

University Lutheran Church of Hope

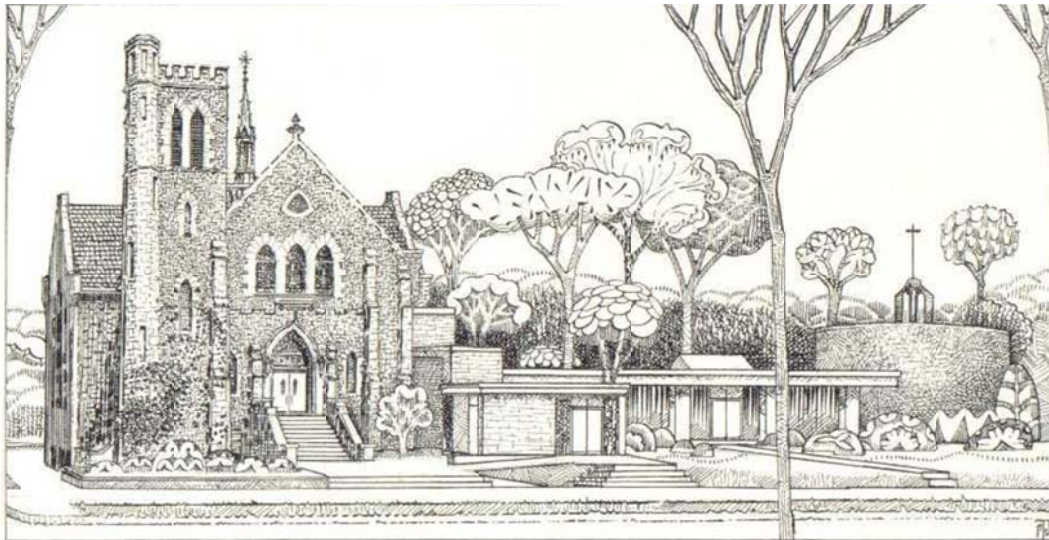
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*University Lutheran Church of Hope
is a welcoming, Christian community of faith
centered in God's grace and
called to demonstrate God's love for the world.*



2019 Annual Report to the Congregation

Presented at the Annual Meeting

February 9, 2020

Complex World. Thoughtful Church

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



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Congregational Meeting

Agenda for February 9, 2020

Introductions around the table

Opening hymn/litany, prayer, and comments

Adoption of rules for the meeting

Approval of minutes from the 2019 Annual Meeting

Capital campaign update

Treasurer's report for 2019

Table talk conversation focused on our Vision Goals (see page 4)

Resolutions to the Minneapolis Area Synod

- Resolution in Support of “The Conflict Free Initiative” to Stop Financing Genocide in the Democratic Republic of Congo (DRC) (see page 22)
- Resolution regarding sanctuary and immigration justice

Presentation and approval of 2020 budget

Recognition of outgoing board members and other congregational leaders

Recognition of staff

Message from Pastor Jen

2020 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"¹.
- 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.

¹ Moe-Lobeda, Cynthia. *Resisting Structural Evil*. Fortress Press, Minneapolis. 2013.

President's Report

It has been a privilege to serve as president of the Vision and Governance Board this past year. It is a humbling experience to witness the breadth and depth of talent among all of you and our staff. Thank you to all of you for allowing me to serve in this role, learn from you and work with you to carry out our vision: *Fueling our Life Together*.

Highlights of 2019:

- Welcoming new members: It has been a practice at ULCH to give new members a small plant and we bought many plants! We are thrilled that we could formally welcome so many new members this year. Thank you to each new member for what you are bringing and sharing with all of us.
- Capital Campaign *Revealing Hope*: We are in the midst of the Capital Campaign cycle.
 - Stained Glass Window Project: This year we celebrated renewed light through the south facing stained glass window in the sanctuary. The old protective Plexiglas was replaced with glass and maintenance work on the wood frames surrounding windows was completed. If you happen to be in the sanctuary when the sun comes out on a cloudy day, the transformation of the space is amazing. The view from the outside of the building is greatly enhanced as well due to a new protective layer of glass. This was a major project and one that we had looked forward to for many years. Many thanks to the Facilities Team that organized and negotiated this work and to all who contributed to this project.
 - Organ: Repairs and additions were completed. In a service of rededication, we celebrated the talents of our musicians and this beautiful instrument.
- IT Audit conducted in 2018: We are still making progress in this area. We are assessing our hardware needs related to supporting Windows10. Three new computers were purchased in 2019. A proposal has been made to move to a cloud storage system (Office 365) in 2020. A computer, projector, and sound bar have been secured through a ULCH Trust grant. A Bring Your Own Device Policy is currently in draft form and will be brought to the Personnel Committee in 2020.
- ULCH and Trust Board Task Force: A task force was convened to address discrepancies that were noticed in the documents. Recommendations from the task force also included moving toward a systematic plan for documenting approved revisions to documents.
- Budget shortfall discovered by mid-year: In June 2020 the Executive Committee convened a congregational meeting to provide details regarding a significant shortfall in the 2019 budget. This was related to an error in how employee benefits were determined from the company (Portico) that administers these policies. To address this shortfall three areas were assessed to support the financial needs:
 - Dedicated Funds: We had several funds that were no longer in use or the designated project had been completed. Thorough consultation occurred with

each funding area to determine if consolidating these funds into the general ministry budget was feasible.

- Capital Campaign Funds: Several building projects were able to be supported through the Capital Campaign Funds. Again, with thorough consultation.
- Congregation Response: Lastly, we asked the congregation for support. You responded generously and on behalf of the Vision and Governance Board, we cannot thank you enough!

Through this challenging situation, the 2019 budget year is on a path to end well.

- Salaries and Benefits: The significance of what we discovered in the process of working through the shortfall described above is the cost of benefits for our staff. The Executive Committee assessed this area of our budget carefully. We also learned that this is a budgetary area where other congregations are being challenged as well. One option is to cost-share the health portion of the benefits. The Vision and Governance Board voted in November to cost-share a modest amount of the health benefit with staff beginning in 2020.

From a financial perspective this has been a challenging year. Emma Carpenter, Treasurer has worked tirelessly to determine the best way forward through many financial meetings. The Financial Controls Committee has been consulted and provided feedback and thoughtful questions. Thank you to the FCC members and Emma.

In the coming year, careful analysis will need to continue to understand our income streams and how we as a community plan for major areas of our budget such as facilities and salaries and benefits. The upkeep of an aging building will continue to be a challenge financially. Our current salary compensation is in line with recommended guidelines set by the synod for our staff. Yet, we will need to determine how we keep up with annual increases and building infrastructure costs. These are serious concerns that we need to prayerfully address.

The talent, commitment, generosity and creativity that we share here at Hope will continue to be our asset as we thoughtfully consider these particular areas of our budget.

We have knowledgeable, dedicated, energetic, caring, thoughtful staff that challenge and guide us in our faith journey. We have much to celebrate in this community.

Thank you for the opportunity to serve in this role.
Carol Flaten, Congregational President

Lead Pastor Jen Nagel

“...Continue to live your lives in Jesus, rooted and built up in him and established in the faith, just as you were taught, abounding in thanksgiving.” -Colossians 2:6b-7

Continue. Maya Angelou’s poem begins like this: “My wish for you is that you continue. *Continue* to be who and how you are, to astonish a mean world with your acts of kindness. *Continue* to allow humor to lighten the burden of your tender heart. *Continue* in a society dark with cruelty, to let the people hear the grandeur of God in the peals of your laughter....” Punctuated with the simple imperative *Continue*, stanza by stanza, Maya Angelou creates a litany leading us into the at-once old and new tasks of living deeply rooted in grace, in God.

As I tell our leaders, “I understand these annual reports to be a good and healthy record of ministry in 2019, as well as a chance to imagine God’s call for us in 2020.” It’s in that spirit that I offer this year’s report, looking back, looking ahead, trusting that we live our lives in Jesus. Some years everything seems new and shiny, and transitions drive our ministry. In 2019, I have less of that to report, and, in my estimation, some profound and needed Continuing. For this time to continue, to breathe, I give thanks.

I joined you as your Lead Pastor in August 2015. That fall we launched into vision goals we called “Igniting Our Life Together.” Then, in the fall of 2018, we renewed that first set of goals and created “Fueling Our Life Together.” 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.

With these current goals we’re going deeper, we’re continuing, and that takes time and energy. These goals integrate our areas of ministry and necessitate greater communication. I offer this report structured around these goals.

Cultivate deep roots in our neighborhood and the University community, by actively making our walls porous. This continues to be an area with much resonance. There is always more to do, and I want you to hear clearly from me: we’re making our walls porous and it shows, people beyond Hope are noticing and feeling it! The bread oven ministry (700+ pizzas, 673 loaves), the Listening Posts led by the Riverside Innovation Hub Team, a successful Welcome Back Students event this fall, Open Streets, the Interfaith Campus Coalition (ICC) and University Community Response Team (UCRT) in which I’m involved, outdoor worship, neighborhood meetings in Dinkytown and Marcy Holmes...we’re showing up and moving beyond our doors in playful and profound ways.

This work involves culture change. Our policies and practices center hospitality and safety and we’re leaning into these to keep Hope a hub for all who use our space. We continue to grow in the work of racial justice and sanctuary/immigration. I’m grateful for the teams that help us center different voices and stories and to face our own privilege in a posture of learning. The University Area Sanctuary Coalition is vital to our partnerships in Sanctuary and immigrant justice. It was three years ago (January of 2017) that we passed the Sanctuary Statement and in these years we’ve shared a lot of life. Nick Tangen, our Minister of Faith in Community, invites (pushes, prods, encourages, prays, organizes) us into this ministry of porous walls.

Nick's presence in our congregation, around the community, and in the Minneapolis Area Synod and ELCA and beyond, is a gift.

I'm grateful for the work of Lutheran Campus Ministry-Twin Cities and our strong partnership with Pastor Kate Reuer Welton. Thanks to Tim Gustafson who currently serves on the LCM-TC Board. There are more and more younger adults active and around Hope. This shift is happening. Younger adults gather occasionally for lunch, but also are invited into organic involvement like singing in the choir, volunteering, and leading. The Dinkytown Farmers Market is an outgrowth of the Neighborhood and Campus Team and one element in a strategy to address food insecurity. This year we became part of Mental Health Connect (MHC) and we're sharing resources and keeping issues of mental health central and real.

Embrace all persons throughout their life journey in a community of love, respect and acceptance. It is such a privilege to be part of a community that spans the entire age spectrum. There are few other settings that draw us together like this. Hope Connections continues to offer small group opportunities and plenty of less official small groups (Bible and Brew, the crafters, others) make space for faithful relationships, growth and support. I'm particularly grateful for Pastor Barbara's ministry of care and nurture, the ways she seamlessly shows up, and her pastoral partnership. Hope Diamonds, Friendly Visitors and Compassion Care play a vital role of presence and friendship.

Our Faith Formation program has found a routine that fits our community well. I'm grateful for the Children's Ministry Team, the Sunday Forum Team, and others who lead Bible Studies or classes. This year has seen increased opportunities from our retreat and recreation ministry. Fellowship Meals feed our community's hunger for nourishment and time together. Currently we have three teenagers in our confirmation class and they are awesome! Intern Linqing Chu and I teamed up to lead Confirmation last year; now I share this joy with Kit Bielenberg.

Fuel authentic worship and deepen spirituality. Worship continues to be at the center of our community life. In 2019 we welcomed a total of 36 new members. Worship is often the first landing spot for visitors. A bounty of you participate in worship leadership and hospitality each Sunday, and for special services such as funerals. Thank you! Our Minister of Worship and Music, Zach Busch, is a tremendously gifted colleague and joy. Zach and I work together daily as we think both long-term to the coming season and years, and short-term to precisely what words and tone will guide worship each Sunday. We consider how to create worship that is at once intimate and stretching, head and heart engaging, active and contemplative, faithful, grounded, traditional and yet relevant, honest. The 2019 Intergenerational Advent Lessons and Carols service is an example of these connections. I'm trying a new preaching series: every two or three months we're doing a vocation dialogue sermon—a sermon in which I dialogue with one or two of you about the ways we live out God's call in our lives.

A big thank you to the Hope Choir! The choir is growing and leading us beautifully with an eclectic assortment of music and liturgical styles. Thanks also to the ULCHers, the Drop-In Choir, special musicians, and the seasonal bell and drum groups. What do I notice in worship? The healthy buzz around the craft table; the beauty of community art; the flexibility of our worship spaces (sanctuary, chapel, outdoor); people's willingness to try new things and participate actively with candles, stations, healing opportunities, stations of the cross, times of Godspeed; the sacred space created in evening services; the chatter of conversation after worship; and the potential for others to join in worship leadership (talk with me or Zach!).

Facilities and Leadership. Our facility and parking lot continue to be well-used by our congregation, PEASE Academy, our neighbors, and lots of groups (community, support, musical). Our physical space is an asset to the ministry we can do and a gift to the wider community. We're beginning the third year of the Revealing Hope Capital Campaign and the completion of the stained glass window-work has made Hope's exterior along 6th Street SE a lovely sight again. Thank you for your continued support of these campaigns. These funds provide needed resources for special projects, facilities work, benevolence, and mortgage payments. In 2020 we'll prepare for the new campaign that will begin in February 2021. The Gratitude and Generosity Team inspires our giving to the capital campaigns as well as our annual ministry fund. The Trust Board stewards our endowment and the dispersal of grant funds for ministry near and far.

This spring of 2020 Gayle Bidne will retire. I give thanks for Gayle's years at Hope, her attention to both the people and the details, and her labors above and beyond. She will leave big shoes to fill! Our Personnel Committee is posting two newly created part-time positions: Church Administrator and Financial Administrator. With the leadership of John Pignatello and Craig Nelson, our Facilities Team keeps our facility humming. This crew puts in countless hours behind the scenes. Geremew Beshah is our faithful custodian. Gus Gustafson opens and closes the building on Sundays and also cares so well for our youngest ones in the nursery.

Carol Flaten served as our Congregational President in 2019. I am thankful for her leadership—we work very closely—and I trust Carol's wisdom immensely. With a strong team of officers, Carol and the others have done a "deep dive" (Carol's words) into our financial situation, and some of our policies. Please join me in thanking Carol, the officers, and the whole Vision and Governance Board for their steady leadership and faithful service.

My days are filled with conversations, worship, pastoral care, administration, planning, meetings, supervision, teaching, and ministry on your behalf in the wider community. I'm doing a two-year training called Leading Multi-Staff Ministries: Flourishing in Complexity. That title says a lot! I appreciate the intentionality of this continuing education. I'm active in Minneapolis Area Synod and on a number of committees, including the Board of Regents for Concordia College in Moorhead. I find great energy working with seminary students: Through July 2019, Linqing Chu was with us as a full-time pastoral intern--special thanks to Linqing's Internship Committee. Academic year 2019-2020 Hannah Sackett is here as a Luther Seminary CPL (Christian Public Leadership) student. Yesenia Morales Bahena, a member of our congregation, is entering ELCA candidacy to begin seminary and become a pastor. Each of these women brings tremendous gifts to ministry and it's a joy to walk with them.

Thank you for your care for me and for my family. We experience your prayers, value the ways you honor our boundaries, and appreciate your companionship. I'm grateful for this ministry we share here at University Lutheran Church of Hope. There is a vitality in our *continuing*. Thanks be to God!

Gratefully,
Rev. Jen Nagel, Lead Pastor

Pastor for Care and Nurture, Barbara Johnson

Pastoral Visitation One of my primary roles as Pastor for Care & Nurture is to make visits regularly to our members and friends who are not often able to come to church. Some live in their own homes or apartments. Some reside in assisted living or long term care facilities. Some live in “memory care” units that are secured in order to keep them safe and cared for, if they are unaware of where they are.

For the uninitiated who may never have made a “home visit” or seen the inside of some of those care facilities, I would invite you to consider coming along with me sometime. It can be a rich, endearing, fascinating and, at times, even hilarious experience. Most of all, it’s a glimpse into the world of those whose living arrangements have changed because their physical and/or mental capacity have demanded it. They would want me to tell you that, even more than before, they LOVE to visit with fellow church members, and have rich conversations that reach beyond their limited living situations. Most of all they appreciate being remembered as persons who remain fully a part of our faith community.

Compassion Care ministers serve as empathetic listeners, representing our faith community when they offer confidential care and support for a person who experiences grief, trauma, depression or other kinds of distress. People who choose to be paired with a Compassion Care minister can be assured that their conversations are held in complete confidence. CC ministers participate in training sessions that include setting boundaries, confidentiality, grief, divorce, depression. After the instruction series CC ministers meet monthly for a “supervision” meeting to continue to hone their skills. The 2019 leadership team is Ann Agrimson, Muffi Abrahamson, Joan Campbell and Pastor Barbara.

Friendly Visitors Ministry Coordinator Rosalie Eldevik works to recruit and coach those who make regular visits to bring friendly conversation to those who are homebound, in a care facility or otherwise in need of a regular connection with their faith community. Friendly Visitor leaders also organize Christmas caroling and distribution of poinsettias during Advent. Kathy Knudson and Pat Lindquist manage the distribution of potted flowers at Easter to the homebound and bereaved. Ann Rolle prepares birthday cards signed by the congregation and sent out to our older members.

Communion Visitors are lay persons at Hope who bring the sacrament from the altar to members at home or in care facilities. Pastor Barbara coordinates the home communion visits and provides instruction to those who volunteer to bring this special worship experience to those who are unable to participate at the church.

Healing Prayer ministers are congregation members and church staff who offer individual prayers for healing and renewal each Sunday at the 10:30 am worship. In 2019 healing prayers were provided by two persons each Sunday. 2019 Healing Prayer ministers included Ann Agrimson, Ann Beane, Joan Campbell, Diane Greve, Brian McCaffrey, Beata Rydeen, Sara Tufvesson Doure, Carol Worthington, Pastor Barbara, Pastor Jen, Nick Tangen and Linqing Chu.

Hope Diamonds Senior Fellowship Group welcomes everyone to enjoy their monthly meals and events, Sept. - June. Delicious meals included bread and pizza from the ULCH oven. 2019 programs included Doug Ohman’s Pioneer Photography, Bell Museum tour, “Sing Out!” at Cora McCorvey Center, a presentation by Puerto Rico rehab volunteers, Adrian Volovets’ organ concert, and the Advent mosaic art project and Christmas caroling with Zach. Big thanks to those who provided program ideas and meal set-ups and clean-ups: Julaine Kobiske, Marge and Roy Halvorsen, Rosalie Eldevik, Karen Jorstad, Shuzo Murakami, Marty Lewis-Hunstiger, Carmen Macoskey, Arloene Stevens, Ken Lynes, Wayne Westwood and many others.

A Letter from the Bishop

Dear Friends in Christ,

Frederick Buechner offers a definition of grace:

Grace is something you can never get but can only be given. There's no way to deserve it ... any more than you can deserve the taste of raspberries and cream or bring about your own birth. A good sleep is grace, and so are good dreams. Most tears are grace. The smell of rain is grace. Somebody loving you is grace.

I've thought about adding another thing to Buechner's list: A good congregation is grace. Being a part of a church you call home – that is grace. It is grace to hear God's word proclaimed, to be drawn into the mystery of God through worship, to be connected in community. It is within the church that our lives are transformed, that our brokenness is made whole. And, it is within the congregation that we are led and empowered to be the real presence of Christ – in our neighborhoods and with our neighbors.

You are reading this report because you care about your congregation; you care in a way that prompts you to read your congregation's annual report and attend its annual meeting. Thank you.

The commitment to faithful and vital congregations is the highest priority of the Minneapolis Area Synod. Most of our time is spent supporting our 145 congregations and six mission starts:

- We work to accompany congregations in times of discernment or visioning, conflict resolution or problem solving, staff relationships and program development.
- We show up for anniversaries, installations, congregational meetings. We attend monthly conference meetings for pastors and deacons.

The synod's commitment to vital congregations is deeply related to its commitment to support leaders, both lay and ordained. This aligns with the ELCA's strategic foci of **Vital Congregations and Leadership**.

It's hard to imagine vital congregations without healthy and faithful leaders. Synod staff share this commitment, so:

- Our synod currently has 65 people preparing to be pastors and deacons; synod leaders meet with each of them about four times during their seminary years.
- We worked with 50 congregations in call processes last year. I visited each congregation once it completed its ministry site profile. My colleagues meet with call committees much more often.
- We facilitate peer groups for support and prayer for everyone who works in a church – not just pastors.
- We provide education and training resources for congregations – especially for church councils and committee leaders – like the “Tool Kit” on February 22, highlighting topics like evangelism, stewardship and finances, how to lead productive meetings, maximizing the value of congregational real estate, church safety and emergency preparedness, and more.
- We provide pastoral care to the 700 rostered leaders in our synod, of whom half are retired. It is my great privilege to bring greeting from the larger church at funerals for our rostered leaders.

And we foster partnerships:

- among and between congregations,
- between ELCA congregations, the synod, the national church, and the wider faith community,
- with ecumenical and global partners, and
- with community organizations that share our mission objective and bring deeper and more sustainable health to our communities.

January marks the mid-point of my eighth year as your bishop. I am so grateful for this calling and honored to serve with you as partners in the Gospel. For most of my years as bishop, our Synod has been led by the vision statement:

We work together so all experience gracious invitation into live-giving Christian community, and live in just and healthy neighborhoods.

Yes, a good congregation is a gift of grace. May God bless you and your congregation and all the partners in our synod, that together we may discover new ways to share God's grace, build beloved community, and be the real presence of Christ -- in our neighborhoods and with our neighbors.

In Christ,
Bishop Ann Svennungsen

Worship & Music

In fall 2018, in leadership drafted new vision goals called "Fueling Our Life Together." The third goal reads:

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.

This goal, and all three goals, have informed the strategy and content of our worship and music ministry in 2019. It was a rich year in our worship and music life. Let's recount the year in the context of this guiding vision goal.

Led by the Holy Spirit, we encounter God in varied and participatory worship experiences...

- April - Bach Cantata evening prayer, led by Hope Choir, Meadowlark String Quartet, and instrumentalists from the congregation and the University. "Pater Noster" cantata was compiled and arranged by John Setterlund, a member of our congregation.
- Summer - we worshiped outdoors once each month during June-August on the east side of the building.
- Year-round - we gathered once a month (and once a week during Lent and Advent) for midweek evening worship services (and noontime during Lent). Most of the time, we used Prayer Around the Cross liturgies. During Lent, we used Compline for evening worship. During Advent, we used Prayer Around the Manger, which was a hybrid between Prayer Around the Cross and Holden Evening Prayer.
- Advent - a community art piece was created using small cardboard "mosaic tiles." An art table was set up in the south transept all through the season and packed with many different art supplies. Many, many people participated and brought this piece to life.

We will build on a strong Lutheran liturgical tradition...

- October - our sanctuary pipe organ, having undergone maintenance and improvements in the spring, was celebrated with a festive service of rededication led by Zach, instrumentalists, and Hope Choir. The organ work included four parts: re-leathering the

static reservoir, building a system of platforms to maximize safety in accessing the chambers of the organ, adding a zimbelstern, and adding a tremulant to the swell division. The work was funded by the Revealing Hope capital campaign and was completed by Grandall & Engen. The celebration service included poetry, instrumental music, organ solos, and Hope Choir anthems.

celebrate a thoughtfully eclectic style...

- The Worship Planning Team launched an initiative in fall 2018 where we “lifted up” a different ministry group each week in worship. We created a schedule for these lift ups based on the lectionary, connecting as many groups as possible with days where scripture fit the theme of their work. Many Sundays in 2019 included these lift ups and this allowed the whole community to learn and consider what is worshipful about the work of all of these different groups.
- The ULCHers played for worship once a month throughout the entire year, providing us with their joy and creativity in worship leadership.

explore progressive Christ-centered theology, and seek expansive images of God that engage the arts and our whole selves....

- Occasionally, staff leadership in worship and music led adult forums where we discussed different aspects of worship as a group. Usually these conversations centered around liturgy and the language we use in worship. Any in attendance witnessed that there are as many passions and convictions about anything and everything we do as there are individuals in our community.
- Staff leadership continues to find ways to expand our understanding of God and the language we use. We are now in a regular pattern of adapting our scripture readings to remove references to God as male most of the time, to clarify instances where pronouns are used to increase clarity about whether Jesus or God is being referenced, and removing references to humankind that are gendered. All of this is done in the spirit of seeking expansive imagery and is, admittedly, not a perfect system. We hold forums, reflect together as a team, and get feedback from the congregation about how all of this sits.

We will actively engage one another and the world in small group encounters...

- Lent - a small group of folks gathered weekly after worship to learn basic hand drumming techniques. They played for worship several times, including during the procession on Palm Sunday and with the choir on Easter Sunday.
- Hope Choir Choral Scholar - in May we said goodbye to our second ever Choral Scholar, Yilun Dong, and in the fall we hired Haruka Yukioka for the new school year. This paid position strategically and tangibly connects us with the University community, offers Hope Choir fresh leadership, and mentors a student in a church music leadership role.

...in the work of social justice, in study of the Bible, and in integration of faith and life.

- Advent - the Worship Planning Team embarked on the production of another devotional book whose content was furnished by members of the community. This book, *Hope. Light. Longing.* bridged Advent 2019 through the end of the Epiphany season 2020. It is the aim in producing these devotional resources to engage with scripture, worship, and each other outside the walls of church.

- August/September - two Courtyard Concerts took place. Meadowlark String Quartet, who rehearse at Hope on a regular basis, performed in August. Meadowlark Quartet also performed a concert in October, the first in their newly-coined Chamber Music at Hope series. Members of the Hope community provided music for the September Courtyard Concert. These performances bring members of the community together around music off the regular pattern of Sunday morning.

And, filed under vision goal #1,

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

- It's our joy as staff to be in the building during the week when several University students who live in the neighborhood regularly come by to practice in our spaces. Adrian Volovets, who practices organ at Hope regularly, even gave a concert for us in November.

Hope is a place where music and worship are alive and thriving. As always, huge thanks are owed to the people who volunteer on a weekly basis for worship leadership roles, and who support our worship life in other ways. Thank you, thank you, thank you.

Zach Busch, Minister for Worship & Music
Lisa Morse, Liaison for Worship & Music

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 a many years to come. 2019 brought significant changes to the composition of our staff and student leadership, and I was reminded, again, of the gift of being in relationship with you, people of Hope, and the steadiness your intergenerational presence provides on campus.

As we live into our call to be church in the 21st Century, LCM-TC continues to embrace the paradox of radical hospitality and welcome to those outside our doors, while caring and nurturing the curious and/or committed young Christians that comprise the core of our faith community.

Some ministry highlights from the past year:

- Sending 15 seniors, many of whom had 4 years of involvement with LCM, out into the world. Their vocations led them to years of service with Holden Village and YAGM (Young Adults in Global Mission), graduate schools all over the country, work in industry, business, education and non-profits. This sending is one of the hardest and most beautiful things I do.
- Receiving at least 30 new students into our worshipping community. It is a joyous and overwhelming thing to have more new than returning folks in your midst. Luckily our leaders responded with earnest welcome, joyful celebration, and the occasional honest retreat into their previously formed relationships with one another.

- Traveling to Denver for an Alternative Spring Break, and partnering with Urban Servant Corps. We work hard to expose our students to the abundant opportunities for faith based service within and outside of the ELCA.
- Traveling to Holden Village with 20 students for the first time since the mine remediation.
- A board of directors which grows stronger every year. A special thanks to Hope member Tim Gustafson for serving in this capacity!
- 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 are continuing 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

Personnel Committee

ULCH continues to be blessed with a truly remarkable staff. Although we all connect with staff members at worship, choir practice, committee meetings, small group gatherings, and on myriad other occasions, most of us are aware of only a small portion of what they do to inspire us, support us, and to help carry out the many ministries of Hope every single day. We see the tip of the iceberg.

The magnitude of what lies below the surface for one staff member became abundantly clear in 2019 when the Personnel Committee began to consider how to fill the great void that will be created by Gayle Bidne's retirement later this spring.

When the committee looked at the position description for Gayle's job we found a document that was several pages long and listed dozens of responsibilities: helping to prepare and monitor our annual budget; maintaining personnel records; producing and distributing Sunday bulletins, the *Thursday Epistle*, and the *Visitor*; overseeing the routine operation and maintenance of our facilities; scheduling spaces for use by both Hope and outside groups; working with contract parkers; answering phones, purchasing supplies, greeting visitors; and keeping our ancient computer and software systems running, to name just a few.

Recognizing both the importance and the sheer volume of this work, the Personnel Committee embarked on a deliberative, months-long process of discernment during 2019 as we sought to find the best way to address all of these tasks.

The committee interviewed members of our staff, and met with staff and leadership of several other congregations that have been through similar transitions in recent years. Committee members participated in a half-day planning retreat, identifying required skills and core

competencies necessary to do the work, and discussing hours, salaries, and benefits. We also sought to define and clearly articulate our mission and core values in an effort to find applicants who share our vision.

As the process unfolded, the committee determined that the congregation's needs could best be met by dividing tasks between two new positions: a part-time Financial Administrator (approximately 16 hours per week) who will help to manage our finances; and a Church Administrator (approximately 30 hours per week) who will manage the office, oversee facilities maintenance and operations, schedule the building, maintain our databases, prepare and manage communications, provide IT support, and offer a warm welcome to visitors.

Written descriptions for these positions were approved by the Vision and Governance Board in December. The positions were posted in January. The search committee will interview candidates later this month, and will hope to have finalists in place by early spring. In the meantime, please take a moment to thank Gayle for her many years of devoted service, and prepare to welcome the new staff members into the Hope Community.

Thanks to members of the Personnel Committee (Carol Flaten, Tim Abrahamson, Becky Halvorson, Linnea Pignatello, David Ranheim, and Jen) for their dedication and hard work through this process.

John Lauber, Personnel Committee Chair

Facilities

This church home of ours here at Hope is an old building. You may not notice, but it takes a lot of work to maintain this building. Some of that work is done by our Facilities Committee members and other volunteers and some is done by professionals. Here are some of the more interesting things Facilities did or directed this year.

The really big item this year was the removal of the old discolored stained glass window coverings, the cleanup, repair, and painting of the window frames, and the installation of new clear glass to protect the stained glass windows. This spectacular work was done by Gaytee-Palmer Stained Glass, a local company that specializes in stained glass, repair, and protection for churches throughout the Midwest. As a follow-up to this major project, Facilities is currently researching ways to highlight our newly visible stained glass windows.

Facilities held three workdays this past year. (Note that you don't have to be a Facilities Team member to help at a workday, all are welcome – we have another one planned for February 22, 2020.)

- At the first workday in January, we mostly did a lot of painting in the east and west narthexes plus the chapel ceiling. Many members stepped up (literally) to paint and we very much appreciated all the help.
- At the second workday in June, we did a thorough cleaning out of the old Mission Room, aka The Dungeon, in our lowest level. That was followed by a “clearance sale” in July of no longer needed miscellaneous items, followed by a giveaway of unpurchased items, followed by trips to the dumpster. John Pignatello developed a set of official guidelines for disposing of unwanted/unneeded church equipment somewhere in conjunction with this project. Members always get the first opportunity on those items.

- For our third workday in September, we did some landscaping and courtyard work plus we properly installed the pavers for the bike rack. (And yes, we will get rid of the pile of leftover dirt once it thaws; if you want any of it, let us know.)

Meanwhile, more patching was done in the parking lot. More research and planning was done for the storm drain re-routing project. The City of Minneapolis mandated that we repair our non-conforming storm drain pipes which run under the courtyard to the street. Bob Paschke negotiated a three-year waiver to gain us time to complete the necessary repairs. We plan to have this work completed before the end of 2021. Ken Lynes updated all of our emergency lighting including all back up batteries. This took several months and Ken deserves a huge thank you for his diligent effort. A new lawn mower and a refurbished floor scrubber were purchased. We ordered a new metal hand railing for the 6th street exit after the old one was vandalized. The mini-split air conditioner unit in the PEASE office was replaced. Showers and toilets were fixed, lighting updated or replaced, snow plowed, the electricity and heat are still on, our trash and recyclables get picked up, and our old building keeps feeling more and more like home.

Facilities currently consists of co-chairs Craig Nelson and John Pignatello along with members Mike Kneer, Kathy Knudson, Ken Lynes, Bob Paschke, with help from Ken Sarkela. Check the ballot for any possible changes and consider joining us. The Arts and Environment Committee (which has been doing more amazing things with new artwork), the Courtyard Committee, and the Garden Club (Gardens of Hope) all report to Facilities, and Business Manager Gayle Bidne is our highly valued staff member.

Submitted by Kathy Knudson, Craig Nelson, and John Pignatello for the Facilities Committee

Gratitude and Generosity Committee

The Gratitude and Generosity Team, in the past known as the Stewardship Committee, marked another successful year in 2019. We are responsible for raising pledges for both the yearly Annual Campaign and the three year capital campaign which runs through January 31st 2021. We met our goals of increasing both the number of pledges and amount pledged for the 2020 Annual Ministry Campaign and we are practicing stewardship throughout the year. The summary of this past year's activities is listed below.

- In January and February we helped support John Hensrud and Beata Rydeen in conducting Gift Discovery/Strength Finder workshops in an effort to increase congregational involvement based on individual strengths, interests and talents.
- On June 16th we sponsored the second annual potluck Gratitude and Generosity picnic to highlight two projects funded through the capital campaign fund, work on the newly upgraded organ and stained glass windows.
- September found us working on the congregational stewardship letter and pledge cards which are mailed to the congregants in October.
- October is a busy month in which we arranged for Rev. Grace Pomeroy to preach a stewardship sermon and on October 13th we hosted a celebration of the new organ in which music minister Zach Busch presented an organ concert. Some of our team members also participated in a dialogue sermon highlighting stewardship.

- In November the pledges were received and blessed. We are happy with the results of 118 households pledging up from 112 in 2019, and a total monetary increase of 6.8%. On Sunday the 24th our team sponsored a Ministry Fair which highlighted all the ministries at ULCH in an effort to encourage congregants to match their interests and talents to a particular ministry. Our team also reviews and makes any needed revisions to the ministry pamphlets so the information is up to date.
- Throughout the year members of our team have continued to contribute Gratitude and Generosity stories during the service highlighting areas of our faith for which we are grateful and how this leads us to generosity.
- We have continued to sponsor the monthly Noisy Offering in which kids collect change in cans at the end of the service. This money goes to The Sheridan Story to send food goods home with elementary children over the weekend, primarily at Marcy Open Elementary School.

Our team is grateful for the support of this community which enables us to do God's work at Hope. We continue to ask for God's help and guidance in this endeavor.

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

Education

In May of 2019, Hope wrapped up its first year of a new rotation model intended to encourage students to explore scripture through faith practices; storytelling, music, art, and community building. Each month the program focuses on one text through each of the faith practice lenses. As the class size wanes and expands this model ensures that each student has an opportunity to engage in the text.

Community Days have been particularly engaging, inviting children, families, and any member to join the Sunday School for breakfast and a creative engagement with that month's story. We have held talent shows, hosted impromptu dramatic retellings, and scoured the church for a scavenger hunt. This has been one of the most successful intergenerational events at ULCH, and we are looking forward to dreaming even bigger in 2020.

In December of 2019, the Sunday School students participated in the Advent Lessons and Carols service, discovering new and fun ways to be leaders in worship and singing wonderfully with the senior choir. Rosalie Eldevik and her volunteers put in a lot of work and trusted the young ones with some challenging but beautiful music, and each child rose to the occasion. We look forward to opportunities in the future for our young children to serve as music leaders in worship.

In August, we sent another group of older elementary students to Camp Amnicon, where they canoed down the Namekagon River through beginner rapids, ending back at camp along the shores of Lake Superior. Kids who attended learned valuable skills, talked about faith and the Bible, and learned which camp songs just might make it rain! Camp Amnicon continues to be a strong partner and champion of our young people, and we are hopeful that we will be able to send kids and young people to this beautiful camp for generations to come.

The leadership of the Children's Ministry Team continues to develop and support one another. Together we have learned how much more powerful we can be when we work and plan together and build strong relationships with the young people of ULCH. It is a gift to work with members of this faith community who have such fidelity to the education and the faith of our youngest members.

Team Leaders: Ann Beane, Sarah Cooper-Evans, Rosalie Eldevik, Arthur French, Melissa Odenbach, Paul Odenbach, Shelly Parry, Andy Rapacz, Stephanie Struthers, Sara Tufvesson Doure, Nick Tangen, Paige Whitney

For Adults, the Sunday Forum remains the primary Faith Formation opportunity. Each Sunday during the academic year we have been gifted with diverse and meaningful speakers and presenters discussing topics ranging from mental health to Lutheran theology.

Bible & Brews continues to meet once a month for a laid back time of study and conversation with a variety of good beers and other brewed beverages to sample while we discuss.

Nicholas Tangen, Minister of Faith in Community

Hope in the World

Hope In The World provides ways that we as Hope members can actively **share God's love beyond our walls and throughout the world** – locally, statewide, nationally and internationally. Hope in the World partners with other communities and organizations to help address homelessness, poverty, hunger, racism, injustice, and environmental damage, and to provide welcome and hospitality to our neighbors and the campus community.

Affordable Housing

Hope members were active with Beacon Interfaith Housing Collaborative in 2019 to lobby local and state officials to address the shortage of affordable housing, particularly for those suffering from chemical dependency and mental illness. As a result of these efforts by Hope, Beacon and many faith communities, the MN legislature increased the affordable housing budget by \$78 million, and the City of Minneapolis increased its affordable housing budget to \$48 million.

For over 20 years, Hope has also had ongoing involvement with Beacon through Families Moving Forward, where Hope hosts temporarily homeless families for one week twice a year. Dozens of Hope members volunteer each year as hosts for Families Moving Forward.

Global Mission

In its 2019 Global Mission efforts, Hope continued to support Bread for the World in its letter writing campaign to representatives in Congress urging them to end hunger by increasing funding for global nutrition programs. We also 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 May 2019, Hope's Vision and Governance Board passed a Conflict-Free Initiative to help address the genocide occurring in the Democratic Republic of the Congo (DRC). The DRC has 1/3rd of the world's mines for minerals used to make electronics like computers and cell phones. Those "conflict minerals" are mined or stolen by militias and sold to companies to fund their murderous campaigns. When we purchase products produced with conflict minerals, we are paying for the genocide in the DRC. In 2010, a law was passed that requires

U.S. electronics companies to conduct a due diligence supply chain review and provide details to the S.E.C. about the origin of their minerals. The Hope Conflict-Free Initiative provides that ULCH will purchase electronics from high ranking companies that have taken proactive steps to audit their supply chains. In 2020, the Hope V&G Board also plans to support a resolution to the Minneapolis Synod and the ELCA to also pass Conflict-Free Initiatives.

Racial Justice

In September 2019, the Racial Justice Team was commissioned with congregational authority to lead Hope's multicultural practices. The Racial Justice Team led a number of initiatives at Hope during 2019, including:

- Hosting the Minneapolis Area Synod's bi-monthly Racial Justice Liaison meetings.
- Continued participation in the Sacred Solidarity Network of MARCH (Multifaith, Anti-Racism, Change & Healing) - a support organization helping primarily white congregations address deeply ingrained attitudes of racism and white supremacy.
- Participation in the MN Council of Churches' "Respectful Conversations: Talking About Race" training.

The Racial Justice Team held a brainstorming session in the summer of 2019 to set short and long term goals for its future initiatives. The team concluded that its long term goal will be to work with Hope leadership to bring the joy and dignity of equal opportunity and equity as a central part of every decision in our congregation. As an intermediate goal, the team will continue to help develop Hope as a multicultural congregation. As short term goals, the team will design a tool for Hope leadership to assess the multicultural competency of its programs, and will train and support diverse leaders, the staff, and the V&G Board in multicultural competency. Next year, the Racial Justice Team will apply for funding for the V&G Board and Racial Justice Team to take the Intercultural Development Inventory, which is designed to assess intercultural competence and promote greater self-awareness and intercultural skill development.

Neighborhood & Campus

In 2019, the Neighborhood & Campus Team secured grant funding for the Dinkytown Farmers Market. As a result, the team was able to hire Sarah Holle as Market Manager, who greatly increased the visibility and energy of the Farmers Market by organizing cooking demonstrations, rotating cottage vendors, and inviting local non-profits to table. Attendance continued to be a challenge in our neighborhood in a constant state of change, but each week Hope congregants and neighbors enjoyed interacting over fresh produce and, quite often, fresh pizza from our oven.

Moving into 2020, the Neighborhood & Campus Team will be seeking new and deeper partnerships for the Farmers Market, knowing that the next leap will require greater resources and capacity than the team currently has. They will also continue to explore innovative ways to be in relationship with our neighbors and to build "porous walls" in Dinkytown.

Sanctuary & Immigration

The Sanctuary & Immigration ministry at Hope continued to engage in direct action and education in an effort to serve immigrants and refugees in MN and to work for just immigration policy at the state and national level. Many ULCH members were active in the Driver's License campaign, which fought to grant driver's licenses to undocumented immigrants in MN. Many visited representatives for the first time and began to learn how best to leverage their power as people of faith. The team hosted an Immigration luncheon and invited experts from the University of MN to talk about the immigration reality in the US, and the events that led to the ELCA drafting its Social Message on Immigration. Looking forward to 2020, the Sanctuary & Immigration Team hopes to find ways to offer leadership within the

Synod and across the ELCA based on the experience and learning gleaned from more than three years in the work.

The Green Team

In 2019, the Hope Green Team, with financial support from the Trust Board, began participation in the Minnesota Interfaith Power & Light (MNIPL) Climate Justice Congregational Certificate Program. The team hosted a green Sunday forum in March featuring MNIPL Program Director Erin Pratt. The Green Team also met with Ms. Pratt afterward to talk about our goals and commitments for this environmental justice program. Since then, most of the team's focus has been on solar power for Hope, leading info sessions on solar for our church and researching ways to bring solar power to Hope.

The Sheridan Story

The Sheridan Story is a program to supplement weekend food supplies for students at Marcy Open School in our neighborhood. Once a month, Hope volunteers distribute sacks of non-perishable food at Marcy into the backpacks of students whose parents have requested this assistance. Led by the Hope kids, money raised through monthly "Noisy Offerings" goes to support this anti-hunger non-profit.

Micah 6:8 - *What does the LORD require of you but to do justice, and to love kindness, and to walk humbly with your God.*

Sonja Peterson, Hope in The World Liaison

Resolution in Support of "The Conflict-Free Initiative" to Stop Financing Genocide in the Democratic Republic of Congo ("DRC")²

Whereas, armed militia conflict in the DRC has claimed nearly 6 million civilian lives since 1994, and

Whereas, the DRC is one of the leading producers of tantalum which is found in 60% of computers and other electronics worldwide, and up to 30% of the global supply of tantalum is mined in the DRC, and

Whereas, 50% of the DRC mines are controlled by militias who fund their conflict by selling illicitly obtained minerals to world suppliers, exploiting the land and devastating local populations, and

Whereas, the conflict mineral funds contribute directly to the approximately 45,000 deaths per month due to violence inflicted by armed militias in order to maintain control of the mines and resources, and

Whereas, the Dodd-Frank Wall Street Reform Act of 2010 mandates that if companies use minerals from the DRC they must file a report with the U.S. Securities and Exchange Commission (S.E.C.) describing what they have done to ensure the source of the minerals, and

Whereas, *Enough Project*, a campaign to end genocide, has reviewed the major electronics companies' S.E.C. reports and rated them based on their proactive steps to trace and audit their supply chains, leadership in industry-wide efforts, and actions to help the DNC develop a clean minerals trade, and

² Information based on materials from Enough Project, www.enoughproject.org, and World Without Genocide, <http://worldwithoutgenocide.org/advocacy/conflict-free-campus-initiative>

Whereas, since the Minneapolis Area Synod and the ELCA purchase computers, printers, copiers, and phones made with tantalum, they can reduce the funding of DNC militias by encouraging companies to implement responsible supply-chain policies and practices, and

Whereas, to help resolve the conflict in the DRC, resolution and action by the Minneapolis Area Synod and the ELCA will add to the voices of concerned people for conflict-free products and further the social responsibility of electronics vendors. Therefore, be it

Resolved, that the Minneapolis Area Synod support the efforts of companies to purchase conflict-free minerals and support transparent supply chains in the DRC, and be it further

Resolved, that the Minneapolis Area Synod will purchase its electronics from companies at 70 points or higher on the most current *Enough Project* Conflict Minerals Company Rankings³ that have taken proactive steps to trace and audit their supply chains, push for conflict-free minerals legislation, and exercise leadership in industry-wide efforts to help DNC develop a conflict-free minerals trade, and be it further

Resolved, that the 2020 Minneapolis Area Synod urge the 2020 ELCA Churchwide Assembly to memorialize the Synod's position on this matter and make it known throughout the ELCA and to the public at large.

Relational Ministries

Outdoor Recreation – Bryan Kufus pulled together a core team to provide leadership and organization for a wider range of recreational events to suit different needs and preferences. The summer events included a hike at Coldwater Spring, the annual camping trip (with paddling) at Interstate State Park, and two biking events on the Luce Line and Cannon Valley Trail. I highly recommend these events as a chance to get to a deeper level with others in our community. Nothing beats a friendly conversation on a leisurely float down the St. Croix River in a kayak or a canoe. Try a bike ride or a pleasant walk through the woods. These events are intended to be family-friendly. The core team is eager for more folks to lead events or to hear your suggestions for this summer. Contact John Beane or Bryan Kufus.

The Winter Retreat was held at Mt. Carmel for the last time. We enjoyed the fellowship, the food, excellent facilities, and good skiing at nearby Lake Carlos State Park. However, the group was dismayed to find a statement on Mt. Carmel's website which was not welcoming to those who identify as LGBTQ. Mindful that some of the families in our group have been attending Mt. Carmel for 30 years, the group decided to write a letter to Mt. Carmel's board explaining our decision to stop coming and inviting dialogue on this issue. Mt. Carmel did not respond to our letter. This year, we will be using the Heartwood Resort and Conference Center in Trego, WI.

Hope Connections – Hope Connections is a small group, Bible study ministry. The groups meet in homes and share a bite to eat (and drink). Each year a new curriculum of 6 sessions is published. This year, the Curriculum Team developed material for two booklets, one on Psalms (published in the fall) and one on Prophets (to appear in the spring). Thank you to Dan Bielenberg, Stewart Herman, Brian McCaffrey, Alden Tetlie, Sara Tufvesson Doure, and John Beane for contributing session material. Most of the groups are open to new members. If you

³

See

https://enoughproject.org/demandthesupply?utm_source=PR&utm_campaign=Rankings2017

would like to join a group or work with the Curriculum Team on the 2020-21 booklet, contact John Beane.

Bread Oven Ministry – The Bread Oven Team orchestrated many baking events during the year that embodied our “Porous Walls” principle. First, free pizza was provided at the Welcome Back Students event in September. Second, the six bread baking events attracted interested individuals from outside the congregation who wanted to participate in the baking. Third, a portion of the money raised from the bread baking events was used to sponsor the free pizza which was provided to all comers at eight of the Dinkytown Farmers Market events during the summer. Fourth, free pizza was provided for events with Hope Diamonds and Summer Vacation Bible School (for our kids and those of other faith communities). Fifth, a further portion of the money raised from the bread baking events was donated to worthy causes beyond our congregation, such as the Nutritious U food pantry. The team is open to suggestions about how to use the bread oven for serving others in the neighborhood and beyond.

A big thank you is extended to the leaders on the Bread Oven Team, including Sharla Aaseng, Bryan Kufus, Norm Aaseng, John Bablitch, Bob Dickhaus, and Jake Jacobson. A big thank you is also extended to the dozens of volunteers who participated in these events. The baking events are a great time for fellowship and community-building. Please consider becoming a volunteer. No big commitment – just a few hours on a Friday or Saturday. No baking experience is needed. Just a willing heart and hands... You will have fun!

Women’s Retreat – The Theme for the 2019 Women’s Retreat, “Dancing with the Divine”, was a weekend rich in laughter, meaningful conversation, closer relationships and more. The annual retreat at Dunrovin Retreat Center, near Stillwater, welcomes all women to join in a weekend of community building, exploring faith and spirituality and opportunities to share personal life experiences with each other, one on one, or in small groups. Laughing together and a good dose of relaxation are also in the mix! The gathering begins on Friday night, with a Saturday morning workshop, free time for the rest of Saturday and closing on Sunday morning with a worship experience.

An important part of the Women’s Retreat ministry for many years, has been the creation of prayer shawls that are made available for anyone attending or visiting Hope. This past year, we know of at least sixty plus shawls that have been given. The pastors, Friendly Visitors and Compassion Care Ministers are encouraged to bring a shawl to anyone who might benefit. If you need one yourself or for someone you know, please take one from the rack close to the Welcome Center. For those interested in making a shawl, we try to keep fleece available in a small bin in the coat closet near the Welcome Center. If the bin is empty please contact Beata Rydeen - beatarydeen@comcast.net or Ann Beane - spirit.beane@gmail.com.

For 2020 the Women’s Retreat is entitled, “God of Many Names”. We hope to explore and widen our understanding of who God is and deepen our own journey of faith. Through discussion, art, movement, poetry, music and meditation there will be many opportunities to come to new insights of God’s expansiveness which will hopefully excite and delight. Please consider being delighted yourself some year!

There are more dedicated leaders giving their time and gifts to Friendly Visitors, Compassion Care, Communion Visitors, Healing Prayer Ministers, Hope Diamonds Senior Group, Dorcas and Gloria Circles, childcare in the nursery, monthly Fellowship Meals, Crafters, Hope

Quilters, and Care Packages. All of these ministries are eager for new people to get involved. I encourage you to join them.

John Beane, Liaison for Relational Ministries

Youth and Young Adults

Youth

In 2019, the Youth Group continued to adjust to a smaller group as more and more of our high-school students graduated and headed out for college. We continued through the spring to meet twice a month on Sunday mornings for Bible Study, check ins, and conversation.

In the fall of 2019, we moved to meeting once a month after worship for lunch and conversation, talking especially about what it means to be a Christian in public. How does our faith inform the way we show up as students? As children? As citizens?

As we enter 2020, most of our middle and high school youth are in the confirmation program working with Pastor Jen and other volunteers to explore faith, the church, and our Lutheran tradition. Minister of Faith in Community, Nick Tangen will be reducing his hours beginning in 2020 and the Youth Ministry will be carried by Pastor Jen as she and others support our Youth through these years in confirmation.

Young Adults

There was a transition in the Young Adults leadership in 2019, as Young Adults Liaison Abby Lucas moved to Portland, Oregon. Brady Wilmer assumed the liaison role for the remainder of Abby's term.

The Young Adults continue the tradition of meeting for lunch after worship once a month and finding other ways to connect with the ministry of ULCH. Heading into 2020 the group hopes to plan a Young Adults retreat.

Nicholas Tangen, Minister of Faith in Community

Trust Board

I. 2019 was another complex year for the Hope Church Trust. To address a couple of key questions that arose at the end of the previous year, a joint Task Force was formed between the Trust Board and the Vision and Governance Board to explore the relationship between the ULCH Bylaws and the Trust Resolution Document, particularly in regard to nomination procedures. Questions relating to accessing the Hope Church Trust for Operating Budget funding and regarding how to improve updating and record-keeping for church documents were also addressed.

Significant outcomes were achieved along the way. The document relationship questions were resolved with the help of an attorney from the ELCA Foundation, resulting in ULCH Bylaws clarifications. Hope's main documents were all reviewed, and the Trust Resolution Document was "cleaned up" to reflect changes approved by the congregation previously. Newly updated documents will now be available and "best practices" approaches will be applied to maintaining and preserving Hope documents.

II. As usual, the Hope Church Trust Board received and reviewed grant applications, distributing grants as follows:

a. Mental Health Connect, an interfaith project for mental health services	\$ 400
b. Hope's Green Team to make ULCH a Climate Justice Congregation	\$ 500
c. A Hope in the World Speaker	\$ 300
d. Equipment upgrades for Hope forums	\$1,000
e. Hope "ULCHers" outreach recording project	\$1,500
f. Hand drums for the Hope worship drumming group	\$1,000
g. Funds for representatives to Synod training on Community Organizing	\$2,000
h. Support for Hope's Dinkytown Farmers Market	\$2,000
i. A racial justice training event	\$2,000
j. Hope's Bread Oven Landscaping	\$4,000
k. Hope's Arts and Environment Task Force	<u>\$4,000</u>
Total	\$18,700

(In accord with Trust guidelines, unspent funds were returned to the Trust at year-end.)

III. The Hope Church Trust welcomed three new Board members in 2019: Norm Aaseng, elected for a full four-year term; Scott Hvizdos, filling a vacancy for two years; and Robyn Swenson, filling a vacancy for one year.

IV. In December, the Hope Trust Board presented a forum on the Hope Church Trust and began developing plans for future congregational communications about the Trust.

V. The Trust's endowment fund assets remained invested in three primary funds, plus the Bremer bank account for cash flow. A new Trust sub-committee for investments will review investment options in 2020.

a. ELCA Foundation -	Year-end Value:	\$375,798
b. Pax World Balanced Fund -	Year-end Value:	\$219,134
c. Domini Social Equity Fund -	Year-end Value:	\$151,089
d. Bremer Bank checking account -	Year-end Value:	\$25,795
Total Assets -		\$771,816
Total Liabilities and Equity -		\$771,816

Gifts, Bequests, and Memorial received by the Hope Church Trust in 2019 - \$5,020

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 University Lutheran Church of Hope.

Merrill Morse, Chair, Hope Church Trust and Board Members: Joan Campbell, Jack Dant, Meri Hauge, Norm Aaseng, Scott Hvizdos, Robyn Swenson

Leadership Development

The Leadership Development Committee met several times in summer and early fall to brainstorm about a possible slate of candidates to present to the congregation in February. We corresponded frequently to discuss ideas and assess our progress.

Although not everyone is interested in taking on a leadership role, everyone we spoke with thoughtfully considered taking on a role to serve Hope.

The Leadership Committee is comprised of Elizabeth Lincoln, Doug Hartmann, and Lynette Lamb
Elizabeth Lincoln, 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	Tim Abrahamson	2021	N/A
Past President	1 year	Carol Flaten	2021	N/A
Vice President	1 year	Uli Koester	2021	N/A
Treasurer	2 years, 1x re-elect	Emma Carpenter	2022	Term 2

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	Matt Fry	2022	Term 1
Education		Shelly Parry	2021	Term 1
Youth and Young Adults		Brady Wilmer	2022	Term 1
Relational Ministries		John Beane	2021	Term 2
Hope in the World		Sonja Peterson	2021	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	Betty Schreuder	2022	Term 1
Member #2			2023	Term 1
Member #3		Bill Sanden	2021	Term 1

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	Linnea Pignatello	2022	Term 1
Member #2		David Ranheim	2021	Term 1
Member #3		Becky Halvorson	2023	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	John Pignatello	2021	Term 2
Member #2		Bob Paschke	2022	Term 2
Member #3		Ken Lynes	2023	Term 2
Member #4		Kathy Knudson	2023	Term 2
Member #5		Ken Sarkela	2021	Term 1

Stewardship Committee (Gratitude and Generosity)

<i>Title</i>	<i>Term Length</i>	<i>Name</i>	<i>Ending*</i>	<i>Term</i>
Member #1	3 years, 1x re-elect	Ann Wagner	2021	Term 2
Member #2		Linda Stewart	2022	Term 1
Member #3		Beth Ubbelohde	2022	Term 2
Member #4		Ann Beane	2022	Term 2

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	Lynette Lamb	2021	Term 1
Member #2		Doug Hartmann	2021	Term 1
Member #3		Paul Odenbach	2022	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	2021	Term 2
Member #2		Scott Hvizdos	2021	Term 1
Member #3		Lynette Lamb	2024	Term 1
Member #4		Norm Aaseng	2023	Term 1
Member #5		Meri Hauge	2022	Term 1
Member #6		Leena Haugland	2024	Term 1
Member #7		Robyn Swenson	2024	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	TBD	2021	N/A
Male Voting Member		TBD	2021	N/A
Alternate Voting Member		TBD	2021	N/A
Youth Voting Member	1 year	TBD	2021	N/A

University Lutheran Church of Hope Staff

Lead Pastor	Jen Nagel
Pastor for Care and Nurture	Barbara Johnson
Pastoral Intern	Linqing Chu (through July 2019)
Minister of Worship and Music	Zach Busch
Minister of Faith in Community	Nicholas Tangen
Innovation Coach	Amanda Vetsch (through May 2019)
Business Manager	Gayle Bidne
Bookkeeping Assistant	Fariba Sanikhatam
Sunday Opener/Closer	Gus Gustafson
Weekday Custodian	Geremew Beshah
Child Care Attendant	Gus Gustafson
Choral Scholar	Yilun Dong (through May 2019)
	Haruka Yukioka (beginning Sept. 2019)
Boiler Reviewer	Ken Lynes
Sarah Holle	Farmers Market Manager (May 2019-Nov. 2019)

Statistical Report

<u>Membership beginning of 2019</u>		734
<u>Members Received in 2019</u>		
Baptized – Children	4	
Baptized – Adults	0	
By Affirmation of Faith	11	
By Transfer	21	
From Other Sources	0	
Total Gains		36
Number of Baptized who were Confirmed	0	
<u>Members Removed in 2019</u>		
Death	5	
Transfer	2	
Other	5	
Total Removed		12
<u>Membership as of December 31, 2019</u>		758

Treasurer's Report - Notes to the Financial Statements

General Operations

General giving for 2019 totaled \$498,012. This is \$15,992 more than the budgeted amount of \$482,020, contributing to a 3.5% increase compared to prior year. Rental income was \$154,540 for the year, \$8,354 more than budgeted primarily due to increased parking lot income.

In the summer of 2019, the leadership team communicated an error in calculating salaries and benefits. At that time, we asked the congregation to help bridge the gap by creating a three-legged plan. The three-legged plan ultimately helped us meet the gap and contributed to a total income of \$661,084. Total income was \$32,878 more than budgeted which reflects increased general giving, parking lot rental income and a transfer from dedicated accounts.

Expenses totaled \$640,351 in 2019. This is \$12,145 more than the budgeted amount of \$628,206. The salaries and benefits error amounted to \$19,168. This year expenses were less than total income contributing to an overall net operating income of \$20,733.

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 to inform the congregation of how we were tracking in 2019. Thank you to everyone who attended.

As a board we closely managed 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 continued to enjoy Linqing Chu as our Pastoral Intern, provided benefits for all our eligible staff and implemented a portion of the Information Technology Audit to better utilize the space for staff, congregation members, students and visitors.

As of 12/31 we have \$253K in current assets, primarily made up of our bank accounts. Our land and building contribute to total assets of \$2.93M. As of 12/31, we have \$84K in dedicated accounts and a mortgage liability of \$827K contributing to \$2.94M in liabilities and equity.

PEASE Academy

PEASE Academy continues to be our long-term tenant and we are thankful our facility can be used productively during the week. In 2018, 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 2019, we successfully carried out the second year of Revealing Hope, a 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 contributing to a total principal pay down of \$95K. Additionally, the Capital Campaign completed two projects this year: organ repairs and upgrades this past summer and stained glass window restoration in the fall.

In 2019, building fund contributions totaled \$106K and as of 12/31 the fund has a total balance of \$108,687. 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

Financial Statements

University Lutheran Church of Hope

Annual Ministry Fund

2019 Income Statement

	Actual 2019	Budget 2019	2019 Variance
Income			
General Giving	\$ 498,012	\$ 482,020	\$ 15,992.44
Rental Income	\$ 154,540	\$ 146,186	\$ 8,354.23
Special Income	8,532	0	\$ 8,531.67
Total Income	\$ 661,084	\$ 628,206	\$ 32,878.34
Expenses			
Salaries & Benefits	\$ 373,744	\$ 354,575	\$ 19,168.63
Administration	\$ 32,031	\$ 32,394	\$ (363.41)
Operations	\$ 126,788	\$ 135,559	\$ (8,771.02)
Education Ministries	\$ 3,049	\$ 3,272	\$ (223.43)
Hope in the World	\$ 5,269	\$ 5,522	\$ (252.69)
Worship Ministries	\$ 7,979	\$ 9,432	\$ (1,452.59)
Relational Ministries	\$ 2,813	\$ 1,421	\$ 1,391.84
Mission Support	\$ 33,749	\$ 30,811	\$ 2,938.25
Youth & Young Adults Ministry	\$ 1,224	\$ 2,322	\$ (1,098.20)
Finance	\$ 52,898	\$ 52,898	\$ -
Total Expenses	\$ 640,351	\$ 628,206	\$ 12,145.01
Net Operating Income	\$ 20,733	\$ 0	\$ 20,733.33

2019 Balance Sheet

	Actual 2019
ASSETS	
Current Assets	
Total Bank Accounts	\$ 251,954
Total Accounts Receivable	\$ 898
Total Other Current Assets	\$ 1,728
Total Fixed Assets	\$ 2,680,100
TOTAL ASSETS	\$ 2,934,680
LIABILITIES AND EQUITY	
Total Liabilities	\$ 829,598
Equity	
Dedicated Accounts	
Food Shelves	0
Sunday School Offerings	0
1700106 Interest Income	0
Families Moving Forward Dedicated Fund	8,545
Loaves & Fishes	0
UA Sanctuary	1,571
Women's Retreat	5,183
Women's Retreat Scholarships	180

	<u>Actual 2019</u>
Community Bread Oven	3,197
Youth Fund	2,279
Hope Diamonds Luncheons	978
Disaster Relief	55
Instrument Maintenance Fund	1,057
Lutheran Campus Ministries	0
Recording Ministry	116
Endowment Holding Account	0
Energy Needs Special Account	0
Nigeria Missions	1,382
Outreach Donations	300
ISAIAH Dedicated Fund	0
Erik Johnson Memorial Fund	800
Music Fund	2,845
Moonlight Madness	0
Adopted/Multi-Cultural Families	2,472
Funeral Fund	40
Lenten Luncheons	248
Library / Reading Fund	897
Garden Fund	0
Friendly Visitor Program	3,007
Courtyard-Major Improvements Fd	1,837
Gloria Circle	1,323
Quilters	902
Trust Equalization Account	1,800
Kitchen Fund	386
Sabbatical Fund	1,350
Dedicated Courtyard Concerts	485
Student Outreach	5,377
Fine Arts Fund	515
Sanctuary Project	52
MIF Youth Gathering	353
Farmers Market	3,645
Camp Amnicon Pass-Thru	0
Children's Playground Area	877
Fireplace Insert	58
Grant-Community Org. Video Project (Imag)	2,540
Plate Replacement Fund	2,170
Grant-Gather	10,885
Holy Ground	0
Internship	49
Mental Health Programs	600
Grant-Riverside Innovation	12,357
Directory Project	504
Building Fund Holding Account	\$ 430
Dedicated Accounts	<u>\$ 83,648</u>
Total Equity	<u>\$ 2,105,082</u>
TOTAL LIABILITIES AND EQUITY	<u><u>\$ 2,934,680</u></u>

**Building Fund
Revealing Hope Capital Campaign**

2019 Income Statement

	Actual 2019
Income	
Contributions Income	\$ 121,301
Miscellaneous Income	\$ 2,750
Total Income	\$ 124,051
 Expenses	
Building Improvements	\$ 56,501
Miscellaneous	\$ 10,000
Mortgage Subsidy	\$ 83,027
Total Expenses	\$ 149,528
Interest Income	\$ 1,817
Net Income	\$ (23,660)

2019 Balance Sheet

	Actual 2019
ASSETS	
Current Assets	
Total Bank Accounts	\$ 108,687
Total Current Assets	\$ 108,687
TOTAL ASSETS	\$ 108,687
 TOTAL EQUITY	\$ 108,687
TOTAL LIABILITIES AND EQUITY	\$ 108,687

Annual Ministry Fund 2020 Budget

Income

General Giving	\$ 479,295
Holiday Giving/Online Giving	\$ 15,000
Rental Income	\$ 150,186
	<u>\$ 644,481</u>

Expense

Salaries & Benefits	\$ 368,119
Administration	\$ 39,229
Operations	\$ 129,850
Education	\$ 2,500
Hope in the World	\$ 6,522
Worship Ministries	\$ 8,814
Relational Ministries	\$ 2,098
Youth & Young Adult	\$ 2,322
Mission Support	\$ 32,129
Finance (Mortgage)	\$ 52,897
Total Expenses	<u>\$ 644,481</u>

Net Income (Difference) \$ 0