Fellowship Hub Co-Leaders  
Faith Butt, Holly Coe  
Vicki Seal, Director for Fellowship

# Trinity Preschool

## Growing children's generosity

During March 2024 Trinity Preschool joined the Bean Bag Food Program to stop childhood hunger. Stopping hunger, so children can focus, learn and succeed.

The goal was to collect 100 boxes of cereal. This was a community effort to collect food for children who face food insecurity in our neighborhoods.

The theme for last year was Planting Seeds in God's Garden. Through the grace of God, we came together as a community to cultivate our garden, planting seeds of hope and compassion. This collective effort not only brought us closer to one another but it also allowed us to share the fruits of our labor with those in need.

Trinity Preschool surpassed the goal of 100 boxes of cereal and collected **117 in total**. As we met our challenge we were reminded of the importance of unity and selflessness, knowing that our combined efforts can make a significant difference in the lives of others. Together, we can create a thriving garden that feeds both the body and soul, embodying the true spirit of God's love and generosity.



### Preschool Staff

Nurturing children in their growth and faith is a blessing for Trinity Preschool staff. They plant and nurture God's seeds every day together. Front row: Jackie Berardi, Julia Claffey, Danielle Scherer, Allison Dotterer. Back row: Carol MacDonald, Jennifer Schuster, Tammy Ferro, Preschool Administrator, and Kim Nolen.



Seeds Trinity Preschool is planting in 2025

Reach more families in the community

New Two-Year-Old Classroom

Growing generosity in the community





## Average Weekly Attendance

	2024	2023
In-person	316	289
Digital	172	193
Trinity Alive!	43	30

*(data collected differently this year)*



## Faith Steps

	2024	2023
Baptisms	21	23
First Bibles	13	12
First Holy Communion	14	17
Confirmation	8	7



## Growing Faith

	2024	2023
Adult Faith Formation	32	35
ASP Mission Trip	7/5	13/6
Bear Creek Camp	16	27
ELCA Youth Gathering	10/4	
Sunday School	15	10
Trinity Preschool	37	37
Youth Group	52	40
VBS	158	122



## Caring for Others

	2024
Eucharistic Ministry Visits	195
Weekly Altar Flower Deliveries	160
Easter/Christmas Flower Deliveries	110
Prayer Shawls	50
Hospital Visits and Cards	60
Visits by a Pastor	209

## Serving Others

	2024
Block Party Meals	300
Easter Egg Hunt	400
Music Camp	23
Recovery Celebration Attendees	75
Tree Lighting Meals	200

## Metrics

	2024	2023
Confirmed Members	1,835	1,845
Baptized Members	3,094	3,102
Annual Giving Per Household	2,258	2,056
Households Contributed	528	532

*(data collected differently this year)*



## 2024 Church Council

According to the Evangelical Lutheran Church of America, ELCA, Model Constitution for congregations, "Council shall have general oversight of the life and activities of this congregation" and "shall maintain and protect Trinity's property and the management of its business and fiscal affairs."

### 2024 Church Council Report

The year 2024 was a trying year for our church and the Church Council. At the 2023 Annual Meeting, held in February 2024, where the Congregation reluctantly approved using money from our Reserve Fund to balance our 2024 budget, the Council was charged to bring a balanced budget to the next Annual Meeting. It quickly became obvious that the only way to reduce costs by that large an amount would require reducing staff. In order to assist Council with this task, we created a Strategic Design Task Force (SDTF) to make recommendations to Council after thoroughly reviewing and evaluating our staff structure. Along with a report from an independent consultant which also provided recommendations for cost savings and restructuring, the SDTF presented final recommendations to Council. After three separate meetings of over two hours each, Council approved those recommendations and directed their implementation. This was extremely difficult to do and led to considerable dissatisfaction among some members. Hopefully, sessions to answer questions and explain why Council took this approach will begin a healing process. Council has learned hard lessons from this experience and has met since to review those lessons and record them for future Councils should a similar situation arise.



*The 2024 Church Council was (front row) Pastor Fritz Fowler, Dave Freudig, Sandy Cottrell (Treasurer), Susan Pashos and Jamie Price (Treasurer). (back row) Bill Shimer (President), Curt Deardorff, Pastor Jonathan Steiner, Julie Kinzel (Vice President) and Mike Voicheck.*

This Council wishes to thank the members of the SDTF: Bill Graeff (convener), Karen Bergey, Cassie Pickens Jewell, Larry Ramsay-McComber and John Wittenbraker. These Trinity disciples devoted well over a hundred hours of their time to this difficult task.

Council also relied on other Committees and task forces for guidance with our oversight of the life and activities of TLC, the maintenance of its property and management of its business and fiscal affairs.

*Trinity would like to thank Bill Shimer, Mike Voicheck and Jamie Price for the dedicated service on Church Council.*

## Council Task Forces, Teams and Committees

### Endowment Committee

Thanks to the generosity of members over the years through individual gifts and bequests in their wills, Trinity is blessed with an Endowment Fund to support our ministries. Each year we allocate approximately 5% of the Endowment Fund's assets to award grants to the following five categories:

- GLOBAL OUTREACH
- LOCAL OUTREACH
- SCHOLARSHIPS
- CAPITAL IMPROVEMENTS
- DISCRETIONARY

In 2024 the Endowment Committee distributed

**\$71,741** in grants for projects such as:

- Trinity office computer upgrades
- Adult Forum speaker stipends
- ELCA Youth Gathering expenses
- Evangelical Lutheran Education Assoc. board meeting
- SEPA Youth Gathering at Trinity
- Organist for Holy Week
- Software Support
- Rise Against Hunger MLK Project
- Bean Bag Project, food for needy families in the area
- Continuing Education for preschool staff
- Church Network National Conference attendance for staff
- Meeting device for Trinity's computer system (camera, microphone, speaker system)
- Refugee Resettlement assistance
- Ordination celebration for Ann Shade
- Summer Block Party
- Janke Scholarship additional funds
- Interfaith Philadelphia EPA training program
- CPR training at Trinity
- Clinical pastoral Education for Connor Watson
- ALCM conference for Adrea Baxter
- Ad banners & yard signs for Trinity Alive
- Replacement mics & receivers for the sanctuary
- Little Library Eagle Scout Project
- Bear Creek Camp Scholarships
- Family Promise funds for food for needy families
- Carpet replacement in the music room #232
- First Aid Training
- Pumpkinfest at Trinity
- Hyson Hall Roof Repair.

Thank you for the generosity of all who have contributed to the Endowment Fund.

The Endowment Committee includes Tamera Hatton, Carol Voicheck (co-chairs), Julie Kinzel (council rep) Al Hanna, Bill Graeff, Fran Reiner, and Tom McGuire.

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## Finance Committee

The Committee members collaborate closely with the Staff Directors and Hub Leaders in preparing Trinity's annual budget. The committee meets monthly to review the financial statements for variances, analyze their potential ramifications and remedies, and recommends funding sources for unanticipated expenses and capital projects. The Treasurer is also a voting member and invaluable fiscal advisor to the Council and worked closely with Trinity's Church Accountant. For their financial oversight and wise counsel throughout the year,

Council thanks Jamie Price (Congregational Treasurer and Finance Committee Chair), Cathy Pezzuti, Craig Dietterick, Dave Crosson, Fran Reiner, Cynthia Shimer, Larry Ramsey-Macomber, Shana Weinzierl and Teri Lanan.

## Generosity Team

As Trinity disciplines share the treasures God has shared with us, we are able to support the ministries we are called to provide. Increases in giving enable growth, balanced spending, and replenishing our physical properties.

Listed below are some of the Generosity Team's progress in 2024:

- The 2024 Campaign completed this past January with the highest level of pledged support in four years (8% increase in \$ from 2023; 4% increase in families submitting).
- Actual offering for general mission in 2024 was \$1,264,508 which includes \$25,000 matching fund; an increase of 9.2%
- The Generosity team partnered with the other committees directly involved in God's Treasure: Finance and Endowment, building closer alignment and collaboration.
- Partnered with staff from our Synod and the Northeastern PA Synod to host the Generosity Extravaganza in January 2024.
- Reignited the Generosity List, connecting near-term fundraising needs with supporting donors.
- Added to Trinity Storytelling via Lansdale Lutheran, also in recorded personal stories, and by way of mission minutes.
- Encouraged longer term "Planned Giving" through hosting Thrivent workshops and participated in the proposing of the Trinity Legacy Fund to build income-producing resources for the future.
- Compiled an 8 year trend (2017-2024) of generosity for our general mission.
- Expressed appreciation by writing 500+ thank you notes to those who made a donation in first half 2024.

As of this writing, the 2025 Generosity Campaign continues and has resulted in:

- The number of family units submissions is 179 so far, vs. 210 last year.
- Yet the total value of submissions is \$757,789; 1.5% lower than last year.
- 89 families increased, 79 maintained, 11 decreased, and there are 29 new pledges.

Generosity Team: Bill Graeff (Chair), Tim Bonitz, Craig Dietterick, Betty Kern, Chip Kern, Dave Kratz, Chris Johnson, and Pastor Fowler

## Human Resources Committee

The Human Resources Committee is focused on making Trinity a productive and rewarding workplace for our staff. In the past year, HR has supported:

- Updates to the staff policies and the Employee Handbook
- Collaboration in the Strategic Design and staff restructuring process and implementation support
- The development of mission-oriented job descriptions that are more closely aligned to our values and new staff team ethos
- Expansion of our staff support role to support the vocational fulfillment of staff members

The HR committee includes John Wittenbraker (convener), Cassie Pickens Jewell, Jim Cottrell, Karen Towns and Pastor Fritz Fowler.

## Nominating Committee

The Nominating Committee seeks and vets members to fill positions on Council, Call Committee, and other committees and teams as requested by the Council or specified in the Constitution or By-Laws. Agreeable candidates are then recommended to the Council or congregation for approval or election.

For their dedicated service we thank committee members, Julie Kinzel (chair), Vicki Seal, Randy Ehm, Al Hanna and Marcia Hoffa.

## Property Committee

The Property Committee is a newly reestablished standing council committee created to assist the Director of Building and Grounds on long-term and deferred maintenance and property planning. The current members are Dave Crosson, Finance representative temporarily filling in for Craig Dietterick, co-chair, Curt Deardorff, council representative and co-chair, Jean Birenbaum, Ron Borneman, and Cortney Birenbaum. The Property Committee was reestablished in the spring of 2024.

Our church was built almost 70 years ago and even the "new" addition of the transepts, chapel, gym and offices is approaching 30 years old. While some systems have been updated, others have not. For example, portions of the plumbing are original and even the "new" heating/cooling systems and roofs over the additions are almost 30 years old, beyond their life expectancy. So, we need to anticipate and plan for their replacement. Before retiring, Denny Smith assisted the Property Committee in compiling a project list of current and future needs (1-5 years) with estimated costs totaling over 1.5 million dollars. It is the hope and goal of the Property Committee for Trinity to deal with these necessary upgrades and replacements proactively rather than reactively and invest in energy-efficient systems. This will be the most economical and sustainable approach.

We look forward to working with the new Director of Building and Grounds in 2025.



**The major Property Projects completed in 2024 include:**

- Replaced main circulatory pump for HVAC system
- The Loft Project:
  - Installed new toilet and replaced urinal valves in men's bathroom
  - Purchased and installed water fountain
  - Installed new faucet in Loft bathrooms with auto shut-off
  - Painted all bathroom stalls in the men's and ladies' room
- Rewired Church main windows for the replacement of shades
- Replaced toilet in children's choir room
- Replaced toilet in men's room in the Well
- Replaced 3 broken windows on Luther Hall garage with new replacement windows
- Replaced broken light post outside of Luther hall
- Installed new sump pump in Parsonage basement
- Installed new sump pump in Luther Hall basement
- Removed front sign by Luther Hall that was hit by a car
- Patched front steps on Church
- Replaced carpet in children's choir room
- Upgraded hood in the main kitchen
- Installed emergency panic buttons in the lobby and pulpit

**Safety & Security Task Force (SSTF)**

Formed in July 2023, this task force has been instrumental in making safety infrastructure repairs and has begun to implement 2024 goals, such as

- Completed quick fix of items from 2023 Lansdale Police assessment.
- With Council's approval, eliminated the use of Narthex doors (#11-15) and parking.
- Conducted a fire drill June 2024.
- Church Council provided policy guidance that Trinity's security should be "school like."
- Implemented VBS and Sunday School sign in/out with Amy Hawthorne.
- Received PA State grant for purchase and partial installation of security cameras. Cameras, computer hardware and cable wire have been received. Installation is on hold pending funding of camera cable run installations. Harry Smyser is in discussions with a contractor to provide cable run cost estimates to bring to Council for review/approval.

Thank you and well done to task force members, Harry Smyser (convener), Dave Kriebel, Jim Muth and Joe Howard.

**Strategic Design Task Force (SDTF)**

During the 2024 annual meeting of the congregation, concerns were expressed that a deficit budget was submitted. Council committed that actions would be taken to assure that 2025 would not have a deficit budget. Further, Council commissioned a task force to study and make recommendations to 1) Reduce spending to achieve a balanced budget, and 2) Align our organizational structure to best support vitality and growth of the Trinity community.

The task force began intensive meetings in late spring with a focus on reviewing our organizational structure and five-year budget projections. LEAD Connect, a non-profit consulting group specializing in large ELCA congregations was retained to support this process. They conducted 46 listening sessions of staff, leaders, and members. Their insights and recommendations were developed in collaboration with the SDTF. In October the SDTF met with Council in three sessions for over 8 hours to review the findings. Council adopted the recommendations and staff was restructured producing an annual savings of over \$80,000. In November, the SDTF shifted efforts to support implementation of the restructuring plan which will continue into early 2025.

Strategic Design Task Force: Karen Bergey, Bill Graeff, Cassie Pickens Jewell, Larry Ramsey-Macomber, Bill Shimer, John Wittenbraker, and Pastor Fowler



*A special thanks to our Photography Team, Keith Clemens and John Jones, for capturing amazing photos throughout the year for Trinity! They bring Trinity ministries to life!*

## Continuing Council Members

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**Serving 2nd year of 1st term:  
SANDY COTTRELL**

Trinity member since 1974, Sandy's taught SCS (32 years), taught VBS, traveled with On Eagle's Wings, been a Stephen Minister, serving now as Assisting Minister, Communion Assistant, Healer, and Worship Support. She was a Eucharistic Minister (10 years), then served as EM coordinator, which she's done again for 3 years. Sandy led/participated on special committees/task forces, Christian Care Hub and served on council (1985; 2016 to 2021, 2024). Working in the pharmaceutical industry and as a university adjunct professor, she now serves as US Agent to FDA for non-US biotech companies. Sandy's passions include her faith, Trinity, and her church family.

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**Serving 2nd year of 1st term:  
CURT DEARDORFF**

Trinity has always been our home. My wife, Sue, and I are blessed to be lifetime Trinity members. Our three children also grew up at Trinity and now our eight grandchildren are part of our Trinity legacy. Sue and I owned and operated a family dental practice in Lansdale for 30 years before retiring. I served on the church council during the major church expansion, the staff support and evangelism committees, co-chaired the energy management team and am a Eucharistic minister. I will always welcome input, suggestions, and concerns our Trinity family may have and strive for transparency.

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**Serving 2nd year of 2nd term:  
JULIE KINZEL**

Julie is a lifelong Lutheran and the daughter of a Lutheran minister. She joined TLC in 2001. Julie has served on church council in the past as co-president, secretary and this past year as vice-president. She has been a Eucharistic Minister and involved with the health ministry team. Currently, Julie serves as an Assisting Minister, the Racial Justice Team and Code Blue. She is a Physician Assistant (PA) and she lives in Skippack with her wife, Amy Smith, and two dogs and one cat. She enjoys most outdoor activities, being with friends and cooking.

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**Serving 2nd year of 1st term:  
SUSAN PASHOS**

Susan became a Lutheran at the age of 25. She can relate to people who come to us from other traditions. She deeply appreciates our worship practices while being open to what we might learn from other perspectives. A soul-feeding worship experience is critical to attracting and retaining members—along with our educational and personal support services. Susan sings in Trinity Choir (or makes joyful noise) and serves as Lector. She served in Altar Guild and will work this summer in the FEAST garden. Susan was employed for 43 years in book publishing. She looks forward to serving you all.

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**Church Treasurer Appointment:  
LARRY RAMSEY-MACOMBER**

Larry, a 1977 graduate of Lafayette College with a BSCE degree, brings over 40 years of experience in manufacturing and product development. He is a valued member of Trinity's Finance Committee for the past five years, contributing to both the Luther Hall Task Force and Strategic Design Task Force. Larry has also played an active role in the finance, property, and council committees at previous Lutheran churches. He has been married to Patricia Ramsey-Macomber for over 30 years, and together they have three adult sons: Lee, Trevor, and Gregory.

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## Church Council Candidates

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**Re-election for 2nd 2-year term:  
DAVID FREUDIG**

Dave was born in Bethlehem, PA and raised in nearby Center Valley. His class was the first class to go through the new Southern Lehigh High School. Dave went to Gettysburg College. After college he became a teacher in the Souderton School District and spent his career there. While there he also went to Lehigh University where he received a Master's degree and became certified K - 12. In his youth he became an Eagle Scout and received the God and Country award from his church. Dave lives in the Lutheran Community in Telford. In 1986 he joined Trinity and has served in several capacities, including but not limited to Usher Team, FEAST, Generosity Committee, and Funeral Receptions.

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**Election for 1st year of 2-year term:  
CHRISTY JOHANNESON**

Christy has been a member of Trinity since 2015, participating in Daybreak and the Trintinnabulators. She served on the Transition and Call Committees for Pastor Jonathan and helped install LED panels in the sanctuary. Christy has also taught Sunday School, co-led the VBS science station, and attended ASP. A former high school chemistry teacher, she now manages her husband Rob's engineering company. They have two children, Michael and Liz, both confirmed at Trinity. Christy is an active school volunteer and serves on the NPMA board, supporting the North Penn Marching Band.

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**Election for 1st year of 2-year term:  
CINDY WEISS**

Cindy and her family have been members of Trinity for 38 years. She and her husband Frank raised their four children through Trinity's youth programs. All adults now, Cindy and Frank are blessed with six grandchildren. Cindy has served in many ministries over the years - Youth Ministry (when our children were of age), Call Committees, Church Council (1990's); Capital Campaigns, the first Diakonia program at Trinity, a member of the first Stephen Ministry class, Eucharistic Ministry and Sunday worship assistance in many capacities. Recently Cindy served on Church Council during the advent of the Shared Leadership model of ministry organization seven years ago.

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# Annual Congregational Meeting Minutes: February 11, 2024

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The 2023 Annual Congregational Meeting was held on February 11, 2024 in the sanctuary following the 8:30 a.m. service, with the theme 'Be Thankful in all Circumstances'. The meeting was called to order at 9:38 a.m. by Teri Lanan, President, with 139 in attendance. Pastor Steiner gave the opening prayer.

Teri Lanan welcomed everyone. She reviewed what constitutes a quorum, who is eligible to vote, and explained that the voting system to be used will be to ask for a show of hands for those voting no and for those abstaining, with the balance of votes then to be considered as Yes. After confirming that a quorum was met, a motion was made by William Shimer, seconded by Sandy Cottrell, and passed to approve the agenda as presented. Julie Kinzel, Secretary, requested a motion and a second to approve the minutes from the 2022 Annual Congregational Meeting held on February 12, 2023, and after receiving both, a vote was taken and passed to approve those minutes. She also requested a motion and second to approve the minutes from the Special Congregational Meeting held on November 4-5 2023 to call Pastor Steiner, and after receiving both, a vote was taken and passed to approve those minutes.

Jamie Price, Council Treasurer, presented the 2023 financial review. She noted income for 2023 totaled \$1,555,824, while expenses totaled \$1,525,816, thus ending 2023 with a surplus of \$30,008. She reviewed the major Property projects completed in 2023, such as some door and window replacements, parking lot repairs, and cast-iron pipe replacements. She reviewed proposed Property projects and projected costs for 2024.

Jamie Price then presented the 2024 Ministry Plan. Income is projected to be \$1,450,954 and expenses projected to be \$1,572,586, ending with a budget deficit of \$121,632, which can be covered by surplus money in the General Fund. Questions were responded to, including: church-wide/Synod-wide benevolence, how estimates were determined for maintenance projects/must all be done in 2024, and discussion and comments on the ability to sustain deficit budgets since extra General Fund money will not be available to use after a period of time. This included comments regarding the need for continued communication on the status of the budget and the need for a plan on how to reduce expenses/increase income to balance future budgets.

**Highlight:** A motion was made and seconded to approve the 2024 Ministry Plan as a deficit budget of \$121,632 funded out of General Fund surplus balance of \$319,985 - the motion passed with 3 no and 2 abstaining votes.

Jamie Price (nominated by the Finance Committee and appointed by Council) was announced as Treasurer of Council for 2024.

The term for one Council member, Julie Kinzel, is expiring and a motion was made, seconded, and passed to approve the re-election of Julie Kinzel to another two-year term. Three new candidates for Council - Sandy Cottrell, Curt Deardorff, and Susan Pashos- were introduced and a motion was made, seconded, and passed to approve Sandy Cottrell, Curt Deardorff, and Susan Pashos for a two-year Council term. The three Council members continuing in their terms - David Freudig, William Shimer and Michael Voicheck - were introduced.

Pastor Fowler gave the pastor's report. Staff members in attendance were introduced. He shared the Leadership Teams happenings planned for 2024 and expressed his thankfulness for two full-time pastors this past year.

William Shimer, Vice President, acknowledged the leadership of the following members leaving Council: Teri Lanan and Karen Bergey; as well as Cindy Ryan who is leaving as Fellowship Hub Team Leader. Incoming Fellowship Hub members will be Faith Butt, Holly Coe, and Fran Reiner.

Four Staff members were recognized for service anniversaries. Diane Gamble recognized Maria Brown for 5 years of service as Administrative Assistant/Receptionist; Mark Staples recognized Victoria McKelvie for 10 years of service as Director of Communications; Al Hanna recognized Dennis Smith for 25 years of service as Manager of Buildings and Grounds; and Mark Staples (on behalf of Dick D

etweiler) recognized Saci Bartos for 40 years in the Maintenance Department.

Teri Lanan gave closing remarks, followed by a video highlighting Thankfulness in 2023. Pastor Fowler gave the closing prayer, and following a motion made and seconded, the motion to adjourn the meeting was approved at 10:40 a.m.

Respectfully Submitted by:  
Dianne Kalb, Recording Secretary

## 2025 Ministry Plan

Income	2024 Actual	2025 Budget	Difference
Offering Income	\$ 1,264,508	1,264,508	\$ -
Preschool Tuition	81,067	104,604	23,537
Building Use Income	19,181	19,000	(181)
Thrivent Choice	9,798	10,000	202
Worship Sponsorships	13,202	13,600	398
FEAST	8,622	9,000	378
Operations Sponsorships	4,632	4,600	(32)
Fellowship Fund Raising	5,483	5,500	17
Student Ministry	27,000	2,200	(24,800)
Hospitality Fund Raising	777	900	123
Missionary Support & Other	700	696	(4)
Preschool Directed Giving	3,165	2,950	(215)
Certificate Income	169	100	(69)
Heilemann Trust	75,742	80,000	4,258
Univest & Thrivent Mutual Fund	24,906	24,000	(906)
<b>Total Income</b>	<b>\$ 1,538,952</b>	<b>\$ 1,541,658</b>	<b>\$ 2,706</b>

Expenses	2024 Actual	2025 Budget	Difference
Compensation	\$ 1,026,045	\$ 993,852	\$ 32,193
Building & Grounds	182,343	193,945	(11,602)
Operating Expenses	128,428	126,404	2,024
Synod Benevolence at 8.2%	103,690	103,690	0
Worship	40,736	30,571	10,165
Faith Formation	25,688	18,030	7,658
Feast	12,292	12,000	292
Christian Care Ministries	1,096	4,200	(3,104)
Fellowship	11,303	13,635	(2,332)
Generosity	3,824	4,901	(1,077)
Hospitality	4,876	4,600	276
Communications	4,613	9,800	(5,187)
Preschool	6,027	20,190	(14,163)
Council	14,999	5,840	9,159
<b>Total Expenses</b>	<b>\$ 1,565,960</b>	<b>\$ 1,541,658</b>	<b>\$ 24,302</b>
<b>Total Budget</b>	<b>\$ (27,008)</b>	<b>\$ 0</b>	<b>\$ 27,008</b>

A close-up photograph of two hands, one from the left and one from the right, gently cupping a small, vibrant green seedling with three leaves. The seedling is planted in dark, rich soil. The hands are positioned as if they are carefully nurturing the young plant. The background is a soft, out-of-focus green, suggesting a garden setting.

TRINITY  
EVANGELICAL LUTHERAN CHURCH

[trinitylansdale.com](http://trinitylansdale.com)

1000 W. Main Street, Lansdale, PA 19446

Continue *Planting* God's Garden