

# 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.*



**2018 Annual Report to the Congregation**

**Presented at the Annual Meeting**

**February 10, 2019**

Complex World. Thoughtful Church.

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With gratitude to Ann Agrimson for her collecting, compiling, and editing of this and previous annual reports.



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## **Congregational Meeting**

Agenda for February 10, 2019

Opening hymn/litany, prayer, and comments  
Adoption of rules for the meeting  
Approval of minutes from the 2018 Annual Meeting  
Capital campaign update  
Treasurer's report for 2018  
Review of benevolence distributed during 2018  
Vision Goals  
Presentation and approval of 2019 budget  
Recognition of outgoing board members  
Recognition of staff  
Message from Pastor Jen  
2019 Leadership Development report and election  
Announcements  
Closing blessing

# **A Vision for the Coming Years**

## **University Lutheran Church of Hope**

### **Fall 2018**

*In the fall of 2015, we created vision goals entitled Igniting Our Life Together. Since then the fire within us has been set and is burning strongly. The challenge now before us is to stoke the flame. These vision goals reflect the evolution of our efforts to faithfully guide our ministry in the coming years.*

### **Fueling Our Life Together**

**As a community of faith we aspire to these goals:**

**Cultivate deep roots in our neighborhood and the University community, by actively making our walls porous.**

- Build authentic long-term relationships that center our neighbors' interests, while understanding and addressing our individual and collective privilege. We will listen to each other's stories, seek to fulfill the physical and spiritual needs in our neighborhood, and build relational power to pursue justice and equity grounded in the Gospel.
- Commit to sharing our space, time, and resources with our neighboring communities as an expression of Christ's radical hospitality. We will deepen our involvement in the Sanctuary Movement, and continue to open our doors to individuals and groups in the community.
- Renew and expand our commitment to ministry with young adults and students, including Lutheran Campus Ministry. We will seek to meet the needs for wholeness and healing, especially focusing on issues around food insecurity, mental health, and spirituality.

**Embrace all persons throughout their life journey in a community of love, respect, and acceptance.**

- Through faith formation experiences for people at every age (children, youth, adults, elders), accompany one another through the complexities and joys of life, fully integrating our physical, intellectual, emotional, and spiritual selves.
- Help one another explore scripture, know our traditions, practice spirituality, center the voices of marginalized people, respond to the needs of our world, and follow the call to be "bearers of God's justice-making love."<sup>1</sup>
- Be true to the journey of faith where there is safe space for doubt, questioning, curiosity, and genuine grace.

**Fuel authentic worship and deepen spirituality.**

- Led by the Holy Spirit, we encounter God in varied and participatory worship experiences. We will build on a strong Lutheran liturgical tradition, celebrate a thoughtfully eclectic style, explore progressive Christ-centered theology, and seek expansive images of God that engage the arts and our whole selves.
- Deepen spirituality. We will actively engage one another and the world in small group encounters, in the work of social justice, in study of the Bible, and in integration of faith and life.

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<sup>1</sup> Moe-Lobeda, Cynthia. *Resisting Structural Evil*. Fortress Press, Minneapolis. 2013.

# President's Report

It has been my great privilege to serve as president of the Vision and Governance Board for the past year. It is a remarkable vantage point from which to witness the work of our church. I am grateful that you entrusted me to fill this position, and extend my heartfelt thanks to all of you for the opportunity.

As always, 2018 was a busy year at University Lutheran Church of Hope (ULCH). Hope members enthusiastically participated in a seemingly endless assortment of projects and ministries, ranging from Facilities workdays to the Friendly Visitor program. As a congregation we continued to be deeply committed to addressing issues of social justice, with a particular emphasis on the nation's treatment of immigrants and the ever-more-important sanctuary movement. We welcomed eleven new members to our fellowship this fall. We had opportunities to worship more often, and in new, more participatory ways. We celebrated nearly three decades as home to PEASE Academy, and continued to make our building available as a resource for the surrounding neighborhood and the community at large.

Here are some of the other highlights for 2018:

- As the year began, we launched the new "Revealing Hope" capital campaign, intended to help us meet our ongoing mortgage obligations and also to complete a number of improvements to our facilities over the next three years. The response to the appeal was overwhelming, with members making more than \$407,000 in pledges. Funding from the campaign enabled us to complete two major capital projects in 2018—a new courtyard play area, and a beautiful new stone bread oven. As additional funds become available, we will be able to add new features to our pipe organ, undertake preservation work on our stained glass windows, and distribute a substantial benevolence to ten organizations and causes, including Lutheran Campus Ministry, the sanctuary movement, and the Lutheran Church of Christ in Nigeria.

- In April, members of the board and staff met for a half-day planning retreat at St. Anthony Park Lutheran Church in St. Paul. During the day, we looked back at goals outlined in our 2015 "Igniting Hope" vision statement, reviewed new information gathered from surveys and interviews as part of planning for the "Revealing Hope" campaign, and shared ideas and aspirations for the future. During the spring and summer, a task force of officers and staff drew on this information to formulate a new vision statement, titled "Fueling Our Life Together," which outlined three concepts that will help guide our ministries over the next few years. As a community of faith, we will:

- Continue to cultivate deep roots in our neighborhood and the University community, by actively making our walls porous.
- Embrace all persons throughout their life journey in a community of love, respect, and acceptance.
- Fuel authentic worship and deepen spirituality.

The board approved the new vision statement in September. A copy of the full document is on page 4 in the Annual Report.

- Over the summer, the board voted to complete a much-needed and long-overdue information technology audit, retaining a small local firm with extensive background in technology planning for non-profit and religious organizations to review our computer hardware and software systems. Working closely with staff, the firm helped to identify deficiencies and recommended an incremental three-year schedule of improvements, specifically tailored to our needs and budget.

- It was abundantly clear this year that we have made significant progress toward the goal of making our walls porous—first articulated in the 2015 vision statement and reiterated in the new version. We burst the bounds of our building with outdoor worship on the patio, evening concerts in the courtyard, and a weekly mini-farmers market. The parking lot was a bustling place for much of the summer, as scores of Hope members helped to build and bake in our community bread oven.

- Our staff continues to be a genuine treasure--demonstrating tremendous passion, dedication and creativity as they lead the work of the church. In a move that was approved by the board in 2017, Nick Tangen was increased from part-time to full-time status after completing seminary this spring.

- Responding to a request from Luther Seminary, the board voted unanimously in early summer to fund a year-long internship for an upper-level Master of Divinity student. We were pleased to welcome Linqing Chu to the staff in August. She is working closely with Pastor Jen and a specially-appointed Internship Committee, and is fully engaged in the life of our community, with responsibilities that include preaching, visitation, teaching confirmation, and attending meetings of our many committees and project teams.

Hope's financial situation presented a significant challenge in 2018. The projected budget for the year proved to be over-optimistic, and by late summer expenditures had exceeded income by some \$56,000. As the situation unfolded, the board worked with the recently rekindled financial controls committee to reduce expenditures, and sought to keep the congregation informed about the state of our finances through regular updates in *The Visitor*, several special meetings, and occasional announcements on Sunday mornings.

Thanks to the cost reductions along with generous contributions from the congregation, the situation had improved considerably by the end of December, with the overall deficit for the year amounting to approximately \$28,000. The church was fortunate to have robust cash reserves that enabled us to deal with the shortfall, but we recognize the need to make structural changes to prevent similar situations in the future. Pledges for 2019 are strong, and the board has taken a more conservative approach to budgeting for the coming year, reducing costs for administration, operations, and ministry areas, while striving to keep our staff at full strength.

University Lutheran Church of Hope continues to be a strong, vibrant faith community, grounded in the Gospel, seeking to provide spiritual sustenance for its members throughout their lifetimes, and actively committed to being a force for good in a troubled world. As we move forward, it is my expectation that we will tighten our belts a bit and have another good year in 2019.

Blessings,  
John Lauber

## Lead Pastor Jen Nagel

*“When he was at the table with them, he took bread, blessed and broke it, and gave it to them. Then their eyes were opened and they recognized him.”*

-In Emmaus, after the resurrection, Luke 24:30-31a.

This Road to Emmaus story is one of my favorites. I’m drawn to the disciples walking together, stunned, grappling, on the one hand, with the politics and intensity of those days, and on the other hand, with the deeply personal loss of their savior, friend and teacher. Together they walk, not realizing that it is Jesus who walks with them. It’s only after they share a meal that they recognize it is him. It’s my practice to choose scripture for these annual reports that links with the year and all it has held. This year has been full of bread...bread oven building, bread baking, bread sharing, and plenty of conversation on the journey. Jesus has shown up along this way and at these tables, sometimes recognized, often not, and in this space we, like those early disciples, are transformed, again.

It was August 2015 that I joined you all as your Lead Pastor here at University Lutheran Church of Hope. Early on we created vision goals under the banner Igniting Our Life Together. We’d make our walls porous. We’d ignite worship and deepen spirituality. We’d work to revitalize our ministry with children and youth. In those years, a number of significant staffing changes took place and our leaders and I sought a staffing plan that fit our current and future ministry.

Now, with a settled staff, with a lot of big projects underway, with a strong leadership team on the Vision and Governance Board, our capacity is high. The Holy Spirit is clearly up to something around Hope and it’s an exciting opportunity to shape ministry. Recognizing this new stage in the journey, this fall our leaders renewed our vision goals. These renewed goals are entitled Fueling Our Life Together. Whereas in 2015 we were igniting a fire, now that fire is burning and our attention is on fueling it well. We seek to:

- Cultivate deep roots in our neighborhood and the University community, by actively making our walls porous.
- Embrace all persons throughout their life journey in a community of love, respect, and acceptance.
- Fuel authentic worship and deepen spirituality.

These new goals take us deeper. They invite us to work together, and they beg our communication and mutual efforts across ministry areas. I use these goals to structure my reflections.

**Cultivate deep roots in our neighborhood and the University community, by actively making our walls porous.** That language of porous walls has caught on, and with it our congregational culture is changing. The Bread Oven team is one of many that has focused on making our walls porous. A cadre of volunteers labored through the spring and summer to craft a beautiful bread oven in the parking lot. Its presence regularly invites curiosity and conversations. I love the story of the hot summer day when the students who live across 13<sup>th</sup> Avenue had been enjoying themselves on their roof and finally came over to extend Solo cups to the laborers. There’s a bond that’s been built along with this oven, and we’re just at the beginning of what is possible!

The Dinkytown Farmers Market, one of the fruits of the Neighborhood and Campus Team, is another opportunity to experience porous walls and be present in the community. I am thankful for

Nick Tangen's vision as our Minister of Faith in Community. Nick so thoroughly understands the skills of community engagement and the practices of a rich life of faith. We're working hard on the deep issues of racial justice. Our identity as a Sanctuary Congregation continues to grow as do our relationships with the other congregations of the University Area Sanctuary Coalition.

Our relationship with Lutheran Campus Ministry is strong. Pastor Kate joins us regularly to preach or preside, and LCM students will lead us in worship in the spring. Efforts like Families Moving Forward, The Sheridan Story, and plenty more continue. Last summer, as more neighbors experiencing homelessness found their way to Hope, we became explicit about the values that have often been understood implicitly. This practice of communicating how we'll share our space has been beneficial as we set boundaries with these neighbors, for our congregation members, and for the students of PEASE.

**Embrace all persons throughout their life journey in a community of love, respect, and acceptance.** In this rendition of our vision goals, we've intentionally widened our scope to include the youngest and eldest and everyone in between. I'm grateful for the space that Hope Connections Small Groups make for strengthening faith and supporting relationships. Along with these "official" small groups, there are dozens of other experiences that nurture faith and foster honest growth on the journey at every age. This past year we've found some greater traction with intergenerational ministry that is meaningful for adults as well as for children and youth. This work is shared by the Sunday Forum Team, Children's Ministry Team, and includes confirmation class, and assorted Bible studies and experiences.

Last spring we were chosen to participate in the Riverside Innovation Hub, a Lilly funded project focused on young adult ministry. Amanda Vetsch is our part time Innovation Coach. Amanda and a team of members are listening closely in the neighborhood and congregation; this spring they'll apply for another grant to support the outcomes of this listening and discernment. The presence of young adults in the congregation in worship and in leadership is notable. Having a strong core makes all the difference as new folks pop in and can "see themselves" in this community. Also, this fall we received a \$15,000 Ministry Imagination Grant through Minneapolis Area Synod. Along with LCM and Grace University Lutheran Church, these funds will be used to create worship and fellowship opportunities for young adults. We're calling this *Gather: feast, pray, rest*. While supported through Hope, Grace, and LCM this is particularly aimed at young adults who haven't found a tether to local congregations.

**Fuel authentic worship and deepen spirituality.** Worship continues to be at the core of who we are as a community at University Lutheran Church of Hope. Eleven new members joined our congregation in 2018 and a number of others have already indicated they are planning to join in 2019. With deep Lutheran liturgical roots, eclectic music, an emphasis on Baptism and Holy Communion, an intergenerational spirit, and theologically progressive preaching and language, the experience of worshipping together undergirds this sense of community. I give thanks to Zach Busch, our Minister of Worship and Music, for creatively and faithfully crafting our services for Sunday worship, as well as evening services, and more. Zach and I regularly work through the details that are reflective of our congregational identity, and which in turn shape and reflect our congregational identity. It's a privilege to share this ministry with Zach, a strong Worship Planning Team, and you all. I am so grateful for the gifts of the Hope Choir, an Advent handbell ensemble, the ULCHers, monthly Drop-in Choirs, and a wonderful mix of members and friends who share their musical gifts. Zach thinks wholistically about not only worship music, but also our worship space and worship experience.



Pastor Barbara Johnson, our Pastor for Care and Nurture, brings years of experience and a passion for ministry with our homebound members and all our caring ministries. Barbara is a great partner in ministry. Last spring Luther Seminary invited us to have an ELCA pastoral intern. Understanding ourselves to be a learning congregation, in August 2018 we welcomed Intern Linqing Chu who is with us full-time through mid July 2019. Intern Linqing is experiencing all the areas of pastoral ministry. She teams closely with the Internship Committee and I serve as her supervisor. Intern Linqing is claiming her voice and finding her own style as a pastor. It's a joy to witness her ministry.

With the leadership of Holy Trinity Lutheran Church, we are part of a team of congregations that this fall received a \$12,500 Ministry Imagination Grant through Minneapolis Area Synod to work on an inclusive language Lutheran liturgy. This has been needed for many years and it's an exciting project.

**Facilities and Leadership.** Between the congregation, PEASE Academy (a sober high school that blesses our facility daily), and many other community groups, Hope is a well-used and vital place. Our Business Manager, Gayle Bidne, is at the heart of our operation. I am so thankful for Gayle's hard work attending to the details, relationships, and rhythms that keep us running smoothly. Gayle's role includes attention to the facility and she partners closely with our dedicated Facilities Team and also our faithful custodian Geremew Beshah. As our Sunday Morning Opener and Closer, Ben Hartmann combined hospitality and security in his role until he moved away this summer. Julia Gerloff served as our childcare staff through late summer before she started college. Thankfully Gus Gustafson returned to the Twin Cities and accepted both of these Sunday positions. Gus meets children and their families with genuine hospitality, safety, and a warm-hearted spirit; they are attentive to the facility needs each week.

In 2018 we undertook an IT Audit that yielded much needed annual goals for how we can update our IT infrastructure to support our ministry into the future. We are in the midst of the Revealing Hope capital campaign that runs February 1, 2018 through January 31, 2021. Thank you for your dedication to giving to the annual fund as well as the capital campaign. I give thanks to Congregational President John Lauber and the whole Vision and Governance Board for their leadership this year. John has offered steady and faithful leadership as we've gone deeper, caring for the relationships that make ministry happen, and reminding us who we are as a faithful community. I am so grateful for the chance to team up with John. My days are filled with conversations, worship, pastoral care, administration, planning, meetings, supervision, teaching, and ministry on your behalf in the wider community. For just a short time longer I serve as Dean of Central Conference; I am on the Board of Regents for Concordia College; and I am involved in the synod's Unite Table and in re-writing the synod's sexual misconduct policy.

**Thank you** for your care for me, and also for my family—really, thank you for your “bread” that sustains and encourages. We experience your prayers, value your honoring of our boundaries, and savor your companionship. I am deeply grateful for this ministry we share here at University Lutheran Church of Hope, and for the sense of vitality I experience in this community. I look forward to where God will lead us next and the ways Jesus walks with us on the journey.

Gratefully,  
Rev. Jen Nagel, Lead Pastor

## **Pastor for Care and Nurture**

### **Barbara Johnson**

*How beautiful upon the mountains are the feet of the messenger who announces peace, who brings good news, who announces salvation and who says "Your God reigns." Isaiah 52:7*

The women and men who participate in one or more of the Care and Nurture Ministries listed here, have some of the most beautiful feet! They walk into homes, assisted living and nursing home care facilities, to bring a ministry of presence and prayer and a message of love and care to those we meet. Our intent is to help grow stronger caring connections within and around this active community of faith.

**Pastoral Visitation** I continue to stay in touch with church members who are homebound or may reside in a care facility. When we bring a devotion or a Sunday bulletin along with the sacramental elements of Holy Communion, we are literally bringing the Church to their bedside, or from the altar to the tables in their homes as we share conversation and prayer together.

**Friendly Visitors Ministry** calls and sends out Hope members to bring a smile and friendly conversation to other Hope members who may be homebound, in a care facility or otherwise in need of a regular connection with their faith community. Coordinator Rosalie Eldevik and several others in the congregation make regular visits throughout the year. Friendly Visitor ministry leaders also organize Christmas caroling and distribution of poinsettias during Advent and potted flowers at Easter. They also prepare and send birthday cards signed by the congregation to many of our older and wiser members.

**Compassion Care** ministers are members and friends of ULCH who give of their time to serve as caring and confidential listeners to those in need of one to one support for a period of time when a person may experience grief, depression or other times of distress. Several new Compassion Care ministers received instruction in 2018 to serve in this ministry of presence. People who choose to be paired with a Compassion Care minister can be assured that their caring conversations are held in complete confidence. The leadership team includes Muffi Abrahamson, Ann Agrimson, Joan Campbell and Pastor Barbara.

**Communion Visitors** are lay persons at ULCH who are instructed in the ways of serving communion to members at home or in care facilities and unable to participate in worship at the church. Pastor Barbara coordinates the home communion visits.

**Healing Prayer Ministers** are congregation members and church staff who offer individual prayers for healing and renewal with those who request it on Sundays at the 10:30 am worship. Interest has grown in 2018 for the opportunity for personal prayers, so it will be offered three or four Sundays a month in 2019. Pastor Barbara can coach those who wish to participate as Prayer Ministers.

**Hope Diamonds** is a popular senior fellowship group at ULCH and is open to all. They gather monthly, September through June, for a meal, conversation and to enjoy a variety of programs. This current year they planned off-site excursions to the James J. Hill House and the Bell Museum. Kitchen and clean-up support in 2018 include Julaine Kobiske, Rosalie Eldevik, Karen Jorstad, Shuzo Murakami, Marty Lewis-Hunstiger, Carmen Macoskey, Arloene Stevens, Marge and Roy Halvorsen, Wayne Westwood and other gracious volunteers.

Barbara Johnson, Pastor for Care and Nurture

## A Letter from the Bishop

Your congregation matters! It matters because the *Gospel* matters. The Good News of Jesus Christ proclaims that, in God's eyes, you are enough. The world is great at telling us we're not enough. "Do more. Be better." But God's *grace in Jesus Christ* says something else. Not only are you enough, you *belong*; you are welcome into beloved community. In that community, God provides food for the journey, friends in faith, and power to live out the presence of Christ in our daily lives.

The church matters because of the *Gospel*, because of the *community* it forms, and also because the *world* needs the church's *voice*. Our communities need us to speak of God's love for all people, no exception; to advocate for the care of creation; and to build cities and neighborhoods where justice is the standard for all our work.

The church matters. *Everything we do in the synod office is poured into this conviction.*

Because the church matters, **congregations** matter:

In 2018, the synod walked with 58 congregations in call processes and assisted 52 congregations in work such as stewardship growth, conflict resolution, vision discernment, and anniversaries. Through the new Resurrection Fund Imagination Grants, we made legacy awards totaling \$270,230 to 40 congregations and ministries to further the mission of the Gospel. And, in addition to our 145 congregations, the synod has five new mission starts: Tapestry, Intertwine, Tree of Life, Amazing Grace, Southwest Latino Ministry.

Because the church matters, **leaders** matter:

With nearly 700 rostered leaders, our synod has 313 in active calls, 31 on leave, and 347 retired. We work hard so the church receives the mature, faithful and theologically well-formed ministers it needs. In the years ahead, we will focus even more on raising the next generation of gifted and diverse leaders who will carry a message of God's love to a multiracial world.

Our Tool Kit gathering is a favorite for elected congregational leaders, and we invite you to consider bringing your church council to the 2019 Tool Kit at St. Stephen's Lutheran Church, Bloomington, on Saturday, February 23, 2019.

In 2018, we supported 69 persons in the candidacy process as they prepare to become deacons or pastors. We ordained 11 pastors and installed 25; we had a combined attendance of 463 pastors and deacons at our Ministeriums, Bishop's Theological Conference, and the Lunch and Learn gatherings; and we have 250 leaders meeting in peer groups. We also gave scholarships to 38 pastors to attend a conference on supervision and building healthy teams.

Because God's **world** matters, the **church's voice** matters.

Together, the congregations of the synod are working to foster racial, environmental, and economic justice. With grants from In Faith Community Foundation, the Bush Foundation, area Watershed Districts, and local congregations, we have called three synod staff members to lead congregations in this work. We also trained 65 leaders in faith-based community organizing.

It is the generosity of congregations like yours that make the synod's work possible. Thank you! We seek to be careful stewards of every gift. For the fifth straight year, we've been given a clean audit. For our fiscal stewardship as well as for the synod's excellent governance, I give thanks to our

synod council and to Vice President Felicia Boone. Our synod is also blessed with an extraordinary staff who work with humility, tenacious commitment, wisdom, creativity, and hope. We also rejoice in the two full-time Lutheran Volunteer Corps Members on our staff and the age and ethnic diversity our growing staff brings.

I conclude this annual report with a word of deep gratitude for the privilege of serving as your bishop. Especially, I thank you for calling me to serve a second six-year term. I praise God for our shared mission and our vital partnership. Please let us know how we can serve one another better-working together so all experience *gracious invitation* into *life-giving Christian community* and live in *just and healthy neighborhoods*.

Bishop Ann Svennungsen, Minneapolis Area Synod

## **Personnel Committee**

Hope continues to be blessed with a strong, gifted and stable staff. Under the leadership of Lead Pastor Jen Nagel, those who minister to and with our congregation are a consistently warm and enthusiastic presence in our church. Our entire staff functions at a high level, from Pastor Jen on down the line.

The Rev. Barbara Johnson continues to provide outstanding service as our pastor for care and nurture. Linqing Chu, our pastoral intern, has quickly become a beloved member of our church family, performing well in a variety of roles. She will remain with us until July.

Under the direction of Zach Busch, minister of worship and music, our choir has reached new levels of excellence while remaining a welcoming place for amateur musicians – and has also attracted younger people into its ranks. Zach has also brought considerable creativity to our liturgy and worship planning, not to mention his incredible skill in organ and piano performance. Special events like the Courtyard Concerts are an important part of our connection to the community.

Nick Tangen's evolving role as minister of faith in community has been a revelation. He has seized upon his multiple responsibilities with imagination and skill, becoming a truly inspired leader for education and outreach. We are fortunate to have him on our staff.

Gus Gustafson is now performing two roles: in the nursery as our child care coordinator and as the Sunday opened and closer. We are also grateful for the capable, friendly presence of Geremew Beshah as our custodian.

We've identified our approach to performance reviews as an area in which we can improve. Those reviews are now planned or underway, and we hope to establish an annual schedule for them.

A challenge for the coming year is the planned retirement in May 2020 of Business Manager Gayle Bidne. Her years of dedicated service to our congregation will make her a tough act to follow. We are in the very early stages of planning for a transition to a new business manager, and we have asked Gayle to remain available as a consultant to smooth the process. For her continuing exemplary service, we are deeply grateful.

Eric Ringham, Personnel Committee Chair

# Facilities

Facilities, as usual, has been busy this year. We've been working on a combination of the little things that keep our old building working and a few big noticeable projects. Our members are usually able to take care of regular plumbing, mechanical, heating, and electrical problems with little impact on members and visitors. Professionals are called in when necessary. We also organize and paint on occasion. Here are some of the more interesting things we did or directed this year.

It's probably a tossup as to which you noticed first; the parking lot repairs or the new fireplace insert in the lounge. The worst areas in the parking lot got fixed just before freeze-up using a new asphalt heat process that should last a long time. Bob Paschke can explain it if you like, and we're sure all the drivers appreciate it, especially at the east and south entrances. As for the insert to the fireplace, Bob did much of the research and planning and he along with Ken Lynes helped with installation. The fireplace project was funded from memorials to two long time members, Marian Jacobs and Millie Holmgren.

You may not have yet noticed the new water fountain in the upper education hall, which includes a bottle filling station. It gives a count of bottles of water that have been saved by refilling and at the time of this writing, it's over 1,600. The new fountain was ordered by Facilities, but because of the non-standard hookup to our water supply, it took a real plumber to install.

Another noteworthy addition are the new ADA doors at the north entrance. This project was funded by memorials to honor long time member, Bertha Hanson.

Here are a few more improvements from this year. Mike Kneer initiated development of a Facilities Maintenance Manual. There is a new table in the Library that was hauled from another church by Ken Sarkela and Nick Tangen and assembled by John Pignatello. The bike rack was moved from the bread oven site to the current location by the chapel and installed there by John Pignatello and Kathy Knudson.

And finally, we have an ongoing issue with the downspouts entering the south end of the courtyard; the underground hookup that was supposed to switch them from the sewage lines to the watershed lines in 2006 was done incorrectly due primarily to incorrect engineering drawings. We now have a 3-year extension to fix the problem and are working with the City and contractors to develop the best plan to do that. Expect an update next year.

Facilities currently consists of co-chairs Craig Nelson and John Pignatello, members Mike Kneer, Kathy Knudson, Ken Lynes, and Bob Paschke plus volunteer Ken Sarkela. The Arts and Environment Committee (which has been doing amazing things with new artwork and signage), the Courtyard Committee, and the Garden Club (Gardens of Hope) all report to Facilities. Business Manager Gayle Bidne is our valued staff member and treasurer Emma Carpenter is our board contact.

Kathy Knudson, member of the Facilities Committee

## **Gratitude and Generosity Committee**

As we reflect back on 2018 the Gratitude and Generosity (G and G) Team feels we have had a successful year. We have met a goal to increase the number of annual fund pledges and our team membership has grown to include two new active members. We are now engaged in stewardship throughout the year and have also taken on the responsibilities of planning and promoting the capital campaign. The summary of this past year's activities are highlighted below.

- Our team has continued to present gratitude and generosity stories to the congregation by including them in the Thursday Epistle, *The Visitor* and occasionally during worship services.
- We updated the pamphlets describing the various volunteer opportunities within the ministries at Hope so new and old members would have the most up to date information.
- Members of our team attended a stewardship seminar sponsored by Luther Seminary in July to gain new insights and ideas.
- We sponsored a congregational potluck picnic following an August worship service to celebrate and bless the new bread oven and children's play area.
- We arranged for Adam Copeland from Luther Seminary to give a stewardship sermon in October.
- Various team members participated in a dialogue sermon with Pastor Jen in October to promote stewardship.
- At the end of October and into November we finalized the theme for the annual ministry campaign, wrote the stewardship letter and sent these along with Fuel for Hope pledge cards out to congregants.
- Throughout the year we have continued to sponsor the "noisy offering" monthly at the conclusion of worship. The funds support the Sheridan Story providing Marcy Open School elementary students nutritious food on non-school days and also were directed toward the children's play area.
- The last few months of 2018 we have been working to support team member John Hensrud who with Beata Rydeen will be conducting Gift Discovery/Strength Finder workshops in January and February. The goal will be to increase congregational involvement in various ministries based on individual strengths, interests and talents.
- In the beginning months of 2019 we look forward to focusing on the current capital campaign which runs from February 1, 2018 to January 31, 2021 and to the improvements in year 2 and 3 to the organ and stained glass windows.

Our team is thankful for God's help in guiding our endeavors and for the chance to do God's work in this wonderful community that is ULCH.

Respectfully submitted by the Gratitude and Generosity Team: Ann Beane, Kathy Kufus, John Hensrud, Ann Wagner, Eric Ringham, Linda Herman, Stewart Herman, and Beth Ubbelohde

## **Education**

In the spring of 2018 we wrapped up another year of Children's Ministry at University Lutheran Church of Hope. We celebrated our teachers, reflected on the previous year, and looked forward to 2019. Madhu Bhat, longtime Godly Play teacher, retired at the end of 2018 after 16 years of teaching Sunday School at ULCH. She continues to support Godly Play as a "consultant". Her ministry has had a profound impact on the children and families of our community, and we thank her for her many years of service.

In August, a group of elementary students traveled to Camp Amnicon for the first time, continuing this community's commitment to this important partner. The kids camped, paddled, hiked, and had a thoroughly good time on the shores of Lake Superior, and look forward to another trip in 2019.

Also, this summer many of our kids gathered with others from a number of other faith communities for a Day Camp focusing on Love Your Neighbor. The mornings included bible stories, music, art/mosaics, games, puppets, and more. Afternoons included larger activities and projects. The theme intentionally invited the kids to learn about the religious traditions and cultures of our neighbors.

In the fall of 2019 Children's Ministry launched a new year of Sunday School with a new structure, focusing on the spiritual practices of story-telling, music, art, and community. Each month we focus on a single text but explore it through the lens of one of these practices each week, noticing all the different ways we can encounter scripture. On Community Day we invite parents, guardians, grandparents, and anyone else to join us for a pancake breakfast, storytelling, and Faith 5 practices to make connections between our daily lives and our faith. Aspects of this year's rotation were incorporated in ULCH's Advent Lessons and Carols service, with the children singing songs about being good neighbors, sharing their creative artwork, and providing a dramatic retelling of the shepherds encounter with angels on Christmas. We are excited about the growing energy in Children's Ministry as we enter 2019!

Children's Ministry Team Members: Anne Beane, Madhu Bhat, Sarah Cooper-Evans, Rosalie Eldevik, Arthur French, Ruth Hedman, Melissa Odenbach, Shelly Parry, Stephanie Struthers, Sara Tufvesson Doure, Nick Tangen, Paige Whitney

Nick Tangen, Minister of Faith in Community

## **Worship and Music**

It's been a full year of ministry in worship and music! At the 2018 Annual Meeting, the congregation approved making the Minister of Worship and Music position full-time. This move to full-time has allowed me to settle deeper into ministry at Hope and begin to develop new ideas for engaging the community in worship and music.

## **Deepening Spirituality**

Growing out of work done at a Worship Planning Workshop, we explored a challenging theme during Lent: Mystic Mercy. As a community, we engaged in contemplative practices (labyrinth walking, lectio divina, silence/meditation) in worship to engage our bodies and minds. The children planted seeds during this season that grew in our worship space, and we took them home after Easter. Some of you likely enjoyed the fruits of tomato plants from this practice.

## **Choral Scholar**

In June, we said goodbye to our first ever Choral Scholar, Elise Busse, who completed her undergraduate degree at the U in the spring. Elise was a strong and committed leader for Hope Choir and helped us settle nicely into this new facet of our choral ministry. In the fall, we happily welcomed Yilun Dong, a doctoral student in voice.

## **Patterns**

- Over the summer, we enjoyed the pattern of once-monthly Outdoor Worship. Friendly weather and lots of smiles made these memorable Sundays.
- Once a month, the ULCHers (Tim Gustafson, Mark Nelson, Paul Odenbach, Jay Carlson, Ben Larson), our in-house folk band, provided fabulous musical leadership for worship. They offered original music and creative settings of hymns from the hymnal. On ULCHers Sundays, we offered a Drop-in Choir opportunity, welcoming folks into musical leadership who do not regularly sing with Hope Choir.
- During the seasons of Lent and Advent, we met weekly for evening prayer on Wednesdays. During ordinary times, we met once monthly on a Wednesday evening for Prayer Around the Cross in the chapel.

## **Courtyard Concerts**

We gathered in the lounge (rain location) for a Courtyard Concert in May that featured young adult musicians from Hope. Kaiya Hoyer-Leitzel, Micki Kruse, Claire Seitzinger, Will Heller, and Ben Larson offered a fabulous performance. In September, we gathered outdoors to hear the Meadowlark String Quartet. Holding two concerts, one at the end of the program year and another as we start up again in the fall, worked well.

## **Ministry Group Worship Feature**

The Worship Planning Team, which meets monthly, birthed the idea this summer to begin a year-long congregational project. Growing out of the third Vision Goal, “fuel authentic worship and deepen spirituality,” the team designed a method for all the small groups and ministry areas at Hope to consider what they do through a worship lens. Each week, a different ministry group fills out a Google Form with questions for the group to consider – What is worshipful about what your ministry group does? How does the work of your ministry group praise or serve God? How can the congregation pray for you or help you in your work? – and we use these responses to lift the group up in worship.

## **Handbells**

Starting in November, a group of volunteer musicians formed a seasonal handbell ensemble. These 11 players ranged from very beginner to advanced, and grew together into a group with tremendous spirit and great skill. They played for several Sundays in Advent.

Thank you for your part in our community’s vocation of worship and service.

Zach Busch, Minister for Worship and Music

Lisa Morse, Liaison for Worship and Music



# Youth and Young Adults

## Youth Group

2018 was a big year for ULCH's Youth Group!

In late June many of our youth returned to Camp Amnicon to paddle in a voyageur canoe on Lake Superior. We explored the Apostle Islands, sang French trader songs as we paddled, revolutionized the cooking of camp "taco meat," and discussed the Gospel and our call as Christians. We had perhaps the best weather that could ever be asked for on a trip to the lake the Ojibwe call Gichi-Gami, with bright sun and easy paddling. For many of the seniors, this was their last trip to Camp Amnicon after having attended each year since 8<sup>th</sup> grade. We may see some of them as counselors on future trips!

Four days later...the high school youth travelled to Houston for the ELCA's Youth Gathering "*This Changes Everything*." A group of twelve loaded onto buses with dozens of other congregations for the nearly 24-hour trip, arriving at Houston's NRG Park for a week of worship, service, and education. Together we met new friends, learned more about the ELCA's ministry around the world, discovered some of the best taco joints in Houston, and learned even more about ourselves. The Youth Gathering focused on Ephesians 2:8 "*For by grace you have been saved through faith, and this is not your own doing; it is the gift of God.*" We spent our service day cleaning up parks in Houston neighborhoods that had been damaged by Hurricane Harvey. Though we were miles from the ocean, many of us found seashells littering the ground of the parks, revealing just how high the water had risen in that part of the city. At the end of the week our group celebrated with the other congregations from Minneapolis, as it was revealed that the 2021 Gathering would be hosted in our hometown! The location was revealed with purple lights and Prince blaring over the loud speakers.

Sunday Mornings for the Youth Group consist of check ins, prayer practice, and conversation about the Lutheran understanding of vocation. In the spring of 2018 we began to meet once a month on a Sunday evening for prayer and to learn about community organizing, social change, and Christian vocation.

Team Members: Molly James, Nick Tangen

## Young Adults

The Young Adults at ULCH continued the practice of meeting once a month for lunch and continued to build deep relationships with one another. The highlight of the year was the first annual Young Adult Retreat on September 7-9<sup>th</sup>. Together the group rented a beautiful and massive cabin in rural Wisconsin and spent the days hiking, enjoying the sauna, gathering for Centering Prayer, playing music and board games, and eating good food. The group plans to schedule a spring retreat in 2019, and another in the fall. In December, the group also gathered for a Holiday Potluck to celebrate, to eat, and to spend time with one another.

Nick Tangen, Minister of Faith in Community  
Abby Lucas, Liaison for Youth and Young Adults

## **Relational Ministries**

The purpose of Relational Ministries is to foster close, caring relationships that strengthen our community. Relational Ministries covers a diverse set of groups and activities that brings us together for service, laughter, and fun. Consider whether you would like to get involved in these groups (if you are not already).

**Bread Oven Ministry** – What a year it has been for this team! After all of the preparations, planning, designing, permitting, and building, we have a beautiful, functioning bread oven. Thank you to Bryan Kufus (and the dozens of volunteers) who generously donated hundreds of hours of time and considerable talents to make this bread oven a reality. The oven was completed in August and used to bake pizzas for two Dinkytown Mini-Market events. This prepared us for the official grand opening making pizza for the Welcome Back Students event in September. These early pizza events illustrate how the bread oven ministry can help with our mission of “Porous Walls,” reaching out to our neighbors in new ways. All of the pizza was donated free of charge to the people attending these events. There followed three bread-baking events in November, December, and January. Part of the proceeds from each bread baking is donated to a food-related charitable organization. Thank you to Sharla Aaseng, Bob Dickhaus, and Jake Jacobson for leading the kitchen team and Bryan Kufus for leading the oven firing and baking team. Thank you to the many, many people who have volunteered their time to make these baking events such a success. Thank you to the people who donated money for a loaf of bread. With a 2018 Trust Board grant, we now have a new refrigerator, freezer, locked storage racks, and rolling ingredients bins. Check those out in the storage area behind the flexible partitions in Fellowship Hall. Finally, a special thank you to John Bablitch who has been the chief communicator, volunteer organizer, and overall ministry booster. Would you like to get involved? Contact one of the leaders named above. There is a lot of excitement and fun and passion around this ministry. Did I mention that the bread tastes great?

**Hope Connections** – This ministry supports small group Bible study at Hope. There is no better way to get to know others on a deeper level than by pouring over the word and sharing concerns in prayer. Most groups meet in homes. Some share a bite to eat (and drink). This year we had a strong curriculum team to develop the study guides with Stewart Herman, Brian McCaffrey, Alden Tetlie, Sara Tufvesson Doure and John Beane contributing lessons. The year’s theme was “Speaking of Faith: Speeches from Acts”. If you would like to participate on the curriculum team to develop next year’s study booklet (2019-20), or would like to participate in a small group, please speak to John Beane. Newcomers are always welcome!

**Outdoor Recreation** – This ministry brings together people who share a love for the outdoors and doing fun things in it. In 2018 Bryan Kufus was the principal organizer for paddling events in the summer and skiing (mostly at Mount Carmel) in the winter. In 2019 we propose to form an organizing team to create and publish a schedule of events throughout the year. We also would like to encourage a broader set of outdoor activities, including camping, biking, and hiking. If you would like to be a part of the organizing team talk to Bryan Kufus or John Beane. We are seeking inputs on what outdoor activities would be most appealing and motivate you to join us on these events. These events are intended to be family-friendly. Watch for more information in *The Visitor*.

**Women's Retreat Ministry** – The theme for the January 2018 Women's Retreat, “Telling Stories,” was rich in women sharing their stories about life journeys in faith, challenges and joys. The annual retreat, at Dunrovin Retreat Center near Stillwater, welcomes all women to join in a weekend of community building, exploring faith, spirituality and just plain old relaxing with some good doses of conversation and laughter. The group starts to gather informally on Friday evening, with a Saturday morning workshop, free time for the rest of Saturday, and a closing on Sunday morning with a worship experience. An important part of the Women's Retreat ministry has been, for many years now, the creation of prayer shawls that are made available for anyone attending or visiting Hope. The pastors, Friendly Visitors and Compassion Care Ministers are encouraged to bring a shawl to anyone who might need one. (If you need one for yourself or for someone else, please take one from the rack by the Welcome Center.) We try to keep a ready supply. The theme for January 2019 is “Dancing With the Divine” and promises to provide an opportunity for the women to explore and engage with the Divine, through poetry, music, meditation and dancing. Beata Rydeen and Ann Beane have been the co-planners and facilitators for ten years. 2019 is year #11!

There are more dedicated leaders giving their time and their gifts to Friendly Visitors, Compassion Care, Hope Diamonds Senior Group, Dorcas and Gloria Circles, child care in the nursery, monthly Fellowship Meals, Crafters, Hope Quilters, and Care Packages. All of these ministries are eager for new people to get involved. That means you!

John Beane, Liaison for Relational Ministries

## **Hope in the World**

Hope in the World is a ministry area of our congregation that concerns itself with what happens beyond our walls: in our immediate neighborhood, in the greater Twin Cities area, in our nation, and the world. Hope in the World partners with communities and organizations, faith-based and others, to address and improve issues of poverty, hunger, injustice, racism, damage to our environment and the like, while providing welcome and hospitality to our neighbors and the campus community, all in keeping with what we believe we, as people of faith, are called to do.

### **Neighborhood and Campus**

In 2017 the Neighborhood & Campus Team presented a proposal to the Vision and Governance Board laying out the vision for a farmers' market at University Lutheran Church of Hope. With Vision and Governance's blessing and many hours of organizing, marketing, and troubleshooting, ULCH launched the Dinkytown Farmers Market in July of 2018. The mini-market (5 vendors or fewer) is a response to a growing awareness of food insecurity and lack of access to healthy and affordable produce among students and Dinkytown residents. Like many first-year markets, attendance was slow but steady, and the feedback from our neighbors was overwhelmingly positive. With the addition of the Bread Oven and renewed energy after a successful launch, 2019 looks to be year of greater growth and impact for this incredible ministry!

Team Members: Tim Gustafson, Doug Hartmann, Beth Kautz, Lynette Lamb, Kirsten Mebust, Nick Tangen

## **Racial Justice**

The Racial Justice Team, convened by Karen Westwood, continues to meet monthly. In 2018 team members led initiatives within Hope or participated with other Twin Cities faith communities in efforts directed toward addressing issues of chronic racial injustice and promoting paths of better understanding, fairness, and healing. These included:

- Finalized a Racial Justice Mission Statement for University Lutheran Church of Hope. This foundational statement was subsequently passed unanimously at our 2018 annual meeting and resides on Hope's website at <http://www.ulch.org/what-we-believe>
- Through a grant from the Hope Church Trust, purchased forty copies of *A Good Time for the Truth: Race in Minnesota*, a collection of essays by Minnesotans of color about their experiences living as non-white in our state. The copies were provided free of charge to Hope members in the desire that it will be used to further Hope's thinking and dialogue about issues of prejudice and inequality.
- Sponsored a "Hope Reads" event on October 14 with David Lawrence Grant, one of the essayists, who spoke engagingly about "stretching our empathy muscles" when it comes to our interactions with people who are different from ourselves.
- In December, held a discussion of another essay from the book, "Red, White, and Blank" by Heid Erdrich, facilitated by Sonja Peterson.
- Continued hosting the Minneapolis Area Synod's bi-monthly racial justice liaison meetings. Karen Westwood is our racial justice liaison to the synod.
- Continued our participation in the Sacred Solidarity Network, a pilot cohort program of MARCH (Multifaith, Anti-Racism, Change & Healing), a support organization helping primarily white congregations address deeply ingrained attitudes of racism and white supremacy.

Team participants: Bruce Eldevik, Diane Greve, Doug Hartmann, Kirsten Mebust, Sonja Peterson, Nick Tangen, and Karen Westwood. Meetings are open and anyone who has an interest in this work is encouraged to attend.

## **The Sheridan Story**

The Sheridan Story is a program to supplement weekend food supplies for students at Marcy Open School in our neighborhood. The fourth Friday of each month Hope volunteers show up to distribute sacks of non-perishable food to the backpacks of students whose parents have requested this assistance. In 2018 Lynette Lamb said "yes" to becoming Hope's Sheridan Story coordinator and liaison to our partnership with other S.E. churches serving both Marcy and Pratt schools. Led by the Hope kids, money raised through monthly noisy offerings goes to support this anti-hunger non-profit, as did book sale funds raised in conjunction with Hope's Welcome Back event.

## **Sanctuary and Immigration**

In 2018 University Lutheran Church of Hope members showed up powerfully in local elections to stand in solidarity with our immigrant neighbors, and to ensure that the legislative agenda in MN included the restoration of drivers' licenses for undocumented immigrants, access to healthcare, and an economy that cares for all. Approaching the 2019 legislative session, the Immigration and Sanctuary team began to organize teams of congregants to visit their elected

officials to educate, advocate, and ask them to support legislation restoring access to driver's licenses for undocumented immigrants.

The University Area Sanctuary Coalition continued to meet throughout the year to support and empower one another to show up powerfully in solidarity with our immigrant neighbors. Each month one of the member congregations hosted a Sanctuary Prayer Vigil, raising money for the Immigrant Defense Fund, and learning about immigrant led movements in the Twin Cities.

Team Members: Anne Beane, Liz Fry, Matt Fry, Tim Abrahamson, Muffi Abrahamson, Sheila Hougen, Yesenia Morales, Jose Sanchez, Paige Whitney

### **Affordable Housing**

In November, several Hope members attended a meeting sponsored by Beacon Interfaith Housing Collaborative concerning a response to the shortage of affordable housing for those suffering from chemical dependency and mental illness. This shortage was dramatically brought to light through reporting about the tent encampment near Cedar Ave. that had grown to include several hundred people. After some discussion and discernment, in 2019 Hope will participate in targeted advocacy measures to help achieve approval and funding for Beacon's "Housing First" initiative aimed specifically at this hard to reach homeless population.

Hope's ongoing involvement with Beacon is via **Families Moving Forward**. Hope hosts temporarily homeless families for one week twice a year. Coordinated by Julie Paschke, Gretchen Peik, Christine Nielsen, and Abby Lucas along with many Hope volunteers and the partnership of Prospect Park United Methodist Church.

### **Global Mission**

In 2018 we prayed Godspeed for Dr. Ibrahim Bitrus as he returned to Nigeria with his family after completing the Nigeria Theologian in Residence program through the synod. In his several months in residence at Hope, Ibrahim brought us a renewed and tangible awareness of the global reach of the Gospel.

We continued to pray weekly for our partners in ministry in Jos, Nigeria: Pastor Amson Hamman, the Dogon Dutse Guest House, and St. Peter's Lutheran Church. In addition, in July we responded to an appeal from Pastor Amson with a contribution of cash assistance to help churches in Jos provide food and other material goods to victims of violence against farmers in the Jos area at the hands of nomadic herdsman. Open conflict has subsided, but tensions remain.

Ongoing ministries through Hope in the World also include:

- **Bread for the World Offering of Letters** – Hope members gathered in the lounge after worship again this year to write to our congressional representatives on behalf of expanding our nation's capacity to reduce poverty and hunger here at home and internationally. Coordinated by Donna Neste.
- **Groveland Food Shelf** -- the grocery cart near the chapel is the receiving location for food donated by Hope members and regularly delivered to Groveland by Dean Bronson.
- **Plymouth Christian Youth Center's Christmas Gift Sale** – Hope donates gifts and money to support this annual event that provides an opportunity for both PCYC students

and neighborhood kids to shop for Christmas gifts for family members. Coordinated by Gretchen Peik.

### **Financial Support**

Peace, justice, relief, and community organizations supported financially by our church in 2018 through Hope in the World were:

- Christians for Middle East Peace
- Families Moving Forward, a program of Beacon Interfaith Housing
- ISAIAH
- Loaves and Fishes
- Nutritious U Food Pantry
- Plymouth Christian Youth Center
- Reconciling Works
- The Sheridan Story

Bruce Eldevik, Liaison for Hope in the World

Nick Tangen, Minister of Faith in Community

Karen Westwood, Racial Justice team

## **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:

- Welcoming Nate Crary as LCM's ½ time Program and Outreach Director in July.
- Bearing witness as students find our community, worship and small groups – as they seek to ground themselves in something greater than themselves, especially in a world which seems increasingly isolated and volatile.
- Traveling to Holden Village with 20 students for the first time since the mine remediation.
- Preparing to send, with good courage, a large group of seniors out into the world to volunteer, work in industry, and go on to professional and academic degree programs.
- A board of directors which grows stronger every year. A special thanks to Hope member Tim Gustafson for serving in this capacity!
- Hosting a breakfast gathering of ELCA faculty and staff at the University of Minnesota!
- It remains our pleasure to work so closely with staff at Hope, and value especially the wisdom, shared knowledge and relationships that Pastor Jen and Nick continue to share with LCM students and the University at large.

Our ministry continues to face the real challenges of significant student transition and shifting energy in our community, but through the grace of God, the accompaniment of this congregation, and a lot of hard work, we continue to thrive – albeit in new and ever-changing ways.

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

Pastor Kate Reuer Welton, on behalf of Lutheran Campus Ministry-Twin Cities' Board of Directors

## **Leadership Development**

The Leadership Development Committee convened in late summer to begin to prepare this slate of nominees. We met about once a month to discuss what leadership styles and talents would match the many open spots on the board and committee rosters. The ULCH bylaws, our photo directory, and the updated member lists were our constant companions. As a consensus body, we made all decisions to invite folks into leadership unanimously.

All along we had wonderful conversations. Some members thought long and hard about accepting a nomination, others knew right away. But all were gracious, thoughtful, and considered how best to serve our congregation. We heartily recommend this slate to you, and ask for your prayers for the new and returning leaders.

As is tradition at Hope, we will accept nominations from the floor for the Synod Assembly Voting Members. The Minneapolis Area Synod Assembly will take place Friday, May 3<sup>rd</sup> and Saturday the 4<sup>th</sup>.

The Leadership Committee is comprised of Uli Koester, Elizabeth Lincoln, Jack Dant.

Uli Koester, Leadership Development Committee

# Nominations to Leadership

Names in **bold** 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	Carol Flaten	2020	N/A
Past President	1 year	John Lauber	2020	N/A
Vice President	1 year	<b>Tim Abrahamson</b>	<b>2020</b>	N/A
Treasurer	2 years, 1x re-elect	Emma Carpenter	2020	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	Lisa Morse	2020	Term 2
Education		<b>Shelly Parry</b>	<b>2021</b>	<b>Term 1</b>
Youth and Young Adults		Abby Lucas	2020	Term 1
Relational Ministries		<b>John Beane</b>	<b>2021</b>	<b>Term 2</b>
Hope in the World		<b>Sonja Peterson</b>	<b>2021</b>	<b>Term 1</b>

## 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	<b>Betty Schreuder</b>	<b>2022</b>	<b>Term 1</b>
Member #2		Mark Nelson	2020	Term 2
Member #3		<b>Bill Sanden</b>	<b>2021</b>	<b>Term 1</b>

## 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	<b>Linnea Pignatello</b>	<b>2022</b>	<b>Term 1</b>
Member #2		David Ranheim	2021	Term 1
Member #3		Becky Halvorson	2020	Term 1

## 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	Craig Nelson	2020	Term 2
Member #2		John Pignatello	2021	Term 2
Member #3		<b>Bob Paschke</b>	<b>2022</b>	<b>Term 2</b>
Member #4		Ken Lynes	2020	Term 1
Member #5		Kathy Knudson	2020	Term 1
Member #6		Ken Sarkela	2021	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	<b>Ann Wagner</b>	<b>2021</b>	<b>Term 2</b>
Member #2		<b>Linda Herman</b>	<b>2022</b>	<b>Term 1</b>
Member #3		<b>Beth Ubbelohde</b>	<b>2022</b>	<b>Term 2</b>
Member #4		<b>Ann Beane</b>	<b>2022</b>	<b>Term 2</b>
Member #5		John Hensrud	2020	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	<b>Lynette Lamb</b>	<b>2021</b>	<b>Term 1</b>
Member #2		<b>Doug Hartmann</b>	<b>2021</b>	<b>Term 1</b>
Member #3		Elizabeth Lincoln	2020	Term 2

### 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	2021	Term 2
Member #2		Scott Hvizdos	2021	Term 1
Member #3		Joan Campbell	2021	Term 2
Member #4		<b>Norm Aaseng</b>	<b>2023</b>	<b>Term 1</b>
Member #5		Meri Hauge	2022	Term 1
Member #6		Jack Dant	2020	Term 1
Member #7		Robyn Swenson	2020	Term 1

### Minneapolis Area Synod Assembly

May 3-4, 2019

<i>Title</i>	<i>Term Length</i>	<i>Name</i>	<i>Ending*</i>	<i>Term</i>
Female Voting Member	1 year	<b>TBD</b>	<b>2020</b>	<b>N/A</b>
Male Voting Member		<b>TBD</b>	<b>2020</b>	<b>N/A</b>
Alternate Voting Member		<b>TBD</b>	<b>2020</b>	<b>N/A</b>
Youth Voting Member		<b>TBD</b>	<b>2020</b>	<b>N/A</b>

# **Treasurer's Report**

## **General Operations**

General giving for 2018 totaled \$464,718. This is \$38,989 less than the budgeted amount of \$503,707, approximately 8% of the total budget. Although we did not meet our budgeted amount, general giving is 4.7% higher than 2017. Rental income was \$143,986 for the year contributing to a total income of \$608,678. This is \$35,704 under budget, approximately 5%, as rental income was \$3,310 over budget due to the new PEASE contract signed in September.

Expenses totaled \$636,777 in 2018. This is \$7,606 less than the budgeted amount of \$644,382. Expenses were 6.7% higher than last year. This year expenses were \$28,098 higher than total income contributing to an overall net operating loss of \$28,098.

This year the Vision and Governance Board strived to be transparent about our financial position and progress to meet the budget. We held two congregational meetings, one in September and the other in November, to inform the congregation of how we were tracking in 2018. Thank you to everyone who attended.

As a board we closely manage our expenses while making strategic decisions on how to use our resources for important things in the future. As a congregation we were presented with several opportunities to expand our ministry. The Board was fully aware of the risk in accepting additional expenses but felt comfortable in our financial position. This year we welcomed Linqing Chu as our Pastoral Intern, provided benefits for all our eligible staff and conducted an Information Technology Audit to better utilize the space for staff, congregation members, students and visitors.

As of 12/31/18 we have \$262K in current assets, primarily made up of our bank accounts. Our land and building contribute to total assets of \$2.94M. As of 12/31/18, we have \$86K in dedicated accounts and a mortgage liability of \$923K contributing to \$2.94M in liabilities and equity.

## **PEASE Academy**

PEASE (Peers Enjoying a Sober Education) Academy continues to be our long-term tenant and we are thankful our facility can be used productively during the week. In September, PEASE signed a new 3-year lease guaranteeing their presence until September 2021. We are grateful for PEASE as they are a crucial part of the financial picture at University Lutheran Church of Hope.

## **Building Fund – Revealing Hope**

During 2018, we successfully launched Revealing Hope, another 3-year capital campaign aimed at dedicating funds to pay the life of the mortgage (expires in 2027) and fund special projects around the church. This year the building fund subsidized the mortgage by \$83K. Additionally, the capital campaign completed two large projects: construction of the children's play area and bread oven. We look forward to organ repairs in 2019.

In 2018, building fund contributions totaled \$207,228 and as of 12/31/18 the fund has a total balance of \$132,346. Thank you to everyone who has contributed.

Thank you for your faithful and regular support for the ministries at University Lutheran Church of Hope.

Respectfully,  
Emma Carpenter, Treasurer

# Trust Board

## I. Grants - Hope Church Trust grants for 2018 were distributed for the following:

a. OSI, an organization supporting life-changing education for girls in India	\$1,000
b. Mabel’s Clinic, which provides health care for indigent patients in Mexico	\$300
c. Support for ULCH youth attending an ELCA national youth gathering	\$2,000
d. Funding for a new mini-farmer’s market at Hope	\$2,000
e. Funds for purchasing equipment for Hope’s Community Bread Oven	\$5,000
f. Hope’s Arts and Environment Task Force	\$4,000
g. Hope’s Racial Justice Task Force awareness event	<u>\$1,200</u>
Total	\$15,500

## II. Actions –

- a. Welcomed new Board member, Meri Hauge
- b. Elected Jack Dant as Secretary
- c. Pursued signatory changes on investment accounts
- d. Reviewed potential candidates for two vacant positions and one position to be filled by election at the next Annual Meeting
- e. Reviewed a discrepancy in Trust and congregational bylaws regarding nominations to the Trust Board, and supported a joint committee with representation from both the Trust Board and the Vision and Governance Board for addressing bylaws matters.

## III. Finances – The Trust’s endowment fund assets remained invested in three primary funds, plus the Bremer bank account for cash flow. Year-over-year investment asset values declined just over 7%, as the stock market declined in the latter part of 2018.

a. ELCA Foundation -	Year-end Value:	\$313,248.14
b. Pax World Balanced Fund -	Year-end Value:	\$181,361.03
c. Domini Social Equity Fund -	Year-end Value:	\$114,753.55
d. Bremer Bank Checking Account balance		\$ 39,672.26
(for 2019 grants and cash flow)		
Total Assets		\$649,034.98
Total Liabilities and Equity		\$649,034.98

Gifts, Bequests, and Memorials donated to the Hope Church Trust in 2018 - \$4,165.00

The Hope Church Trust Board wishes to thank all donors, past and present, who have created and sustained the Hope Church Trust as such a beneficial resource for the mission of ULCH.

Merrill Morse, Chair, Hope Church Trust

Board Members: Joan Campbell, Kathryn Carpenter, Jack Dant, Meri Hauge, Carol Flaten (resigned in November 2018 to avoid conflict of interests upon becoming ULCH President in 2019), Greg Davenport (resigned, November 2018).

## University Lutheran Church of Hope Staff

Lead Pastor	Jen Nagel
Pastor for Care and Nurture	Barbara Johnson
Pastoral Intern	Linqing Chu
Minister of Worship and Music	Zach Busch
Minister of Faith in Community	Nicholas Tangen
Innovation Coach, through Augsburg's Innovation Hub	Amanda Vetsch (beginning August 2018)
Business Manager	Gayle Bidne
Bookkeeping Assistant	Fariba Sanikhatam
Sunday Opener/Closer	Ben Hartmann (through July 2018) Gus Gustafson (beginning Sept. 2018)
Weekday Custodian	Geremew Beshah
Child Care Attendant	Julia Gerloff (through August 2018) Gus Gustafson (beginning Sept. 2018)
Choral Scholar	Elise Busse (through May 2018) Yilun Dong (beginning Sept. 2018)
Boiler Reviewer	Ken Lynes

## Statistical Report

<u>Membership beginning of 2018</u>		735
<u>Members Received in 2018</u>		
Baptized - Children	3	
Baptized - Adults	0	
By Affirmation of Faith	5	
By Transfer	4	
From Other Sources	1	
Total Gains		13
Number of Baptized who were Confirmed		1
<u>Members Removed in 2018</u>		
Death	6	
Transfer	2	
Other	6	
Total Removed		14
<u>Membership as of December 31, 2018</u>		734

## Financial Statements

# University Lutheran Church of Hope Annual Ministry Fund

## 2018 Income Statement

	Actual 2018	Budget 2018	2018 Variance
Income			
General Giving	464,717	503,707	(38,990)
Rental Income	144,130	140,675	3,455
<b>Total Income</b>	<b>608,927</b>	<b>644,382</b>	<b>(35,455)</b>
Salaries & Benefits	357,352	335,827	21,526
Administration	35,207	36,269	(1,062)
Operations	137,992	150,575	(12,583)
Education Ministries	2,727	3,600	(873)
Hope in the World	5,718	8,300	(2,582)
Worship Ministries	7,910	12,905	(4,995)
Relational Ministries	1,419	3,050	(1,631)
Mission Support	32,321	35,259	(2,938)
Ldrshp Dvlpmt & Communications	30	1,000	(970)
Youth & Young Adults Ministry	4,144	4,700	(556)
Finance	52,897	52,897	-
<b>Total Expenses</b>	<b>637,717</b>	<b>644,382</b>	<b>(6,665)</b>
<b>Net Income</b>	<b>(28,790)</b>	<b>-</b>	<b>(28,790)</b>

## 2018 Balance Sheet

### ASSETS

Current Assets	
Total Bank Accounts	\$ 259,469
Total Accounts Receivable	\$ 2,530
Total Fixed Assets	\$ 2,680,100
<b>TOTAL ASSETS</b>	<b>\$ 2,942,099</b>

### LIABILITIES AND EQUITY

Total Liabilities	\$ 950,131
1700000 Dedicated Accounts	0
1700102 Food Shelves	0
1700103 Sunday School Offerings	198
1700106 Interest Income	2,087
1700109 FMF Dedicated Fund	8,545
1700110 Loaves & Fishes	0
1700111 Special Gifts	362
1700113 UA Sanctuary	1,762
1700115 Women's Retreat	4,399

	<u>Actual 2018</u>
1700119 Community Bread Oven	5,403
1700121 Youth Fund	2,364
1700122 Hope Diamonds Luncheons	-226
1700123 Disaster Relief	0
1700133 Instrument Maintenance Fund	2,619
1700136 Lutheran Campus Ministries	0
1700139 Tape Ministry	116
1700159 Endowment Holding Account	1,242
1700160 Energy Needs Special Account	0
1700161 Nigeria Missions	1,482
1700172 Outreach Donations	300
1700174 Bread for the World Holding	0
1700183 ISAIAH Dedicated Fund	0
1700186 Erik Johnson Memorial Fund	800
1700196 Music Fund	3,970
1700199 Moonlight Madness	0
1700202 Adopted/Multi-Cultural Families	2,472
1700206 Funeral Fund	325
1700209 Lenten Luncheons	252
1700215 Library/ Reading Fund	1,107
1700225 Garden Fund	0
1700230 Urban Immersion Retreat	0
1700232 Friendly Visitor Program	4,169
1700238 Courtyard-Major Improvements Fd	1,989
1700239 Unity Candle Stand	200
1700247 Gloria Circle	1,346
1700248 Quilters	670
1700252 Trust Equalization Account	0
1700254 Kitchen Fund	439
1700255 Stained Glass Maintenance	2,450
1700256 Sabbatical Fund	1,350
1700263 Synod Pass-Through	0
1700268 Dedicated Courtyard Concerts	608
1700269 Student Outreach	7,258
1700271 Heritage Fund	2,192
1700272 Fine Arts Fund	9
1700273 Sanctuary Project	903
1700274 MIF Youth Gathering	350
1700275 Farmers' Market	2,262
1700300 Camp Amnicon Pass-Thru	0
1700301 Children's Playground Area	7,667
1700302 ADA Opener Maintenance	545
1700303 Fireplace Insert	920
1700304 Ministry Imagination Grant	10,000
1700305 Plate Replacement Fund	870
<b>Total 1700000 Dedicated Accounts</b>	<b>\$ 85,774</b>
<b>Total Equity</b>	<b>\$ 1,991,968</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>\$ 2,942,098</b>

# Building Fund

## Revealing Hope Capital Campaign

### 2018 Income Statement

	<b>Actual 2018</b>
<b>Income</b>	
Capitalized Interest	42.06
Contributions Income	207,228.27
<b>Total Income</b>	<b>\$ 207,270</b>
<b>Expenses</b>	
Benevolences	\$ 4,620
Building Improvements	\$ 25,743
Mortgage Subsidy	\$ 83,027
Office Supplies	\$ 311
Postage and Delivery	\$ 146
Printing and Reproduction	\$ 352
Professional Fees	
Consulting	\$ 17,500
<b>Total Professional Fees</b>	<b>\$ 17,500</b>
Travel & Ent	
Meals	\$ 489
<b>Total Travel &amp; Ent</b>	<b>\$ 489</b>
<b>Total Expenses</b>	<b>\$ 132,187</b>
<b>Net Income</b>	<b>\$ 75,083</b>

### 2018 - Balance Sheet

#### ASSETS

<b>Current Assets</b>	
Total Bank Accounts	\$ 132,346
Total Current Assets	\$ 132,346
<b>TOTAL ASSETS</b>	<b>\$ 132,346</b>
<b>TOTAL EQUITY</b>	\$ 132,346
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>\$ 132,346</b>

## Annual Ministry Fund 2019 Budget

### Income

General Giving	\$474,020
Holiday / Online Giving	\$ 8,000
Rental Income	<u>\$146,186</u>
<b>Total Income</b>	<b>\$628,206</b>

### Expense

Salaries & Benefits	\$354,575
Administration	\$ 32,394
Operations	\$135,560
Education	\$ 3,272
Hope in the World	\$ 5,522
Worship	\$ 9,432
Relational	\$ 1,421
Youth & Young Adult	\$ 2,322
Mission Support	\$ 30,811
Finance	<u>\$ 52,897</u>
<b>Total Expense</b>	<b>\$628,206</b>

<b>Net Income (difference)</b>	<b>\$0</b>
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