

University Lutheran Church of Hope

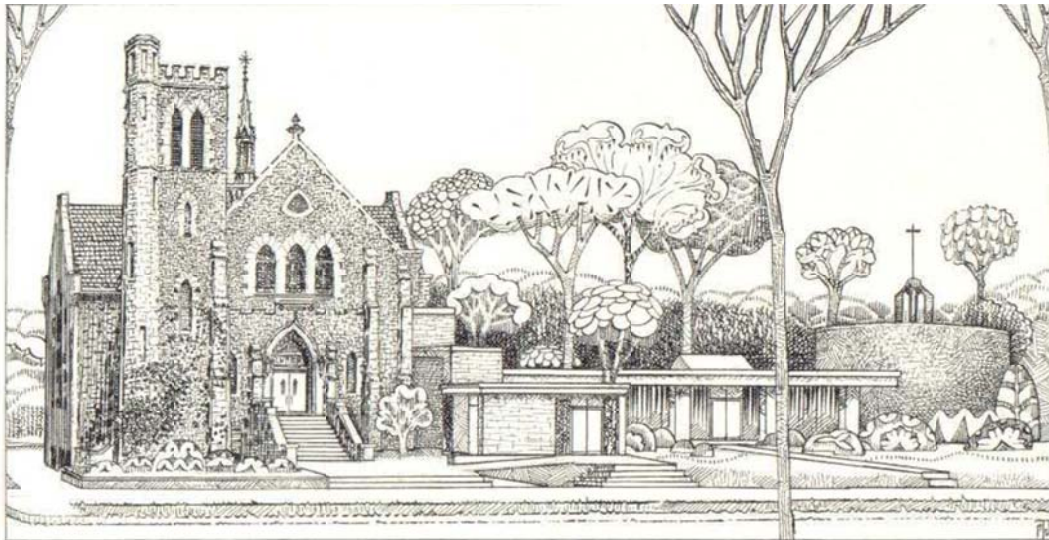
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*University Lutheran Church of Hope
is a welcoming, Christian community of faith
centered in God's grace and
called to demonstrate God's love for the world.*



2015 Annual Report to the Congregation

Presented at the Annual Meeting

February 7, 2016

Complex World. Thoughtful Church

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Congregational Meeting

Agenda for February 7, 2016

*Opening hymn, prayer, and comments
Adoption of rules for the meeting
Approval of previous minutes
Personnel Committee report for 2015
Treasurer's report for 2015
Review of benevolences distributed during 2015
Ministry and Vision report
Presentation and approval of 2016 budget
Message from Pastor Jen Nagel
Recognition of outgoing board members
2016 Leadership Development report and election
Announcements
Closing blessing*

Vision Goals for the Coming Years

University Lutheran Church of Hope - 9th & 1st, #1631 ~#1°B.#
October 2015

#

Igniting Our Life Together

#

1. Connecting with the University and the Community

Goal: Engage the surrounding neighborhoods. Make our walls “porous”.

This includes building relationships with community organizations such as neighborhood associations, PEASE, or the Dinkytown Business Alliance; advocating for justice and exploring service needs in the neighborhood such as a food shelf or recovery groups; and improving signage, outdoor lighting, and our communication strategy and forms.

Goal: Make University Lutheran Church of Hope a place where Lutheran Campus Ministry happens.

This includes increasing our visibility specifically with students, re-visioning our partnership with LCM (Lutheran Campus Ministry), and working on collaborative programming with other religious communities.

2. Igniting Worship, Deepening Spirituality

Goal: Work to create more varied and participatory worship experiences, while honoring our liturgical Lutheran tradition.

This could include alternate worship times, places and formats, as well as greater creativity through drama or various forms of artistic expression.

Goal: Encourage greater participation in and offer more opportunities to learn, discuss, connect, share, explore, study the Bible, and express our faith together.

This might include expanding some small group encounters to ensure a deep and rich experience for all participants.

3. Revitalizing our Ministry with Youth and Children

Goal: Explore where we can go with this ministry and how it can be staffed.

This would likely involve the assistance of an organization such as *InterServe Ministries*. We need to explore questions such as: How do we be a church that makes room for kids and youth in worship and in the life of the community? What do we do about youth who are just not interested? How does outreach extend to youth? How do we staff for ministry with youth and children?

President's Report

Part 1: Planning our life together

The first part of 2015 was busy with meetings and committee work. Many volunteers worked to make the "Hope for the Future" mission appeal and capital campaign a success. In the process, we heard inspiring testimonials from members and raised enough money to both lower the mortgage principal and pay for a new roof. The Call Committee read through applications, interviewed candidates by Skype and in person, and recommended Pastor Jen Nagel to the congregation. Then the staff and the Vision and Governance Board planned how to introduce Pastor Jen to the congregation and extend a call to her, and how to celebrate the ministry and retirement of Pastor Craig Shirley after 12 years at University Lutheran Church of Hope.

Part 2: Celebrating our life together

During the second part of 2015, we took time to honor our devoted staff and mark important milestones in their lives. We celebrated the ministry of and bid farewell to Lead Pastor Craig Shirley in June, Minister of Worship and Music Luke Tegtmeier in July, and Director of Education and Small Group Ministries Diane Shallue in October. In turn, through festive worship and fellowship time, we joyfully welcomed new Lead Pastor Jen Nagel and new Minister of Worship and Music Zach Busch. Through this period of letting go and anticipating what is to come, we cared for one another and the health of the congregation as a whole.

Part 3: Igniting our life together

In the final months of 2015, after much planning, prayer, and hopeful anticipation, we were ready for the Spirit to light us on fire. Together with Pastor Jen, the Vision and Governance Board returned to the reports generated through the 2014 self-study led by Kairos. Filled with energy and hope for the future, we sharpened our focus to arrive at a vision of ministry based on three goals: 1. Connecting with the university and community, 2. Deepening worship and spirituality, and, 3. Revitalizing our ministry with youth and children. In her report in this booklet, Pastor Jen reviews the new activity already underway in these areas since November.

As we look to the year ahead, it is important to recognize that these vision goals are for the entire congregation and staff. Everyone should consider how he/she can contribute to or be a part of each ministry focus. There are no tidy lines separating the vision goals from each other, nor is any individual staff person or Board member responsible for a particular goal. The goals are intertwined and require input and help from people with diverse interests, experiences, and skills. For example, our engagement in the community and with students is related both to how we worship and how we raise the next generation in the Christian faith. Similarly, as we reconsider ministry with children and youth, how do we see worship strengthening their faith? As we deepen our spirituality, who or what might we begin to notice in our neighborhood? We have just begun to scratch the surface of where these goals may lead us. It is exciting to imagine where we might be a year from now. Ignited by the Spirit, we are called into action, to challenge and care for one another, to share the Gospel, and to serve those in need.

Beth Kautz, Congregational President

Lead Pastor Jen Nagel

“Remove your sandals from your feet, for the place on which you are standing is holy ground.” -God, to Moses, at the burning bush, in Exodus 3

These early months of our life together remind me time and again of the holy, sacred ground on which we venture. Thank you for the warm welcome and trust as I join you in ministry here at University Lutheran Church of Hope. I began on August 4, 2015 and was installed on September 20, 2015. I'm still learning names and hearing stories, still absorbing culture, structure, and history, still walking the neighborhood and seeing the University and city from this vantage. This holy ground is rich and fertile; you've done so much over the years as a congregation, and we have much that we can do together.

Last winter and spring as the call committee and I entered into conversations, more than once I asked what they were looking for in their new pastor. The response that arose most often was something like, we want someone to light us on fire. In our conversations, we talked about how pastors alone don't do this igniting, but most truly it happens in community and is the work of the Spirit.

In October as the Vision and Governance Board spent a day in retreat, this sense of “igniting our life together” moved through our vision and goal setting. You can see in this booklet the outcome of that retreat: three vision goals, big steps in igniting our life together, 1. Connecting with the university and community, 2. Deepening worship and spirituality, and, 3. Revitalizing our ministry with youth and children by looking again at our program as well as our staffing.

We're early in this work and yet we're making marked headway. InterServe Ministries is helping us address the first and last goals and two teams, respectively, will forge the way. We're strengthening and renewing our relationship with Lutheran Campus Ministry as well as our neighborhood. Each Sunday we welcome students and other younger adults and this sense of meaningful hospitality in an intergenerational setting is vital in our context.

Diane Shallue, our Director of Education and Small Group Ministries, retired in early October and graciously planned out the school year in such a way that a number of strong teams of leaders can keep our faith formation rolling while the team and congregation take the needed time to discern next steps.

Zach Busch began as our Minister of Worship and Music in mid September and brings a wealth of creativity and leadership. A Worship Planning Team has reformed and workshops are scheduled. In November we welcomed 11 new members. Deepening worship and spirituality is the fire at the center of our community.

University Lutheran Church of Hope is blessed with strong and gifted leaders on the Vision and Governance Board, and throughout our ministry. Thank you! We have a cohesive and committed staff: Pastor Esther Dant empowers our caring ministries; Gayle Bidne is at our heart attending to details and managing our facility; Jim Vitale is reforming our youth ministry; Tim Schroeder welcomes students and other younger adults as our campus ministry liaison; Clair Gustafson cares for our children in the nursery; Geremew Beshah is our weekday custodian and Isabel Vitale is just concluding as our weekend custodian.

Between the church, PEASE Academy (an amazing sober high school that blesses our space daily), and lots of other community groups, we are a lively place. My days are filled with conversations, visitation, worship, planning, meetings, administrative details, teaching, and ministry on your behalf in the wider community and church (I continue as Dean of Central Conference). In all of this—and most especially in conversations with each of you—I am reminded of the privilege of venturing on this sacred, holy ground, and the ways God graces and renews our community in each new season. I look forward to all that is to come.

Gratefully,
Rev. Jen Nagel, Lead Pastor

Worship & Music

It has been an active year in worship and music ministry. We bid farewell to Luke Tegtmeier in the summer and were blessed to have Scott Rohr, one of Hope's past ministers of music, fill in while the search committee decided on candidates.

Zach Busch was hired as Minister of Worship and Music. He started on September 14th and was installed on November 15th. *Lessons and Carols* on December 13th featured handbells and the Adult Choir. Several children joined the Adult Choir for hymn leadership at the 4pm Christmas Eve service.

A new Worship Planning Team was formed in November and began its work. The team will assist Zach and Pastor Jen in generating ideas, creating goals, and evaluating worship. Worship Planning Workshops will be part of the scope of this group's work, wherein the congregation will be invited to participate in large-scale, thematic worship planning. The first was held in January.

There are so many people who help in all that we do: altar guild members, ushers, communion assistants, lectors, worship assistants, acolytes, musicians, and worship committee members. Thank you for your leadership. A special thanks goes out to the search committee for their hard work this year.

Paul Odenbach, Liaison for Worship and Music
Zach Busch, Minister of Worship and Music

Youth and Young Adults

It has been an eventful year for the Youth Group. Following last year's annual meeting, the youth group hosted the annual Easter Breakfast, enjoyed a sabbatical retreat up north at the Morse's cabin, and held a reception for graduating seniors. Over the summer, the youth continued their longstanding Camp Amnicon tradition by navigating a voyageur canoe around the Apostle Islands for a week. The climax of our summer events was, of course, the ELCA National Youth Gathering in Detroit. ULCH sent 18 participants, including 14 youth from our congregation, Nat and Annette Hamman from St. Peter's Lutheran Church in Jos, Nigeria, and four chaperones. Enjoyed by all, the Gathering was a chance for our youth to learn more about the Christian witness throughout the country and the world, and grow closer together as a group. At the end of the summer two of our most dedicated supporters of the youth group, Jack Dant and Rebecca Tetlie, concluded their direct involvement with the youth group. We are deeply grateful for their many years of hard work and service to the youth of this congregation.

This school year has gotten off to a great start for the youth group. Once again a number of our youth participated in Moonlight Madness, the Flatens hosted the youth Christmas party, and we plan to present the biannual Youth Sexuality Retreat in January 2016. This year is sure to be filled with lots of exciting and enriching youth events. We look forward to another sabbatical retreat up north. We are scheduled to spend another week at Camp Amnicon in July, this time hiking the Sawtooth Mountains. We are also in the process of planning a youth missions trip. *Sabbath*, a Sunday afternoon youth event designed to give youth a place to relax, connect, and grow in their faith, will also continue throughout the coming year.

Our young adults group has continued to find opportunities for fellowship in the form of lunch gatherings and most recently a Christmas cookie baking event. Additionally, this group has been included in Campus Ministry's Pub(lic) Theology, which provides an opportunity to discuss matters of faith and worship in a public space. Plans for the upcoming year include continued lunch gatherings and involvement in Lutheran Campus Ministry events, as well as a possible retreat and attending some extra-curricular events (sporting event, concert, movie, etc.).

Finally, youth, college students, and young adults had a unique opportunity to serve together this year with the Families Moving Forward Harvest Festival. Members of each of these groups planned and participated in this Halloween party presented specifically for FMF kids. Together we decorated the fellowship hall, played games, trick-or-treated, painted faces, and enjoyed good food. We look forward to finding more opportunities for these groups to serve together in the future.

Leena Rapacz, Liaison for Youth and Young Adults
Jim Vitale, Youth Director

Education

The big news in Education at Hope this year is, of course, the retirement of Diane Shallue, our staff coordinator for children's and relational ministries. Diane left our education programs in good shape, with strong leadership.

Through June of 2016, we will be working with InterServe Ministries. InterServe will help us determine staffing needs, along with the direction of children, youth and family ministries in light of our connection to the neighborhood and campus ministry. A team has been assembled to work with InterServe and listen and learn about these possibilities for the future.

The Adult Forum committee under the leadership of Diane Greve continues to lead a strong Sunday morning lineup of theological and spiritual education in the context of our neighborhood and global settings, beginning at the new time of 9:15 in Heritage Hall. They also are working creatively to align the forums with our mission goals, especially of igniting our spiritual life together.

This past year, the Children's Ministry Team added a musical component to the Sunday School program in response to parent requests. Now all Sunday School children have music and singing as a regular part of their Sunday morning experience. Another new feature is that families with young children can download the songs learned from a link on the church's website, to be used at home as well. Thanks to the entire team of Sunday morning educators and helpers, and especially to Shelly Parry, who has stepped in as Sunday morning coordinator for the Sunday School in addition to her position as leader of the Children's Ministry Team.

Confirmation has shifted from evening meetings every other week to monthly mini-retreats involving service, learning, and community-building led by Pastor Jen Nagel. We continue to study the Bible on Sunday morning at 9:15 with Kirsten Mebust and on the second Sunday of each month, Confirmation students participate in the youth group with Jim Vitale and Leena Rapacz.

Karen Jorstad continues to provide monthly birth-to-three materials for families with very young children. If you have children in this age group and are not receiving these materials, please let us know.

An active library team works to keep the library collection current and useful to the congregation. A designated fund allows us to purchase several new books each year. Look for the new books section among the adult books to the left as you enter the library. There is a strong fiction section, a small but interesting selection of biblical study materials, and theological classics, as well as books about global ministry and justice issues. A lively selection of books for children is also available. You can sign out books by following the directions in the notebooks to the right of the door as you enter.

Look for education opportunities for worship leadership and other special events as they are announced in the *Thursday Epistle* and *The Visitor*.

A very hearty thank you and blessed be to all the many volunteers who are working to keep our education programs challenging and satisfying.

Kirsten Mebust, Liaison for Education

Relational Ministries

This past year has seen extraordinary changes at University Lutheran Church of Hope! Our monthly Fellowship Meals this past year became celebrations with a tinge of sadness as we bid farewell in June to Craig Shirley, our Lead Pastor for twelve years. In July Luke Tegtmeier, our previous Minister of Worship and Music, moved back to his home state and into a new music position. And in November Diane Shallue, our Director of Education and Small Group Ministries, also retired. We feasted and sang and presented gifts to express as best we could how much each of them had meant to us. Then we welcomed our new pastor, Jen Nagel, who preached her first sermon at Hope in August. Soon after Zach Busch, our new Minister of Worship and Music, began in September.

Besides the Fellowship Meals, our relational ministries take a variety of forms:

- * Hope Connections was started in 2008 by Diane Shallue. Neighborhood small groups meet monthly in each other's homes to study and discuss God's word and to make even stronger connections with each other.
- * Hope Senior Group meets at church on the third Wednesday of each month for lunch and a program. Everyone, not just seniors, is welcome since they enjoy the company of familiar and new faces. They are looking for a few enthusiastic volunteers who might assist in planning future programs.
- * Crafters meet every second Friday evening of the month. Everyone works on creative projects of their own choosing. It's an opportunity to share ideas, see other's talent and enjoy friendship.
- * Hope Quilters meet in the church Fellowship Hall on Mondays each week. Working together with donated machines and fabric, they create beautiful and functional quilts. The quilts are taken to Central Lutheran Church, where they are distributed to those in need.
- * Care packages are created and sent by volunteers to college students and those in the military.

All of these programs eagerly welcome new participants!

Nancy Swanson, Liaison for Relational Ministries

Visitation Pastor Esther Dant

*“Tell it to your children and let your children tell it to their children,
and their children to the next generation.”*

The bountiful table was spread for coffee hour one Sunday in December. Granddaughters of Winnie Frolen, with a generation in-between all living what they have been taught: to love one another. Ann Agrimson, living her generous life that has been modeled by her parents and passed on to her children. If we do not come from a generation that passed this on to us, God calls us to begin this flow of love in our generation. And so it is with the amazing congregation called University Lutheran Church of Hope.

In a devotion on hospitality, I read, *“Guests bring the world in, place it at our feet and dare us to be who and what we say we are.”* Sometimes it feels like there is that present in each visit I make with the Homebound. Who they have been is for some getting to be more and more locked up inside. It is why each contact from the church is remembering for them – this is still home. I think of those this year that have made the final journey – Lula Guthrie, Lillian Lien, Winnie Frolen, and Helen Good. Winnie would say at Augustana, “I really enjoy this communion together.” Helen’s question most visits was a strong, “How are things at church?” Her face would show how important it was for her to stay connected.

Daring to be who we say we are is a strong reason for our two Caring Ministry groups – Friendly Visitors and Compassion Care. Compassion Care gathers monthly. It is sacred time in that room each meeting. Whether we study and discuss a book, a devotion, or share concern for those God has sent to us to give care, there is a peace that it has been good to be together.

Friendly Visitors remain faithful to their care receivers even to the death. The loyalty and devotion of its members keeps this group strong and vibrant over 45 years. Both these groups will be joining together for Caregiving Sunday coming soon, February 21. We will give thanks for this love that flows from them in their caring listening and presence.

Thinking of this place and this time in our lives, I give thanks to God often,
Pastor Esther

p.s. One last joke from Lula found in an old file: *“What do you call beer that is spilled on the stove?” “Foam on the range....”*

Rev. Esther Dant, Visitation Pastor

Hope in the World

Hope in the World is one way that we, the members of University Lutheran Church of Hope, take beyond our walls, to the world near and far, what we experience and learn inside our walls: hospitality, care for one another, care of the earth, justice, peacemaking, neighborliness, commitment to ethical and moral relationships, and many others. It's a big area, but we're not in it by ourselves. There are many partners, both locally and beyond, who share this work.

This year, the Global Mission Team (JoAnn Bablitch, Deb Bordsen, Sarah Bordsen-Bailey, Bruce Eldevik, James Flaten, Pat Frolen, and Shelly Parry) facilitated the visit in July of Amson Hamman, pastor of St. Peter's Lutheran Church, our companion congregation in Jos, Nigeria. Visiting with him, Pastor Amson's two oldest children, Nat and Annette, accompanied our youth to the ELCA Youth Gathering in Detroit. It was a special privilege to host them and feel the bonds strengthened between us despite our very different circumstances.

Representing Hope and our companion relationship with St. Peter's, Bruce Eldevik is a member of the Minneapolis Area Synod's Global Companion Table, and served as Interim Chair in 2015. Our church is contributing financially to the Nigeria Theologian in Residence initiative of the Synod. We will have a more tangible experience of this program in 2016 when Dr. Ibrahim Bitrus will be with us for the better part of a month, assisting with worship, teaching, preaching, and in general giving us greater insight into Lutheran Christianity from an African perspective.

For the third straight year, John Bablitch coordinated Hope's "Welcome Back Students" event in September. Many Hope members also contributed to the logistics of providing hospitality to University of Minnesota students in the neighborhood. The preceding day Hope joined many other Dinkytown businesses and community organizations at the "Open Streets" street fair. As we live into the Vision Goal of forging a deeper connection with campus and community, maintaining a presence at events such as this will be increasingly important.

In another effort to be a witness to the U. campus, John Bablitch along with Pastor Jen and Tim Schroeder organized "Study Space" at Hope, advertising our church as an alternative place, complete with WiFi, coffee, and snacks, where university students could find quiet, hospitable surroundings to study for finals. Thank you to Hope members who contributed time, care package items, or both.

Peace, justice, relief, and community organizations that our church supported financially through Hope in the World were:

- Friends of Sabeel North America
- Lutheran World Relief
- The ELCA's anti-malaria campaign
- Bread for the World
- ISALAH
- Marcy Holmes Neighborhood Organization
- Loaves & Fishes
- Families Moving Forward
- Minneapolis Area Synod

I invite Hope members with thoughts about areas other than these where Hope in the World could play a role to make those known. It's good to keep ideas and energy flowing.

Bruce Eldevik

Trust Board Annual Report

In 2015 the University Lutheran Church of Hope Trust Board provided \$20,500 in funding support for various ministries at Hope. This was the last year of a three-year agreement with the Hope Vision and Governance Board, whereby half of the available funds were directed to such budget-related ministries as worship, youth, relational ministries, and the like.

Beyond that, The ULCH Trust Board provided direct funding for students and chaperones for the National Youth Gathering in Detroit, Amnicon scholarships, support for the prayer shawl ministry and Women's Retreat, funds for completing the vestments set for choir robes, and funds for Strength Finders leadership training.

In addition the Trust Board reviewed Trust Fund bookkeeping procedures and began a ten-year review of grants and endowment fund data. One surprise was that the primary awarding of Trust fund grants over the last ten years was for facilities-related projects. A close second was youth ministry.

In 2016 the Trust Board will continue to review Trust Fund finances, will initiate a series of educational updates for the congregation about the ULCH Trust Fund via the Hope Visitor, and will explore future funding and grant options.

Due to a volatile stock market in 2015, the value of University Lutheran Church of Hope's Trust Fund ended the year only 1/10th of 1% higher than a year ago at \$585,540.93.

Merrill Morse, Trust Board President

Lutheran Campus Ministry

Lutheran Campus Ministry-Twin Cities continues to celebrate our partnership with University Lutheran Church of Hope and is glad for our collective ministry to students, faculty and staff at the U. We are encouraged by recent growth in our relationship, and deeply grateful for the many ways this partnership will ensure a stable, healthy and vibrant ministry for many years to come.

This past year has brought with it opportunities and challenges, of course. LCM-TC continues to embrace the paradox of radical hospitality and welcome to those outside our doors, while caring and nurturing the committed young Christians that comprise the core of our faith community.

Some ministry highlights from the past year:

- Beginning to witness the fruits of our shared outreach intern, Tim Schroeder.
- Increasing partnerships on campus, including Beer and Hymns with Hope and Grace; forums on race with the Muslim Student Association and the Black Student Union, and increased interfaith service projects.
- An enthusiastic and engaged freshman class!
- A board of directors which grows stronger every year. A special thanks to Hope members John Bablitch and John Setterlund for serving in this capacity!
- The continued commitment of a core group of students who are actively engaged. Our ministry has grown from a core of 15-20 participating on a weekly basis, to 50 students regularly attending weekly worship, and close to 75 participating in our myriad events throughout the week.

Our ministry faced the real challenges of significant student and staff transition for the first time this past year, but through the grace of God, the accompaniment of this congregation, and a lot of hard work, we're continuing to thrive – albeit in new and ever-changing ways.

We look forward to continuing this important work together. Thank you for everything,

Rev. Kate Reuer Welton, Campus Pastor

On behalf of Lutheran Campus Ministry-Twin Cities' Board of Directors

A Letter from the Bishop

The Bishop's Annual Report to Minneapolis Area Synod Congregations
January 2016

*Christ, be our light! Shine in our hearts, shine through the darkness.
Christ be our light! Shine on your church gathered today.*
ELW 715

Dear Friends in Christ,

Grace and peace to you through Jesus Christ, the light no darkness can overcome. As congregations across our synod gather for their annual meetings, please know that I and the synod staff hold you in prayer. Together, we are bold to ask God for the wisdom and courage to participate fully in the work God seeks to accomplish through us all in 2016.

The synod's aspirational vision is "to work together so all experience gracious invitation into life-giving Christian community and live in just and healthy neighborhoods." As we reflect on 2015, we look for specific signs of how we have moved forward in that vision. Perhaps, this might be a lens for your congregation as well: are you resourcing and teaching your people to extend gracious invitation beyond your church walls? Are you resourcing and fostering life-giving community that enlivens all ages? Are you resourcing and partnering with others to foster the health of your neighborhood? Where are your time, talent, and money focused?

The synod office asks the same of itself. Though this has been a uniquely difficult year for me, I am amazed at how the synod staff, synod council, deans, and committees have kept us moving forward in our goals. And, I am profoundly grateful for the prayers and concrete expressions of compassion that you and so many have offered to me and my family during the illness and death of our son, John Amos, on May 2, 2015.

The first focus of the synod is to support **congregations**, the communities where lives are healed and transformed through the Gospel proclaimed in Word and Sacrament. Much of our work focuses on **leaders**. We see ourselves as talent scouts for Jesus, actively looking for faithful and gifted rostered leaders to serve in our synod. We also **support** our leaders through mentoring, peer groups, and other opportunities for spiritual and theological growth. We provide resources for elected congregational leaders such as the toolkit gatherings and our staff's commitment to wise and swift responses to the many resource requests we receive each day.

I and the assistants to the Bishop spend much of our time in congregations, conference and synodical gatherings. We work with transitions of all kinds: staff changes, call processes (of which our synod had 45 in 2015), conflict situations, and strategic planning. I am privileged to work with an incredible staff – and have often thought how much I would have loved having any one of them walk with me in a congregation I served.

In addition to resourcing leaders, we also foster **connections** among congregations and ministries, believing we are stronger together. Our connections with our companion synods in Leipzig and Nigeria grow, and, for the first time, we are in a one year pastoral exchange with the church of Leipzig. I hope you will have an opportunity to meet Pastor Helge Voigt this year. We also rejoiced at the unique invitation made by Prince of Peace in Brooklyn Center – whose generous matching gift meant the synod sent more than \$100,000 to Lutheran Disaster Response/Syrian refugee relief. We are partners, even amplifiers, with congregations, and seek to encourage innovation and entrepreneurial energy wherever possible.

We continue to give important attention to stewardship and fiduciary responsibility. We were privileged to receive grants for our EcoFaith network and stewardship development for new pastors, and made our first loan from our Environmental Loan Fund, for changes that will save between 500,000 to one million gallons of water each year.

Finally, I am humbled by the profound privilege of serving with such an extraordinary team as our synod staff. Along with the new staff members we welcomed this year, Assistant to the Bishop, Craig Pederson, and Executive Assistant, Dee Cole Vodicka; I am also delighted to serve with Deb Stehlin, Kristin Raymakers, Lynda Nordholm, Bob Hulteen, John Hulden, Jeni Huff, Karen Ohm Eckenrode, and Kelly Chatman.

Bishop Ann Svennungsen

Leadership Development

Our congregation has seen more than its share of changes in the past several months, and through it all we have remained an engaged, thriving community looking forward to our future and ministry together. Much of that momentum is due to the *many* ways in which the congregation is involved in the life of our church.

The Leadership Development Committee has been actively supporting this effort by identifying individuals well suited for roles and asking/encouraging them to consider taking on these positions. We have been successful in filling several roles over the past few months; however, we are still seeking people to serve on the Stewardship Committee, Trust Board and as Synod Assembly Voting Members. The following table shows the positions filled as of January 8th, 2016. We have continued to fill positions and nominations may be taken from the floor at the 2016 Annual Meeting for any remaining openings. Please prayerfully consider volunteering!

We are very pleased to say that Eric Ringham has graciously accepted the nomination to serve as our incoming Vice President. Thanks to Eric and all who have accepted responsibility for the many important functions of our congregation.

Jack Dant, Leadership Development Committee Chair

Leadership Development#

#

Names in *bold italics* are nominees.

* Ending is the annual meeting held in February of that year.#

Officers

<i>Title</i>	<i>Term Length</i>	<i>Name</i>	<i>Ending*</i>	<i>Term</i>
President	1 year	John Rydeen	2017	N/A
Past President	1 year	Beth Kautz	2017	N/A
Vice President	1 year	<i>Eric Ringham</i>	2017	N/A
Treasurer	2 years, 1x re-elect	<i>Ruth Hedman</i>	2018	Term 1

Vision and Governance Board Members-at-Large

<i>Title</i>	<i>Term Length</i>	<i>Name</i>	<i>Ending*</i>	<i>Term</i>
Worship and Music	2 years, 1x re-elect	<i>Lisa Morse</i>	2018	Term 1
Education		<i>Kirsten Mebust</i>	2018	Term 2
Youth and Young Adults		Leena (Haugland) Rapacz	2017	Term 1
Relational Ministries		Nancy Swanson	2017	Term 1
Hope in the World		Bruce Eldevik	2017	Term 1

Financial Controls Committee

<i>Title</i>	<i>Term Length</i>	<i>Name</i>	<i>Ending*</i>	<i>Term</i>
Member #1	3 years, 1x re-elect	John Beane	2018	Term 1
Member #2		Mark Nelson	2017	Term 1
Member #3		<i>Kelly Brooks</i>	2019	Term 2

Personnel Committee

<i>Title</i>	<i>Term Length</i>	<i>Name</i>	<i>Ending*</i>	<i>Term</i>
Member #1	3 years, 1x re-elect	Jan Sanden	2017	Term 2
Member #2		<i>Shelly Parry</i>	2019	Term 2
Member #3		Garvin Davenport	2018	Term 2

Facilities Committee

<i>Title</i>	<i>Term Length</i>	<i>Name</i>	<i>Ending*</i>	<i>Term</i>
Member #1	3 years, 1x re-elect	Ken Sarkela	2017	Term 2
Member #2		Norm Aaseng	2017	Term 2
Member #3		<i>Bob Paschke</i>	2019	Term 1
Member #4		<i>Mike Kneer</i>	2019	Term 1
Member #5		Craig Nelson	2017	Term 1
Member #6		John Pignatello	2018	Term 1

Stewardship Committee

<i>Title</i>	<i>Term Length</i>	<i>Name</i>	<i>Ending*</i>	<i>Term</i>
Member #1	3 years, 1x re-elect	<i>Ann Wagner</i>	2019	Term 1
Member #2		<i>Kathy Kufus</i>	2019	Term 1
Member #3		(TBD)	2019	Term 1

Leadership Development Committee

<i>Title</i>	<i>Term Length</i>	<i>Name</i>	<i>Ending*</i>	<i>Term</i>
Member #1	2 years, 1x re-elect	Jack Dant	2017	Term 1
Member #2		Uli Koester	2017	Term 1
Member #3		<i>Elizabeth Lincoln</i>	2018	Term 1

Trust Board

<i>Title</i>	<i>Term Length</i>	<i>Name</i>	<i>Ending*</i>	<i>Term</i>
Member #1	4 years, 2 consecutive terms max	Merrill Morse	2017	Term 1
Member #2		Greg Davenport	2017	Term 1
Member #3		<i>Joan Campbell</i>	2020	Term 2
Member #4		Kathryn Carpenter	2019	Term 2
Member #5		Luther Ranheim	2018	Term 1
Member #6		(TBD)	2020	Term 1
Member #7		(TBD)	2020	Term 1

Synod Assembly

<i>Title</i>	<i>Term Length</i>	<i>Name</i>	<i>Ending*</i>	<i>Term</i>
Lay Voting Member #1	1 year	(TBD)	2017	N/A
Lay Voting Member #2		(TBD)	2017	N/A
Alternate		(TBD)	2017	N/A

Facilities

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This year has been very productive for the Facilities committee. We welcomed two new members and established a co-chair structure to lead the committee. We made a few large and many not so large decisions.

One of the large decisions was to replace the Chapel roof, which was last replaced in the 1970s and had deteriorated badly. During this past summer it was completely replaced with a new, sealed membrane roof. Included in that project is an upcoming re-direction of water runoff to comply with City regulations.

The other really large decision is to replace all the flat roof systems (which includes the west entry, the education wing, the offices, and the lounge/east corridor) during the summer of 2016 when PEASE Academy is not in session. The education wing especially has deteriorated to point of no repair and needs immediate attention. Both new roof systems are composed of high-quality, long-lasting, state of the art materials and installed by this area's leading roofing contractor. These roof systems should endure for 30-40 years.

Facilities also accomplished many smaller, but important, upkeep projects around our facility as well. Here's a sampling of these projects:

- * repair of the concrete ramps at the East entrance, including sealing gaps between the ramps and the building
- * constructing a cement block barrier for Heritage Hall windows
- * installation of the sculpture in the courtyard
- * combining rooms 201-202 and A/C upgrades for PEASE
- * refurbishing room 101 for Sunday school uses
- * repainting Fellowship Hall
- * repairing squirrel damage and improving electrical service at the West entrance
- * repairing the main kitchen hand sink and wall
- * repairing the upper level water fountain
- * upgrading our elevators to comply with new standards
- * fixing various door and access issues throughout the building

Two more items deserve mentioning. Initiated by the Garden Club, we started a visioning process to revitalize the courtyard to make it more appealing, accessible, flexible and functional. We are working with our resident landscape designer, Terrapin Construction, to develop a comprehensive plan in the upcoming year. Look for more details in the near future. Also, the committee initiated a long-range, building-wide review of our facility and began a process to prioritize our needs to spend our resources wisely in the future.

Craig Nelson, Facilities Committee Co-chair
John Pignatello, Facilities Committee Co-chair

Personnel Committee

With the retirements of Pastor Craig Shirley and Diane Shallue as well as the departure of our Minister of Worship and Music, 2015 was an extremely and unusually hectic year for the Personnel Committee at Hope. Fortunately, we had two remarkably committed search committees (chaired by Karen Westwood and Becky Halvorson, respectively) who helped us identify and recruit two exceptional new staff members--Pastor Jen Nagel and Zach Busch.

We also owe a huge debt of thanks to Pastor Esther Dant for stepping in as Lead Pastor during the summer transition. Garvin Davenport and Gayle Bidne went over and above the call of duty on the administrative front during this period, and many others stepped up as well—including Jim Vitale, Scott Rohr, Shelly Perry, and Isabel Vitale.

Looking ahead to 2016, we have contracted with InterServe Ministries, a service that helps congregations assess programming and staffing needs, to consult upon future staff configurations in concert with the long-term mission goals of the Vision and Governance Board.

Doug Hartmann, Personnel Chair/Past President

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University Lutheran Church of Hope Staff

Lead Pastor	Craig Shirley, retired June 30, 2015 Jen Nagel, August 4, 2015 - current Esther Dant
Visitation Pastor	
Director of Education and Small Group Ministries	Diane Shallue, retired Oct 31, 2015
Youth Director	Jim Vitale
Lutheran Campus Ministry Liaison	Tim Schroeder
Minister of Worship and Music	Luke Tegtmeier, through July 5, 2015 Zach Busch, September 14, 2015 - current
Business Manager	Gayle Bidne
Nursery Attendant	Clair Gustafson
Weekday Custodian	Geremew Beshah
Weekend Custodian	Isabel Vitale
Boiler Reviewer	Ken Lynes

Statistical Report

Membership beginning of 2015 722

Members received in 2015

Baptized - Children	3	
Baptized - Adults	0	
Affirmation of Faith		
Transfer	14	
Other Sources	1	
Total gains		18

Number of Baptized who were Confirmed 4

Members removed in 2015

Death	7	
Transfer	18	
Other	2	
Total Removed		27

Membership as of December 31, 2015 713

Notes to the Financial Statements

General Operations

Our current year giving and rental income exceeded our expenses by \$19,223.30. We were able to build up our financial position, as well as invest in Ministry with the help of a ULCH trust grant. Our 2015 expenses were \$19,223.30 under budget. This budget windfall was a function of working with a smaller staff during the transition between Pastor Craig Shirley and Pastor Jen Nagel as well as Diane Shallue's retirement before the end of the year. We also spent less money on the operation of our facility, which helped our bottom line.

Our building continues to challenge us with maintenance and upkeep, 2016 will bring a new roof to the education, lounge and office wings of the church. These monies (\$227,598) will come from the Capital Campaign, which currently has a balance of \$267,691.54. We should have approximately \$40,000 in this fund after the roof replacement is complete. This fund will receive approximately \$20,000 that was paid out for remodeling that we did for PEASE Academy this past summer. The bounty of our parking lot revenue has diminished and we are working on ways to better leverage this asset for 2016. We have designated 10 parking spots for overnight parkers that will bring in additional revenue.

We refinanced our mortgage and paid \$60,000.00 down on the principal of the loan after the Capital Campaign was finished. Our new loan saved us \$13,863.26 last year and will save us \$25,452.00 in 2016. We took advantage of the historically low interest rates which will save us close to \$300,000 over the life of the mortgage, which expires in 2027.

PEASE Academy

PEASE Academy continues as our long term tenant and we are thankful that our facility can be used so productively during the week. They signed a new 3 year lease that began in September. They have leased some additional spaces and are a very integral part of the financial picture here at University Lutheran Church of Hope.

Hope for the Future (formerly Invitation to Hope 2 (I2H2))

We had a successful capital campaign in 2015 that helped fund the mortgage reduction and the new roof coming in 2016. Our building fund ended 2015 with a balance of \$267,691.54 up by \$65,702.17 from 12/31/2014.

Thank you for your faithful and regular support for the ministries here at University Lutheran Church of Hope in the Marcy Holmes neighborhood and across the globe as we seek to proclaim the gospel.

Respectfully,
Tim Abrahamson, Treasurer

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01/22/16
Cash Basis

University Lutheran Church of Hope
Income Statement
January through December 2015

	Jan - Dec 15	Jan - Dec 14
Ordinary Income/Expense		
Income		
1500100 · General Giving	447,544.34	463,131.40
1500300 · Rental Income	89,736.78	105,575.60
Total Income	537,281.12	568,707.00
Expense		
1600100 · Salaries & Benefits	307,048.20	311,528.72
1600200 · Administration	27,417.16	23,552.11
1600300 · Operations	129,292.62	128,367.70
1600400 · Education Ministries	(202.09)	244.43
1600500 · Hope in the World	1,419.57	1,193.25
1600600 · Worship Ministries	3,863.52	6,013.51
1600700 · Relational Ministries	894.23	1,255.30
1600800 · Benevolences	30,195.30	29,323.02
1601100 · Ldrshp Dvlpmnt & Communications	160.00	280.00
1601200 · Youth & Young Adults Ministry	1,136.57	(1,236.79)
1601600 · Ministry Block Grant	0.00	0.00
1602000 · Finance	16,832.74	45,696.00
66900 · Reconciliation Discrepancies	0.00	(5,000.00)
Total Expense	518,057.82	541,217.25
Net Income	19,223.30	27,489.75

University Lutheran Church of Hope
Balance Sheet
As of December 31, 2015

	<u>Dec 31, 15</u>	<u>Dec 31, 14</u>
ASSETS		
Current Assets		
Checking/Savings		
1100001 · Wells Fargo Checking	125,629.09	130,831.90
2100001 · Wells Fargo Deposit Account	13,208.58	8,892.32
5100001 · Wells Fargo Savings	58,443.06	58,428.36
Total Checking/Savings	<u>197,280.73</u>	<u>198,152.58</u>
Accounts Receivable		
1100101 · Accounts Receivable	2,587.46	2,584.17
Total Accounts Receivable	<u>2,587.46</u>	<u>2,584.17</u>
Other Current Assets		
1101200 · PEASE Additional Payment	0.00	(3,521.28)
Total Other Current Assets	<u>0.00</u>	<u>(3,521.28)</u>
Total Current Assets	199,868.19	197,215.47
Fixed Assets		
1101001 · Equipment	46,368.43	46,368.43
1101002 · Buildings	866,318.48	866,318.48
1101003 · Parking Lot	92,479.63	93,370.63
1101004 · RFC 2006 Remodeling	1,649,271.97	1,649,271.97
1101005 · RFC 2006 Furnishings	11,722.25	11,722.25
1101006 · I2H 2010 Improvements	14,256.00	14,256.00
Total Fixed Assets	<u>2,680,416.76</u>	<u>2,681,307.76</u>
TOTAL ASSETS	<u>2,880,284.95</u>	<u>2,878,523.23</u>
LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
Other Current Liabilities		
1200105 · Payroll Advances	3,958.59	0.00
1200112 · State Sales Tax	2,339.29	2,945.33
1200113 · Supplemental Life Insurance	(0.04)	0.00
Total Other Current Liabilities	<u>6,297.84</u>	<u>2,945.33</u>
Total Current Liabilities	6,297.84	2,945.33
Long Term Liabilities		
1500001 · Thrivent Mortgage	0.00	1,350,037.74
1500002 · MIF Mortgage	1,198,066.44	0.00
Total Long Term Liabilities	<u>1,198,066.44</u>	<u>1,350,037.74</u>
Total Liabilities	1,204,364.28	1,352,983.07
Equity		
1700000 · Dedicated Accounts	46,200.56	57,014.65
3000 · Opening Bal Equity	530,587.79	444,480.76
3100 · RFC Fund Remodeling	429,850.75	429,850.75
3200 · I2H Fund Remodeling	14,256.00	14,256.00
3900 · Fund Balance	579,938.00	496,725.41
Net Income	75,087.57	83,212.59
Total Equity	<u>1,675,920.67</u>	<u>1,525,540.16</u>
TOTAL LIABILITIES & EQUITY	<u>2,880,284.95</u>	<u>2,878,523.23</u>

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01/22/16
Cash Basis

Capital Campaign Income Statement

January through December 2015

	Jan - Dec 15	Jan - Dec 14
Ordinary Income/Expense		
Income		
Capitalized Interest	2,624.58	2,006.08
Contributions Income	224,641.38	73,243.00
Grants	0.00	0.00
Legacies & Bequests	0.00	0.00
Total Income	227,265.96	75,249.08
Expense		
Building Improvements	34,214.72	-2,509.92
Licenses and Permits	92.00	0.00
Mortgage Subsidy	113,026.68	83,026.68
Office Supplies	43.15	0.00
Postage and Delivery	339.65	0.00
Printing and Reproduction	704.91	0.00
Professional Fees		
Consulting	12,000.00	6,000.00
Legal Fees	850.00	0.00
Total Professional Fees	12,850.00	6,000.00
Repairs		
Building Repairs	0.00	4,184.31
Total Repairs	0.00	4,184.31
Travel & Ent		
Meals	441.02	0.00
Total Travel & Ent	441.02	0.00
Total Expense	161,712.13	90,701.07
Net Ordinary Income	65,553.83	-15,451.99
Net Income	65,553.83	-15,451.99

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Cash Basis

Capital Campaign Balance Sheet

As of December 31, 2015

	<u>Dec 31, 15</u>	<u>Dec 31, 14</u>
ASSETS		
Current Assets		
Checking/Savings		
Mission Plus	267,691.54	202,137.71
Total Checking/Savings	<u>267,691.54</u>	<u>202,137.71</u>
Total Current Assets	<u>267,691.54</u>	<u>202,137.71</u>
TOTAL ASSETS	<u><u>267,691.54</u></u>	<u><u>202,137.71</u></u>
LIABILITIES & EQUITY		
Equity		
Opening Bal Equity	220,664.17	220,664.17
Retained Earnings	-18,526.46	-3,074.47
Net Income	65,553.83	-15,451.99
Total Equity	<u>267,691.54</u>	<u>202,137.71</u>
TOTAL LIABILITIES & EQUITY	<u><u>267,691.54</u></u>	<u><u>202,137.71</u></u>

**University Lutheran Church of Hope
Budget 2016**

	2016 Budget
Income	
Total Giving	445,500
Total Rental Income	<u>97,362</u>
Total Income	542,862
Expense	
Salaries and Benefits	330,286
Administration	26,831
Operations	129,000
Education	3,550
Hope in the World	5,900
Worship Ministries	7,600
Relational Ministries	1,500
ELCA in Mission: Benevolence	28,066
Leadership Development & Communications	500
Youth & Young Adults Ministry	4,385
Mortgage Financing	<u>5,244</u>
Total Expense	-542,862
Total Income	542,862
Difference: Net Income	0.00