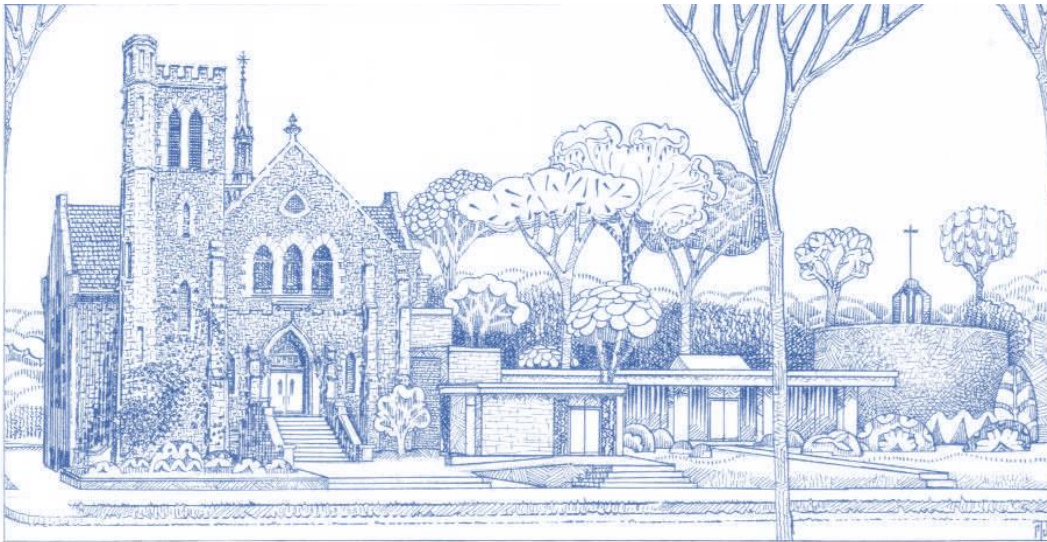


University Lutheran Church of Hope

601 13th Ave. SE
Minneapolis, MN 55414-1437
(612) 331-5988
www.ulch.org

*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.*



2022 Annual Report to the Congregation

Presented at the Annual Meeting

February 12, 2023

Complex World. Thoughtful Church

Special thanks to Bruce Eldevik for collecting, compiling, and editing this report.

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Agenda

Annual Congregational Meeting

February 12, 2023

Welcome

Opening prayer and song

Interaction with on another

Today's process

Bylaw explanation and vote

Adoption of rules for meeting

Approval of minutes from 2022 Annual Meeting (use link below)

<http://www.ulch.org/wp-content/uploads/2023/01/2022-Annual-Meeting-Minutes-FINAL.pdf>

2022 Ministry in review

Treasurer's report for 2022

Donation update

Presentation and approval of 2023 budget

Message from Pastor Jen

Recognition of outgoing board members

2023 Leadership Development report and election of new leaders

Recognition of staff

Passing of the gavel

Announcements

Closing blessing

Motion to adjourn

Send Forth Your Spirit

36

The musical score is written on three staves in treble clef with a key signature of two sharps (F# and C#). The first staff begins with a first ending bracket labeled '1*' and ends with a second ending bracket labeled '2'. The second staff has a triplet bracket labeled '3' over the notes 'and re - new'. The lyrics are: 'Send forth your Spir - it, O God; send forth your Spir-it, O God, and re - new the earth, re - new the earth; send forth your Spir - it, O God.'

* *May be sung in canon.*

Text and music: Marty Haugen, based on Psalm 104:30

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A Vision for the Coming Years

University Lutheran Church of Hope

Spring 2021 -

In the fall of 2015, we created vision goals entitled Igniting Our Life Together. Over the years this vision evolved, and in the fall of 2018 a new version of our vision goals confirmed our intention to stoke the flames. As we emerge from COVID-19 and continue to discern the significance of this long season on so many levels, we're committing to this vision in renewed ways.

Opening 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, mutually support the physical and spiritual needs in our neighborhood, and build relational power to make Gospel-grounded justice and equity a way of life.
- Commit to sharing our space, time, and resources with our neighboring communities as an expression of Christ's radical hospitality. We will continue our involvement in the Sanctuary Movement, and renew our commitment to opening 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, younger adults, 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, discern the gifts and burdens of our traditions and history, 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, blending in person and online opportunities. 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.

Change in University Lutheran Church of Hope's Bylaws

At February 12th Annual Meeting, we will be voting on a change in our bylaws. Right now, the bylaws say that only people who attend the meeting in person are allowed to vote. For the past 2 years, for each congregational meeting, the board needed to vote on a motion to allow those people voting virtually to be counted. If the bylaws are changed, members who are in person and attending virtually will be able to vote without the board providing a special exception each time.

When this vote is taken during our meeting, only those who are in person may vote, in compliance with the current bylaws. After this, assuming the bylaws change is affirmed, all other votes during the Annual Meeting can include all who are in attendance in person and this in attendance virtually.

Below are the sections of the ULCH Bylaws that we will be voting on. The crossed out areas are to be removed and the highlighted areas will be added.

Section 2 CONGREGATIONAL MEETINGS

2.1 Annual Meeting. The annual business meeting of the Congregation, hereafter referred to as the Annual Meeting, ~~shall be held at its principal church location~~ shall be held in one of three formats – as an in-person meeting at its principle church location, as a virtual meeting, or as a hybrid (virtual and in-person). The format will be decided upon by the Vision & Governance Board. The Annual meeting will take place between the 1st and 15th of February, or such other date and place as may be selected by the Vision and Governance Board and, in conjunction with its written notice, shall be announced publicly to the Congregation on the two Sundays immediately preceding such meeting.

2.2 Special Meeting. A Special Meeting of the Congregation for any purpose may be called by the President; or may be called by the Treasurer at the request of a majority of the Vision and Governance Board; or may be called at the written, signed, and dated request of at least fifty voting members of the Congregation, or ten percent of the voting members of the Congregation, whichever is less. The written request must be signed, dated, and delivered to the President or the Treasurer and must describe the purpose for which the meeting is to be held. Within thirty days after receipt of such a proper request for a Special Meeting from voting members of the Congregation, the Vision and Governance Board shall cause a Special Meeting to be called and held on notice no later than ninety days after receipt of the request. No such Special Meeting may be held without properly notifying the Lead Pastor of the Congregation, unless the position of Lead Pastor is vacant at that time, and no business other than that stated as the purpose of the meeting shall be acted upon at such a Special Meeting. Special meetings shall be held in one of three formats – as an in-person meeting at its principle church location, as a virtual meeting, or as a hybrid (virtual and in-person). The format will be decided upon by the Vision & Governance Board.

University Lutheran Church of Hope

Congregational Meeting, February 12, 2023

Proposed Rules of the Meeting

1. Robert's Rules of Order – The 12th edition of Robert's Rules of Order shall govern the meeting, except as particular matters are set out in these Rules for the Meeting.

2. Voting – Only members of the congregation are entitled to speak and vote at congregational meetings. Voting during a meeting on Zoom and in person is more challenging than usual.

To vote by Zoom: **A.** When the presiding officer calls for a vote, use the “Raise your hand” feature on Zoom or physically raise your hand on the screen and wait for it to be noted. **B.** For those in a household with more than one voting member present on the same device, the additional person (people) should add their vote (yes, no, abstain) in the chat line. **C. To vote in person:** when the presiding officer calls for a vote, members will physically raise their hand and keep them raised until the vote is noted.

3. Quorum – The ULCH Constitution does not specify a particular number of members or percentage of the congregation necessary for a quorum.

4. Speaking during discussion – **A.** Each speaker on any matter is requested to keep their remarks brief and to the point. If necessary to keep the meeting moving along, the presiding officer may request any speaker to wrap up their remarks. **B.** Speakers for and against the question on the floor shall be recognized alternately. Each speaker shall be required to say their name and whether they rise to speak for or against the question before making other remarks. No more than two consecutive speakers to the same view shall be recognized without a speaker of the opposite view. **C.** If someone wishes to speak and they participating on Zoom, they can either physically raise their hand so it shows on their screen or they can click on the reactions and click on the “raise hand” button. The Zoom facilitator will acknowledge them and inform the presiding officer that someone would like to speak through Zoom. **D.** Participants on Zoom also have the option of putting their questions and comments in the chat. The Zoom facilitator will read their comments during the meeting.

5. Time Frame for the meeting – **A.** In order to assure that all business is able to be concluded within a reasonable time period, the presiding officer has assigned specific time periods to the various agenda items. It is within the discretion of the presiding officer to expand or constrict these time frames as they see fit. **B.** In order to extend debate on a question after the presiding officer has declared debate ended, a voting member must move to extend debate for a specific number of minutes, which motion must be seconded and then adopted by a two-thirds majority of voting members present. This motion is not debatable. **C.** In order to cut off debate on a particular question, a voting member must move to “call the question.” This motion must be seconded and then adopted by a two-thirds majority of voting members present. This motion is not debatable.

President's Report

When you are president of the congregation at Hope, you get a front row seat to all the creative and generous people who work so hard and share their time and talent to continue our mission. This year did not disappoint. When you read the entire Annual Report, you will find an amazing variety of activities taking place at Hope. Here are some of the things that the Vision & Governance Board are involved with:

On-line, In-person, Hybrid services

In the end of 2021, the Omicron variant had increased the number of cases in Minnesota. We decided to be cautious and went back to online worship. Later in February, the numbers had come down, so we resumed services in-person but continued to provide services online through Zoom and YouTube. As numbers further declined, we decided to make masks recommended instead of required, starting in September. In the fall we added two mobile air filters to use in various rooms to decrease the chance of spreading viruses. My thanks go to Carol Flaten and Pastor Jen, as we continue to keep updated on State recommendations.

Sabbatical

In late April to late July, Pastor Jen went on a much-deserved sabbatical. When the lead pastor is gone for three months, you hope that careful planning and getting the right people in place will allow everything to run smoothly. I believe all will agree that it certainly did. Thank you, Pastor Jen, for your foresight in planning ahead. Thank you to Pastor Tom Carlson and Pastor Erik Strand for your wise leadership and experience while filling Pastor Jen's shoes. Thank you to the entire staff for doing your jobs so well and seamlessly filling in wherever needed. Thank you to various leaders in the congregation who faithfully keep the various programs running.

Donation

In July we received \$416,000 from an anonymous donor. The donation was given directly to our congregation, with no stipulations. While many members have ideas on how to spend this generous amount, the board decided to gather a diverse group of members to think about the various ways to gather suggestions. This group has met and will be sharing their thoughts, so the next steps can be taken. What an exciting opportunity!

Solar Array

In the spring, with a lot of hard work and dedication, the solar array was finally completed. In 2022, we were able to produce enough energy from our panels to take care of our electricity needs. We are so grateful to Stewart Herman and Tim Abrahamson and their team who dreamed this possibility and helped it come to fruition. They continue to monitor the array and come up with other ways to save energy, such as changing all the lights at church to LED bulbs.

Standing for Reproductive Rights

With the decision by the Supreme Court to overturn Roe v. Wade at the end of June, the board was asked to show support for reproductive rights. The board turned to the congregation, asking for feedback and after a respectful listening session, we decided that putting up signs saying 'People of Faith for Reproductive Rights' should be a first step in our response to this important health care question. We will continue to discern next steps in this coming year.

Policy & System Updates

As a board, the Vision & Governance team worked on the infrastructure and congregational policies so that the mission of our church can be carried out. This year, several of us on the board have been working to update documents including our personnel policy, the governance model and the constitution. Also, a team led by Matt Fry is researching systems to replace our old server to keep records, documents, and information safe and organized.

Finances

Hope members continue to be generous with their time and with their gifts. Our donations exceeded the amount pledged last year, and we are presenting a balanced budget for 2023 that not only allows various groups to continue their ministries but gives us a chance to increase the pay of our staff by 5% in this time of high inflation. A huge thank you to Betty Schreuder who works so hard and patiently explains what the numbers all mean. And thank you to the members of the Financial Controls Committee who continue to support and give guidance.

Gratitude

I have always been grateful for the leadership and community at University Lutheran Church of Hope, but especially this year.

Members - Through Hope's multiple and diverse ministries, members provide connection and support to each other and our community.

Vision & Governance – Thankfully, big decisions at Hope don't fall on just one set of shoulders. They land on the Vision & Governance Board who have a lot of experience and wisdom, including the wisdom to know when we need to go to the experts. Each member of the board has stepped forward and shouldered the burden at various times.

Staff - Hope has been blessed with a wise, talented, dedicated and caring staff that walk with us on this sacred journey. Much is due to the leadership and hard work of Pastor Jen Nagel. It has been an honor to work so closely with her this year.

Thank you for the privilege of being your president. The role has been a fulfilling challenge and a joy. I am so blessed to be a part of the community of Hope!

Respectfully,
Ann Agrimson, Congregational President

Pastor Jen Nagel, Lead Pastor

*“You will stand like a tree planted by a stream,
bearing fruit in season...” - Psalm 1:3a*

I understand annual reports as a record of ministry and a chance to imagine God's call for the year to come. In looking back (a year, or two, or more), we can sometimes more clearly look forward. These last years have blurred in my mind. Pandemic time we sometimes call it. Perhaps you've had a similar experience. I'm thankful for this opportunity to record where I as a leader and we as a church seem to be, and also to look forward.

This summer I was blessed by a time of sabbatical April 26-July 25, 2022. During these three months, I disconnected from the usual routines and pressures, and savored a chance to focus on my family and our home life, to rest and walk, to read and study, to travel with each member of our family (my beloved spouse Jane, each of our kids, and each of my parents), to reconnect with friends, and to spend time journaling and in prayer. Along the way I enjoyed the trees: the giant cottonwoods of northern New Mexico; the redwoods of California; the red pine, birch and aspen of the BWCA; the slender young cherry, plum and apple trees we planted in our side yard. During sabbatical, I pondered and practiced this question: How can we create patterns that nurture sustainability for long term ministry and a healthy life? At one point in my journal, I found myself drawing out these last chaotic years: sketching a timeline of each year, noting the highlights and some details, consulting my calendar, piecing together the blur of pandemic time. In that hand-sketched way, I was marking the seasons with their fruits, the stream by which we're planted, and the depth of grace in these challenging times.

Similarly, in preparing this report, the seasons so easily run together and I found it helpful to sketch out these last years for the congregation, focusing on our worship life and staffing.

	Worship	Annual Meeting	Staffing* (*see the list of staff for an explanation of roles and full names)
2020	March 15 transition to online, soon consistently use Zoom/YouTube	In-person (Fellowship Hall)	Nathan and Kari start in March. Gayle retires in April
2021	Zoom/YouTube through mid-May May 23 (Pentecost) Outdoors with Zoom/YouTube Thru summer alternated Outdoors with Zoom/YouTube and just Zoom/YouTube Sept 12 and following Sanctuary with Zoom/YouTube	Zoom	Nick goes to Minneapolis Area Synod in March. Intern Emily begins in June Zach finishes in August. Scott Rohr covers long music interim. Morgan and Elise begin in September. Seth (and for a short time Nick Peterson) begins in September.
2022	Mostly Sanctuary (or outdoors) with Zoom/YouTube, except for 6 weeks in January/February when we used just Zoom/YouTube	Zoom (because Annual Meeting fell during this online time)	Bobby begins January 1. Geremew hired by Hope (instead of contracted through ABM) Pr. Maria called in late March. Pr. Barbara retires in early April. Pr. Jen sabbatical late April through late July Pr. Tom Carlson and Pr. Erik Strand Sabbatical Pastors
2023	Sanctuary with Zoom/YouTube	In-person (Sanctuary), Zoom	Elise concludes early January.

Perhaps this little sketch of the pandemic years helps ground us in what has been and what can be. I structure this report around the three areas of our vision goals.

Fuel authentic worship and deepen spirituality. Worship is at the center of our community life. Throughout 2022 we've learned more about how to worship in a hybrid style, offering in-person worship

(usually in the sanctuary and sometimes outdoors during the warmer months), and also an online component with YouTube and Zoom (with a Zoom Facilitator and a sense of community). Our technology is at once a miracle and a work in progress. Thank you for your patience and feedback as we hone these skills. Thank you to Seth Strudthoff, Matt Fry and a group of committed volunteers who take on the challenge of this connectivity. And thanks to the gifts of the Opening Doors Capital Campaign that have made this possible. Worship attendance is harder to track in hybrid time. Clearly our in-person attendance is lower than pre-pandemic, but what we can piece together from Zoom numbers and YouTube views indicate we're steady overall.

This year we welcomed 5 new members in September 2022. We also had a number of baptisms and marked the passing of beloved saints in our community. At the beginning of 2022, we welcomed Robert Ragoonanan as our new Minister of Worship and Music. What a time to start anew! Bobby jumped in fully and it's a gift to experience his musical expertise and the new genres he's sharing with us. Thanks to The Hope Choir, the ULCHers, and a number of cantors, instrumentalists, and subgroups who lead us weekly. While I was on Sabbatical, congregation members and retired pastors Tom Carlson and Erik Strand stepped into worship and other leadership as our Sabbatical Pastors. I am so grateful for their ease in this transition and their faithful leadership.

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

As we returned to some of the rhythms of our life together with people venturing back in the summer and fall, the vitality has been and remains palpable. For this I give great thanks. Both online and in person we have varied times of fellowship and gathering. You can read more about so many of these groups, classes, activities, care, and learning in the reports. I venture with many of these groups and particularly appreciate the challenge of engaging our confirmation class in monthly mini retreats, a mentor program and a service learning trip to Guatemala scheduled for July 17-25, 2023. I enjoy watching the south transept in our sanctuary as it evolves to offer a space for more and more families and intergenerational pairings. On a recent Sunday I watched elementary kids and tweens busy with art, a toddler resting on mom's lap, an adult child and older adult father standing to sing together, parents with young kids in arm, a grandpa holding his grandchild with an adult child nearby – the Reign of God comes near!

My thanks to Morgan Strudthoff for her energy, passion, and care for our children, families, and youth as our Minister of Faith Formation. With a crop of 10 young acolytes, Morgan and others have been shepherding these kids in their role of supporting worship. Pastor Barbara Johnson completed her ministry at University Lutheran Church of Hope and retired in early April 2022. What a gift she was to this congregation and to me, and what an honor for our congregation to host a Zoom retirement program (including family, friends, and church members from around the country) and an in-person Godspeed and reception in early April. Through the winter months, a call committee chaired by Tim Abrahamson brought forward Pastor Maria Anderson-Lippert as the candidate for Pastor for Care and Nurture. Pastor Maria began in late March (allowing some cross-over time with Pastor Barbara) and I am so thankful for Pastor Maria's faithful and wise care, her great worship leadership and preaching, and the collegial way we share this ministry.

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

As staffing changes, as COVID moves into a new season, as the needs in the neighborhood evolve, as our partnerships with other churches and organizations ebb and flow, we keep learning. We have deep roots in the neighborhood and neighbors who both look to us for stability and also support the ministry we do. I'm grateful for the ways that Elise Carlson served as our Minister for Community Engagement until early 2023. Elise built upon Nick Tangen's work in that role, and found her own way, listening well, attending to needs, asking good questions, and facilitating our ministry with food insecure neighbors, with our sanctuary and immigration partners, and with our racial justice ministry and the ACTION project. You can read about all of this and more in the reports. We've found synergy between things like pizza (and bread), parking lot music, mental health, welcoming students, and clean energy. I'm grateful for the work of my colleague Pastor Kate Reuer-Welton with Lutheran Campus Ministry-Twin Cities, and Tim Gustafson who serves on the LCM-TC Board.

Leadership and Facilities. Our COVID guidelines were adjusted in 2022 on March 17 and September 6. These have lightened each time, most notably in September making masks recommended not required. My deep thanks to Carol Flaten for using her public health wisdom as we adjust our guidelines, seeking to make options that work for those with varied risk factors and comfort. As the months go by, our facility is getting back to its spirited bustle. Our closest neighbor (and tenant), sober high school PEASE Academy, keeps us active and we're welcoming more groups with space and community. I am thankful for the Facilities Team (led by Bob Paschke and Craig Nelson) and a dedicated clean energy crew. While they've led us into the completion of the solar project (thank you, Tim Abrahamson and Stewart Herman), weekly clean energy work sessions offer many fruits! Geremew Beshah has been part of our team for many years as a contract custodian, but in 2022 we were thankful he could join the Hope staff and continue his exceptional care and hospitality!

I am so thankful to partner with Ann Agrimson, our Congregational President, as she thoughtfully grounds herself and us in God's call, navigating through staffing changes, bold and beautiful discussions about Reproductive Rights, and the generous IRA donation. My thanks to our Church Administrator Nathan Obrestad for his energy and innovation as we've ramped up our building activity, strengthening trusted systems and finding new ways to do our work in this season. Our Financial Administrator Kari Olson teams up with our congregational treasurer (Emma Carpenter at the start of 2022 and now Betty Schreuder) in a vital and faithful organizational role - thank you! Pastoral Intern Emily Brown (in the M.DivX program at Luther Seminary) has been with us for one and a half years. What a gift to witness Intern Emily grow in her leadership and identity as a minister. Hope member Yesenia Morales Bahena is a student at Wartburg Seminary and currently on Internship at Nokomis Heights Lutheran Church.

There are a couple of additional areas that have been on my mind:

- **Abundance.** Our congregation is blessed with an abundance. We (me, our leadership, our congregation, most honest humans) get nervous about scarcity, but when I look around our congregation, our leadership, our facility and our neighborhood, and when I see our 2022 financial reports and our plans for 2023, it's abundance that I see. We have enough. The fruits are bountiful. We are called to faithfully, responsibly, boldly live where we're planted, to trust this abundance, and, even more, to trust God's care and provision in all seasons, sharing what we have.
- **Involvement.** In a similar spirit, in the shadows of COVID, people are making different choices about involvement and meaning making. We notice this when our attendance for some offerings is less than it would have been previously. I believe there is still a profound role for faithful community and this body of Christ we call the church. In these coming years we'll continue to watch where people are finding energy, and to what God calls us next.
- **Details.** I noticed that in 2022 (and moving into 2023) we're taking on a number of updates and details that fell between cracks during the COVID years. Updates to our Personnel Policy, an updated Community Directory, revisions to our Bylaws and Constitution, adjustments to our ULCH Child/Youth/Vulnerable Adult Protection Policy and background check process, updates to our church organization charts to show the current ministries, new brochures, and more. I'm grateful for the leaders and staff who have taken on these details.

My days are filled with conversations, worship, pastoral care and visitation, administration, planning, meetings, supervision of students and staff, teaching, justice work, and ministry on your behalf with the wider community. I am immensely thankful for the fruits of sabbatical and the opportunity to step back, finding renewal and some more sustainable patterns. And I am thankful to be planted by the stream with you all and to serve as one of your pastors in this season.

In Christ
Rev. Jen Nagel, Lead Pastor

Pastor Maria Anderson-Lippert, Care and Nurture

It's been almost 11 months since I began my call as your Pastor for Care and Nurture here at ULCH. When people ask me how it's going, I always respond with a very honest, "fantastic!" These early months of being your pastor have been an incredible gift and joy for me - and for my whole family. Thank you for your warm welcome and for inviting me into the journey of your lives.

This past year, with Pr. Jen's sabbatical and getting myself acquainted with our community and neighborhood, I have primarily focused on maintaining our existing care and nurture ministries. This has allowed me to build relationships of care and nurture! These ministries include the following:

Friendly Visitors

This is a group of Hope members who keep in touch with members who are homebound. These regular visitors help keep those who are unable to attend worship or community activities connected to the community and bring great joy. We have added a few friendly visitors to our list this year and are grateful for the hard work of Rosalie Eldevik who leads the coordination of this ministry.

Hope Diamonds

This is a gathering of our senior members once a month for connection, food, and faithful encouragement. This year, among other things, we have talked about prayer, we've shared favorite family recipes and holy communion together, and enjoyed hearing some of the music from Bobby's recital. We meet on the 3rd Wednesday of the month from 12:30-2pm. We have also brought back a light meal to share together - thank you to the wonderful volunteers who make our simple soup lunches possible, especially Julaine Kobiske, and all who faithfully drive others so they can connect with dear friends.

Compassion Care

Our Compassion Care team continues to provide a ministry of empathetic listening and accompaniment in a one-on-one setting for anyone dealing with a particularly challenging time in their lives. We meet monthly for supervision and support of one another, keeping the identity of those we care for confidential. This team is led by Karen Jorstad, Muffi Abrahamson, and Ann Agrimson. We did not host a training for new caregivers this year.

Bereavement Ministry

This ministry sends cards to those who have lost a loved one. Pr. Jen and myself work with Lisa Morse, who coordinates the card writers to make sure cards get to those who need them. Thank you to the card writers!

The leaders of these ministries met in November. I am encouraged by our plan to continue to work together to support our community through the ministries of care and nurture. Thank you to all who visit, write cards, coordinate volunteers, cook, and tend to these important ministries in the life of our congregation.

Finally, my hope, now that I am grounded, is to get a bit more creative with my ministry of care and nurture. Perhaps it will mean a care and nurture portion of the newsletter, maybe it will mean bringing back a space for centering prayer or a spiritual direction group. I pray the spirit will continue to guide me and I covet your prayers and partnership.

With Gratitude,
Pr. Maria

Bishop Ann Svennungsen, Bishop's Report for 2022

God's grace, peace, and hope be with you through our Savior, Jesus Christ.

Like rain after an endless drought, the gift of gathering in person this year has quenched a deep thirst. The pandemic revealed anew the depth of our thirst for community; Scripture also articulates this profound human need. Advances in technologies like livestreaming are indeed gifts to our church and world. Still, our hearts sing when we can rub shoulders around the communion table, embrace those who grieve, and raise our voices together in resounding song.

The mission of the synod is to support communities who share the thirst-quenching love of God – forming disciples, building beloved community, and working for just and healthy neighborhoods. I am deeply grateful for the many ways that we walk together in our journey of faith.

The synod staff walks closely in partnership with congregations, especially in times of transition, planning, or conflict. Last year, we accompanied congregations in 58 call processes. We offer skills trainings for lay members through the annual Tool Kit, and for church staff through peer groups and communicators gatherings. And, our Faith Practices & Neighborhood Practices program strengthens congregations in faith formation and engaging their neighborhoods.

Synod staff also work closely with our deacons and pastors. We experience great joy when we gather with congregations for ordinations, installations, and Ministry Site Profile reviews, as well as in preaching, presiding, and offering adult forums. We support our interim pastors who provide wise leadership in times of transition and our chaplains who provide critical care in a variety of settings. And, currently, we support 50 seminary students preparing to become pastors and deacons.

Our congregations worship in Spanish, Swahili, ASL, Oromo, Hmong, Lao, Norwegian, and Amharic. As we celebrate our diversity, we also recognize inequities affecting our congregations. Using a “racial equity lens,” the synod council launched an in-depth process to evaluate and strengthen partnerships with our “strategic ministries,” addressing historical realities of disconnection and resource inequities.

As a synod together, we will gather again April 28-29 for Synod Assembly. All are welcome at the opening worship Friday night; voting members will carry out the business of the synod on Saturday. We are blessed with the Rev. Dr. Otis Moss III as our keynote speaker.

Thanks to the incredible generosity of Lutherans in our synod and in the Lutheran Church of Christ in Nigeria, the ground-breaking for the first ever Lutheran University in Nigeria occurred this December. We celebrate God's provision and look forward to the blessings this university will bring.

During my sabbatical, I have been studying “the church in the U.S. – hopes and challenges.” I would like to present some of my learnings as well as facilitate conversations in as many congregations as possible during the coming months. For more information about these visits or news about what's happening around the synod, please visit the synod website and sign up for our weekly enews.

In Christ,

Bishop Ann Svennungsen, Minneapolis Area Synod, ELCA

Lutheran Campus Ministry

Lutheran Campus Ministry-Twin Cities continues to celebrate our partnership with University Lutheran Church of Hope and is grateful for our collective ministry among students, faculty and staff at the U.

As we cross the threshold into late-pandemic life, it is hard to remember the beginning of 2022. We imagined that 2021 would be the year where the ripple effects of the pandemic would be revealed, and after a relatively calm year wondered if we just might not see them in the same way as others were. And then 2022 came roaring in, full of challenges as we found new footing as a ministry and as an organization. As I reflect on this year, I want you to know that I cannot imagine our ministry, or my ministry, without the gift of being in relationship with you, people of Hope, and the steadiness your intergenerational presence provides on campus. I am deeply grateful.

Some things to note from our ministry over the past year:

- Our ministry last Spring by abundant participation in student leadership. We traveled to Holden Village for Spring Break, and deepened bonds as a community. We served, and played, and rested well together, in preparation for whatever the Fall semester would bring. We knew there would be both challenges and opportunities, but we did not yet know what those would be.
- In the midst of a continuing pandemic, we sent 11 seniors, many of whom had 4 years of involvement with LCM, out into the world. Their vocations led them to investment banking and working in preschools with children experiencing trauma, PhD programs in exercise science and mechanical engineering jobs. These graduates were the last to hold distinct memories of a full year with LCM before the pandemic. This sending is one of the hardest and most beautiful things I do. It was particularly challenging this year.
- In the fall, we celebrated the arrival of 24 new servant leaders! They saw the impact of being a leader in our ministry and volunteered quickly to lead, though without the background and formation that comes with more longevity in a community. This has brought both challenges and opportunities, of course. One of the opportunities is that these leaders need work to do, and they do it so well. A few highlights of their contributions:
 - The students who host our weekly free meal did incredible outreach and extended abundant invitations to the meal. We are now serving 50-75 students (mostly Health Sciences grad students) a week. There is abundant warmth and welcome and food (which some of you provide!).
 - Our outreach team consistently invited students to the warmth and welcome of Christ through earnest conversations while they tabled, handed out coffee, and blanketed the campus with flyers. They were also very committed to embodying God's grace and mercy and expansive love, especially juxtaposed with the loudest Christian voices on campus that are often judgmental and can be cruel. Through sidewalk chalk, Coming Out Day Blessings, and conversations about their faith with strangers, our students are proclaiming the very good news of Christ's love for all people.
- Our worship has remained at 35-40 people, similar numbers to last year. *pause* is a space marked by beautiful music, creative liturgy, and a hermeneutic of curiosity. As students transition through college life, we are grateful to those who continue to show up to

worship and be community, despite their weary pandemic legs and the ordinary challenges of being a college student in 2022.

- We hosted our annual Fall Retreat at Heartwood Retreat Center for a healthy group of students. And we celebrate robust participation in 2 staff led bible studies, the first which is open to all and focuses on big questions; and the second which is closed to students identifying as Queer and creates a space for healing, learning and growing in relationship to scripture for students in attendance. Our Freshman Bible Study launched this year for the first time since 2019, and it is a caring community of first year students tended well by an elder leader.
- Last of all, our board has done tremendous work on re-organizing post-pandemic. They have done good and hard work re-discovering what engagement looks like for our organization, and we look forward to embarking on a strategic visioning process in the coming year. A special thanks to Hope member Tim Gustafson for serving in this capacity!

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

Internship and Internship Committee

Seminarian Emily Brown has completed a year and a half of a two-year internship in the M.DivX program at Luther Seminary. This newer and experimental program is designed to make seminary education more compact and intensive. She has simultaneously participated in course work at the Seminary and Clinical Pastoral Education (CPE) and parish work here at Hope. Her learning in each of these settings compliments the others. Emily's program will be completed on May 14, 2023. She graduates from Luther Seminary the following week.

Emily's CPE program is church based and requires five hours of parish ministry a week. In CPE, Emily focused on all the jobs a parish minister might do, including pastoral care. In addition to this, she is at Hope most weeks part time, so is with us 20 hours between weekdays and weekends. She has participated in all aspects of our Sunday service, from ushering to leading our worship. She enjoys interaction in various Hope ministries with a special interest in caring for our unsheltered neighbors. As part of her Seminary program, Emily traveled to Tanzania with her M.DivX colleagues in January.

Pastor Jen serves as Emily's internship supervisor. Emily is accompanied through these two years by an internship committee. The committee meets with her, providing support and giving her feedback regarding her participation with us. The committee is chaired by Ann Lee and includes Gretchen Peik, Bruce Eldevik, Melissa Odenbach, Jim Gamble, and Claire Seitzinger prior to her moving.

Ann Lee, Internship Committee Chair

Liaison Reports

Education

Children's Ministry

Beloved, what a blessed year in Education! We have been so honored to journey alongside the young children and families at hope this year as we navigated themes of refuge, hope, and how to be a light in this complex world.

We started the year online and then transitioned into all in person! We have a structure for Sunday School which is as follows:

- 1st Sunday is Story Sunday where we dive into the story of the month.
- 2nd Sunday is Music Sunday
- 3rd Sunday is Art Sunday
- 4th Sunday is Community Sunday where we take what we learned and bring it to community
- 5th Sunday (when it occurs) is Library Day where we utilize our library and read some stories!

It was a big year for us as well in the summer! We went to Amnicon not once, but twice! We sent a group of young people on a Namekagon trip. We also started a family retreat at the end of August that was full of fun, relaxation, songs, and worship. We hope to have this as a new annual retreat!

We had many fun activities with kids and families this year! Pumpkin patch, Easter Egg Dying, Sledding, and Beach Day just to name a few. We will have more events coming up. There is a Day Camp at Bethel Lutheran that a few of our young ones went to and we hope to send more this year!

And we have added a new member to our Children's Ministry Team: Steve Holm! He serves alongside Morgan Strudthoff, Shelly Parry, Paige Whitney, Rosalie Eldevik, Ann Beane, Andy Rapacz, and Ruth Hedman.

Sunday Forums

Sunday Forums continue to provide experiences that challenge, inform, and inspire our members. We aim for variety! Recent topics have included caring for creation, Lutheranism tune-up, stewardship, reproductive rights, learning to listen to those we disagree with, Nativity art, and many others. We also continue to hear about members' faith journeys through Stories of Hope, as well as address our commitment to racial justice through regular forums on that topic. In 2022 we finally moved back to in-person forums along with continuing a Zoom option. We have also been able to video-record most forums and have them available through links in the Thursday Epistle. Special thanks to Rebecca Tetlie for overseeing the purchase and installation of upgraded video equipment for an improved experience for all. The members of the Sunday Forum committee are open and eager to hear about topics that you would like our forums to cover. Feel free to send your ideas to any of the members of the planning team: Nan Knutsen, Karen Jorstad, Alden Tetlie, Lynette Lamb, Ann Rolle, and Brian McCaffrey.

Shelly Parry, Liaison for Education
Morgan Strudthoff, Minister of Faith Formation
Nan Knutsen, Sunday Forum Chair

Hope in the World

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

HOPE IN THE WORLD provides ULCH with ways we 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, provide welcome and hospitality to our neighbors and the campus community, and promote sustainable environmental practices.

Our main work this year involved:

ACTION Project (A Commitment To Inclusion In Our Neighborhood)

In 2022, the ULCH Racial Justice team made a long-term commitment to work towards reparations with our congregation. An opportunity to do so arose with the ACTION Project with the Minnesota Council of Churches. Twenty-six members at Hope signed up for the program. It is a three-year journey -- the first year focusing on the history of racial injustice in the United States, i.e., "America's original sin." The second year we will consider how we can influence the current climate toward a more just future, and the third we'll study how we can develop and sustain a ministry of reparations.

Affordable Housing/Unsheltered Neighbors

The pandemic continued to amplify challenges faced by our neighbors without shelter. In 2022, Hope focused its efforts on supporting and supplying goods for our Little Free Library and Pantry, which allows neighbors to take what they need anonymously. Additionally, Hope brought back the much-needed Porta Potty to its parking lot, allowing neighbors a safe and convenient space to use the rest room when one is not often available.

Every Meal (formerly called The Sheridan Story)

Every Meal is a nonprofit organization in the Twin Cities with a mission to fight child hunger. By providing free access to good food at more than 500 locations, Every Meal helps fill the food gaps children and families face on weekends, extended breaks and summer when they're not able to access school meals. In 2022, Hope volunteers helped pack sacks of non-perishable food at the Every Meal warehouse in Roseville. Hope's youth and children also raised funds for the program during Noisy Offerings. Hope volunteers deliver Every Meal food sacks to children at Marcy Open School one to two times per month.

Global Mission

ULCH continued to pray for our ministry partners in Jos, Nigeria at St. Peter's Lutheran Church, and the young women in Nigeria who still await release. ULCH also continued to support Bread for the World in its letter writing campaign urging Congress to end hunger by increasing funding for global nutrition programs.

Neighborhood and Campus

In September 2022, we held our annual Welcome Back Students event, providing students and the ULCH community with free pizza from our wood fired oven, shared resources, a produce give away, bike give away, and plenty of good conversation.

Sustainable Environmental Practices

In 2022, Hope in the World worked with the ULCH Facilities Committee to bring solar power to ULCH. We also participated in the MN Interfaith Power and Light Climate Justice Congregational Certificate Program.

Sonja Peterson, Liaison for Hope in the World

Relational Ministries

Relational Ministries includes the many and varied small groups and ministries that build and nurture our connections with one another. Whether learning and sharing in small groups, encountering God and community in nature, making bread, crafts, or going on retreats together, the people of Hope have found ways to love and encourage one another, to serve, and to simply have fun and enjoy life together. With little direct staff support, our relational ministries thrive through committed and compassionate lay leaders. The sections below highlight the joys and vision for our Relational Ministries.

Small Groups (by John Beane and Dan Bielenberg)

Hope Connections is a small-group bible study ministry that brings people together to share what is going on in their lives and to discuss what the Bible has to say to those situations. In 2022 there were multiple Hope Connections groups meeting regularly. A curriculum team of Stewart Herman, Dan Bielenberg, Ann Beane, Alden Tetlie, Brian McCaffrey, and John Beane created lessons based on the books of Romans and Matthew. If you are interested in joining a group or participating on the curriculum team, please call John Beane at 651.338.4492 or email pilgrim.beane@gmail.com. The South Minneapolis group meets on Thursdays once a month and welcomes new members. Other groups meet at other times.

The Men's Group led by Eric Ringham continues to meet online and is guided by the needs of the group. **Bible and Brews** meets on the 4th Monday in members' homes and features open and free-ranging discussion on the upcoming Sunday's Scripture readings. Both groups welcome new visitors.

Crafting Group (by Ann Agrimson)

Speaking for the Crafting group, we continue to gather once a month the second Friday of every month. We usually meet in the lounge at Hope, with a Zoom connection for those who would rather connect on line. When the driving weather is bad, it's a great option to go completely on line! We welcome everyone to join us, from beginner to expert. The craft group is an excellent place to learn a new skill.

Highlights have been a community that talks, shares and laughs together, inspiration to try new things, and seeing beautiful items that have been hand made. The challenge continues to be the pandemic that makes it hard for some of us to meet in person. Our hope is that people will feel welcome to join in whatever way works best for them.

Women's Retreat and Prayer Shawl Ministry (by Beáta Rydeen and Ann Beane)

The prayer shawl ministry remained vibrant throughout the year, with an estimate of forty shawls created and distributed through the pastors, Friendly Visitors and the Compassionate Care Ministers. All are encouraged to take a shawl for yourself or for anyone who might appreciate

one. The prayer shawl ministry rack is in the hallway near the Welcome Center. We try to keep supplies available in bins in the coat closet for those who would like to make a shawl.

The 2022 **Women's Retreat** was successfully held on Zoom. The concerns of COVID prevented us from meeting at Dunrovin AND we had a wonderful turnout as we shifted to a virtual format! Twenty participants met via Zoom on the morning of January 29th. The theme - "A Star in My Heart - Deepening Our Experience with Holy Wisdom" stimulated an exploration of the realm of Wisdom and how we examine and map our lives. As with in-person retreats, there was laughter, meaningful conversation, faith exploration and the building of closer relationships. In next year's annual report, we will be excited to report on the 2023 retreat which WILL be in-person at Dunrovin.

Bread Ministry (by John Bablitch)

We lit the oven fires 13 times throughout 2022, bringing smiles to Hope members, neighbors and visitors who sampled our wood-fired bread and pizza! We cross-pollinated our baking experience, engaging different areas of Hope and the community. Examples: We worked with Pastoral Intern Emily Brown, and Minister of Community Engagement Elise Carlson, to ensure that surplus loaves got delivered in the neighborhood to those in need, as well as to our friends with Hope Diamonds. Fresh loaves were included in meals that Hope volunteers prepared for Lutheran Social Service's Portland House. In November, we coordinated with Morgan Strudthoff, Minister of Faith Formation, to again support Portland House, as Sunday School children and others prepared meals that included our Artisan Bread.

Our team also added wood-fired pizza (and pizzazz!) to church-wide events celebrating the April Solar Panel Array kick-off; an event in May marking the end of the year for Sunday School and other programs; and in September, participating in Hope's annual Welcome Back Student event. We are most grateful for donations from the artisan bread lovers in the congregation, which covered expenses and made it possible for us to send checks to worthy nonprofit food and hunger related causes.

In 2023 we will streamline our volunteer staffing process and find ways to encourage Hope members to make it easier to join our passionate bakers. Special thanks to Bread Ministry co-leader Bryan Kufus and our volunteers. And a shout out to our informal "bread board" consisting of Bryan, Bob Dickhaus, John Jacobson, Lisa Morse, Alden and Rebecca Rice Tetlie, Shelly Parry and Paul Demeules.

The Bread Ministry has come a long way since the fall of 2016, when several of us first met to explore the possibility of building an outdoor oven for Hope. Now, after dozens of bread and pizza bakes, we've learned that baking 60-75 loaves on a weekend requires a lot of work and collaboration. But we also know that it is fun and satisfying and adds a social connection for all who participate – all the while helping Hope spread its reach into the community. Want to get involved? Curious? Have questions? Ideas? The door to our baking operation is always open. Email me at mplsjfb@gmail.com

Dan Bielenberg, Liaison for Relational Ministries

Worship and Music

After a rocky start to the year due to another round of pandemic-related closures, hybrid music and worship returned with a bang in February and March with the return of the choir and worship both in the sanctuary and online. While the challenges of worshipping simultaneously in person and over the internet continue to present themselves, it's been great to see our tech leadership and volunteers rise to meet this challenge and continue to brainstorm ways to ease the process of sharing worship, Sunday forums, and more online.

February and March were also a great time of renewal for our music ministry. The choir returned, singing music from around the world and across the centuries. A commitment to programming music from both the Lutheran tradition and from traditions around the world saw both the choir and congregation singing music in multiple languages from 6 continents and 500 years of music history, with styles ranging from Baroque chorales and Anglican music to spirituals, gospel, folk song, and crossover genres, as well as a comparable variety of instrumental musical offerings. A music series began in February of 2022 which was met with great enthusiasm by members of the congregation. The Steinway grand piano in the sanctuary, which was in desperate need of tuning, voicing, hammer filing, action regulation, and a pedal rebuild, was refurbished, allowing the instrument to live up to its full potential. Although this piano, which in some cases is still utilizing parts from its original date of manufacture in 1920, is still in need of a complete rebuild within the next 5-10 years, these improvements have allowed the instrument to shine as a truly exceptional piano both for leading congregational worship and for concert performance. The extremely generous donation of a Daniel Henly harpsichord by Larrie and Lou Anne Reese has allowed us to explore an even wider variety of music in worship and recital. And of course, each week one can hear the beautiful sounds of the Holtkamp organ which we are blessed to have.

Over the summer, we continued our new tradition of occasionally worshipping outdoors in the parking lot, both to escape the heat of our sanctuary, and as an act of throwing open our doors to new neighbors from the community. As we became more experienced with outdoor worship over the course of the summer, we were able to offer a higher-quality sonic experience with the purchase of a sound system for use by the worship leaders and musicians, and our approach to streaming outdoor services improved over the course of the summer. These outdoor worship experiences were made possible with the generous support of our volunteer setup crew.

All throughout the year, our worship and music ministries have been supported by the time and effort of our inspiring team of volunteers. A special shout-out to the return of our acolytes, who are all doing an awesome job helping us in our services! Whether it's the highly visible work of folks like our lectors and ushers, or the equally important behind-the-scenes work of communion cleanup and offering counting - THANK YOU. This church community thrives because of your efforts.

Robert S. Ragoonanan, Minister of Worship and Music
Matthew Fry, Liaison for Worship and Music

Youth and Young Adults

This year, as we continued to find our paths through a society, social distancing, and learning new ways to gather, our church's youth and young adults have found ways to make our congregation even more special.

Youth

Hope's youth engagement focuses on four goals: faith development, community building, service, and leadership. We've soundly met these goals this year. Youth have engaged in many activities around the church and beyond. Youth have gathered to make delicious meals in the church kitchen, served as acolytes, gone on adventures outside, baked cookies, and many others activities. Hope's unparalleled leadership has shone this year, with continual contributions of time and effort from staff and lay leadership. Morgan has been invaluable this year, bringing structure and organization to Hope's youth outreach. Volunteers like Kit Bielenberg and Sarah Wille have generously sacrificed their time to help everything go smoothly.

This year we sent our youth to Camp Amnicon on the south shore of Lake Superior once again. We teamed up with youth from First Congregational and a number of friends. Kids of all ages gathered to make this adventure memorable. Thanks to Danae Lukis for chaperoning this trip.

Looking forward to next year, we are already planning the next Amnicon trip. Our group has been putting plans together and we hope to carry on this exciting tradition. The ELCA's tri-annual Youth Gathering is also scheduled for 2024.

Young Adults

Young Adults are always an energizing group that seem to be in continual flux. With the university community, we often see new faces in worship and seek to welcome them in to our community. Young adults sing in worship, serve on the Vision and Governance Board and Executive Committee, and work hand in hand with all of our ministries. 2022 has shown breathtaking leadership by our young adult staff including Morgan, Elise, and Emily. We hope that 2023 will see a large growth in young adult engagement and community building.

Jacob Lanthier, Liaison for Youth and Young Adults

Facilities

On many levels it has been an amazing year. Essentially, every aspect of our church building was included in our discussions and planning. We are taking very good care of ULCH!

This year, our most wide-ranging accomplishment was tackling the very large electricity consumption at Hope. To minimize it, our volunteer team completed a comprehensive upgrade of ALL existing lighting systems which included replacing light fixtures, rewiring many, and modifying as needed to be 100% LED. The end result was a transformation to an ultra-efficient lighting system. Here are some particulars:

1. Upgraded all fluorescent tubes (372) to LED tubes.
2. Replaced all CFL bulbs (265) and incandescent fixtures with LED bulbs/fixtures.
3. Upgraded the emergency lights to LED.
4. Estimated labor savings of \$30,000 (7 individuals putting in at least 4 hours for 17 consecutive Tuesdays).
5. Recycled all packaging material. Recycled all metal and ballasts for cash.
6. Disposed of all incandescent, CFL, and fluorescent bulbs at approved disposal locations.
7. Applied for and received over \$4000 in XCEL Energy rebates.

Besides this major undertaking, several other significant accomplishments should be noted; These include:

1. Completion of new internet/ethernet service and video equipment to optimize Hope's hybrid worship services and Sunday Forums (thanks to Nathan Obrestad, Rebecca and Alden Tetlie, and Matt Fry for their leadership in this effort).
2. Replacement of the aging window blinds in the PEASE classrooms with energy efficient blinds.
3. Repairs to carpeting in PEASE classrooms to extend its life (replaced carpet in 1 classroom).
4. Continued patching and sealing the parking lot to extend its life.
5. Boiler maintenance, inspections, and service to maintain and optimize the heating system (thanks to Tim Speidel who faithfully operates our boiler).
6. Addition of new security lighting around the perimeter of the building following the recommendations of the Minneapolis Police Department.
7. Replacement of the vandalized Little Library/Pantry with a very attractive/functional unit built by Tim Abrahamson with structural assist by Craig Nelson.

Looking forward to 2023, in addition to the usual operations and maintenance, larger goals include:

1. Replacement of the historic Sanctuary doors and renewing the SW door near the dumpsters
2. Develop a parking plan to optimize the parking revenue by promoting day parking by outside users (contractors and students).
3. Review and complete Community Kitchen upgrades.
4. Gain control of the many storage locations at Hope by disposal/recycle of old and unneeded items, plus an organizational plan for dedicated storage locations.
5. Freshen up the Courtyard and other garden areas impacted by the drought.
6. Complete the recommended outdoor security light improvements.
7. Develop a plan to address our large natural gas consumption through short term heating optimization and longer term review of alternate technologies.

We are extremely grateful to all Facilities members who have generously contributed their time and skills. Together we made a difference in 2022.

Craig Nelson and Robert Paschke, Facilities Co-chairs

Members include Kathy Knudson, Paul Demeules, Tim Speidel, Ken Sarkela, with significant contributions from John Pignatello, Tim Abrahamson, Stewart Herman, Uli Koester and Nathan Obrestad

Solar report

After two years of planning and construction, the ULCH solar system was dedicated on April 24, 2022. In all of 2022, its first year of operation, the 91 kilowatt array, with 224 solar collectors spread over our rooftop and canopy, has produced 100% of the electricity consumed in 2021. We met our goal! —although with a few bumps along the way. The system started up only on February 22, and produced only two-thirds power (due contractor error) until ramping up to full power on April 22. Then it was shut down entirely from October 10 through November 19, due to electrical failure (contractor error). And was covered in snow from December 14 on. It is likely that we will produce even more electricity in 2023. That electricity will be needed as the pandemic loosens its grip on the life of the congregation and use of the facilities increases.

What is the **financial** impact of our solar system? It will pay for itself, but that will take a long time. During the months that the system produces more energy than the church uses, the excess is sold to Xcel, dropping our electricity bill from \$10,000-12,00 per year to about \$3500. And all year we are running on solar; during the winter we use up the surplus kilowatthours that were “banked” from the summer. Or course, our solar electricity will not be financially free until the we pay off the \$145,000 loan from the ULCH Trust which helped finance the construction. Currently, we owe \$128,000. We are paying off this loan at the rate of \$1037 per month for the next thirteen years.

What is the **environmental** impact of our solar system? Conventional fossil-fuel electricity generates climate-changing gases such as carbon dioxide as a byproduct. In 2022, we “offset” 55 tons of these gases—that is, our system reduced the annual burden of gases by 55 tons. Another environmental benefit involves conserving energy. It typically takes a solar system 3 years to “pay back” the energy it took to construct it. In another two years, our system will have paid off its energy debt and be operating “in the black”, environmentally speaking. Such energy is ‘free’ in the sense that it requires no fuel other than solar rays.

Truly our solar system is a wise investment—financially, for the long-range future of the congregation, and environmentally, for the long-range future of the planet.

Tim Abrahamson and Stewart Herman for the Clean Energy Team

Gratitude and Generosity

As with all the ministries of University Lutheran Church of Hope (ULCH) entering the third year of the COVID-19 Pandemic, the Gratitude and Generosity (G and G) team worked to meet safely and adjust to “a new normal.” We accomplished this and fulfilled our goal of working throughout the year, by meeting virtually via Zoom.

Early in the year the team members completed a money autobiography individually, then met to share insights to more fully understand our own values and attitudes toward stewardship.

In August the G and G team sponsored a pizza bake following an outdoor service to celebrate the success of the 2021 Annual Campaign and show appreciation for the congregation’s generosity.

An Adult Forum was presented by the G and G team in September. Highlights from the book “Generosity, Stewardship and Abundance” were reviewed as well as clarifying the three financial arms of ULCH; how they differ and work together. Our treasurer Betty Schreuder spoke about her work with the budget, and we also heard from Sonja Peterson discussing financial aspects of the ministry Hope in the World.

For Stewardship Sunday in October, team members along with Pastor Jen, gave a dialogue sermon focusing on the three Biblical texts for the day. Throughout these texts we identified themes of stewardship and examined them more closely, as well as discussed personal life experiences which helped shape our own sense of stewardship.

In preparation for the fall 2022 Annual Campaign the team identified this year’s theme as “Gratitude in All Things.” Team member Linda Herman drafted the congregational stewardship letter, and once again we enlisted the artistic talents of Jack Dant who created the beautiful artwork for the pledge cards.

We are very happy to report that the 2022 Annual Campaign has been a success! Despite the continuing COVID-19 Pandemic and historically high inflation rates, the G and G Team continues to be amazed and humbled by the financial generosity of our congregants. Compared to this time last year, our total number of pledging households are up from 115 to 120 and the total amount pledged is \$433,911, up from \$428,707. In addition to strong financial support, the ministries at ULCH remain vibrant and impactful. As a congregation we are blessed with so many talented people who bring varied and valuable lived experiences to do God’s work in this community and beyond. For that we express our sincere gratitude.

Respectfully submitted by the Gratitude and Generosity Team: Linda Herman, Deb Strand, and Beth Ubbelohde

“Opening Doors” Capital Campaign

At the end of 2022, giving to our 3-year 2021–2023 Opening Doors capital campaign, with a projected total of \$440,000 in pledges, was on track and had reserves of over \$202,000. We are immensely grateful for the continued generosity of this congregation towards this important resource that funds a substantial portion of our monthly mortgage, the upkeep and improvements to our physical building and virtual worship, and annual benevolences.

In addition to funding a large share of our monthly mortgage payment, Opening Doors has helped finance many important projects including our solar initiative, investments in equipment that enhance our virtual worship experience, the energy-efficient lighting project, and replacing blinds in the Sunday School / PEASE Academy classrooms.

With regards to benevolence, we made the commitment to use 7% of the proceeds, projected to be a total of over \$30,000 over the 3-year period. This means each year our plan has been to give over \$10,000 to support three recipients, each receiving about \$3,400. In the January 2023 Visitor, and in other communications, we put out a call to the congregation for candidates for this giving. Gifts will be distributed early in 2023.

Again, thanks to all of you for your amazing support!

Karen Westwood & Mark Nelson, Co-Chairs and all the members of the Opening Doors Committee

Financial Controls Committee

The Financial Controls Committee (FCC) works with the Executive Team to review the financial statements on an as requested basis, to do actual to budget comparison. This review is done in hopes of finding any anomalies early and determining any actions that can be taken to rectify the situation.

In 2022, we met four times with the Executive Team to do this review. No issues were identified.

In addition to the quarterly review of the financial statements in 2022, the Executive Team also requested the FCC propose a maximum threshold for funds held in budgetary reserve without dedicated intent so as to assure continued stewardship of funds received. The FCC met an additional time to determine the proposal and presented it to the Executive Team for their review and questions.

Micki Kruse and Emma Carpenter, Financial Controls Committee

Personnel Committee

The Personnel Committee kept busy on several fronts this year.

1. We supported the Call Committee as it searched for a new Pastor for Care and Nurture. In March came the transition: We threw Barbara Johnson a hearty farewell party on Zoom, and welcomed Pastor Maria Anderson-Lippert into our midst.
2. Geremew Beshah transitioned from a contract worker to a full-time employee of ULCH. Thanks to Tim Abrahamson, our last Personnel Chair, for ushering that change along in a welcoming and financially sound manner.
3. Thorough review of the Personnel Policies is underway. These are outdated in several regards, and we want them to meet the current needs of both our congregation and our staff. For example, we are now reimbursing our employees for use of their personal devices, which they often choose over church-owned computers.
4. The committee spent considerable time finding a support person or persons from the congregation for each staff member. This is a tradition at Hope, and gives our employees an informal way to have conversations about their work.
5. During Jen's sabbatical time, we collaborated closely with pastors Erik and Tom as they led the ULCH staff.

As we look forward, the Personnel Committee will need to replace Elise Carlson, who has faithfully served as our Minister of Community Engagement for the past 18 months. We are currently reviewing her job description and expect to post for the position in a few months.

Becky Halvorson completes a 6-year tenure on the committee this year! Alongside elected members Linnea Becerra and David Ranheim, she has contributed enormously to our hiring processes, our staff farewells, and our month-to-month tasks! Thanks go out to her and the rest of the team.

Uli Koester, Personnel Committee Chair and Past President

Trust Board

I. Grants

The Hope Church Trust received more than \$64,000 in requests in 2022 – the highest amount in several years. A total of \$32,760 in grants were awarded:

- Joyce Uptown Food Shelf – \$500
- My Very Own Bed – \$1000
- Caring Connections – \$350
- Advocates for Human Rights – \$1500
- Plymouth Christian Youth Center – \$2000
- Center for Leadership and Neighborhood Engagement (CLNE) – \$2500
- Mabel’s Free Clinic (Nuevo Progreso, Mexico) – \$500
- Mexican Assoc. for Rural and Urban Transformation (AMEXTRA) (Tultitlán, Mexico) – \$3735
- *Homeless in Minneapolis* (manuscript project) – \$1200
- Little Free Library Food Project – \$5000
- Sabbatical Funding for Supplemental Staff – \$5000
- Choral Scholar (carried over from 2021 award) – \$3100
- ULCH Racial Justice Task Force Congregational Book Study – \$1375
- Tech Hardware for Sunday Forums – \$5000

Approximately 37% of the funding went to ministries beyond Hope, 44% to projects within Hope, and 19% to projects that have both internal and external aspects. The Choral Scholar award from 2021 that couldn’t be spent due to the pandemic was granted carryover into 2022, but not spent.

Total unspent funds returned to the Trust: \$8,329

In addition, in 2022 Trust Board members substantially revised the instructions and application for 2023, including allowing electronic submissions online. There was also more follow-up on grants than previous years; this provided more information on impact and aided in reducing the amount of funds that were unspent and returned to the Trust.

II. Finances

Year-end Value:

- | | |
|--|-----------|
| a. Bremer Bank Checking Account | \$4,874 |
| b. ELCA Foundation | \$229,470 |
| c. ULCH Solar Loan (outstanding balance) | \$129,109 |
| d. Raymond James Account | \$428,186 |

III. Total Assets: \$791,638 (almost 18% decrease for 2022)

IV. Gifts, Bequests, and Memorials donated to Hope Church Trust in 2022: \$3,690

James Flaten and Scott Hvizdos, Co-Chairs, Hope Church Trust
Board Members: Norm Aaseng (Treasurer), Leena Rapacz (Secretary), Meri Hauge, Tim Hopkins, Robyn Swenson

Leadership Development

“Leadership Development” is the ULCH committee responsible for nominations and recruitment for constitutionally mandated leadership positions in the Congregation. This includes executive leadership roles (President, Vice President, Past President and Treasurer), Vision and Governance Board members, and other select congregational committees.

In any given year, the Committee identifies open positions and, in consultation with Executive leaders and the lead pastor, creates lists of possible candidates for each position. Committee members then reach out to individuals to gauge their interest and availability and develop a slate of candidates. We also maintain records about who was contacted and about their willingness to serve in the future. This year, with Vision and Governance Board approval, the committee also made a point of announcing our recruitment process and timeline more publicly to the congregation and inviting self-nominations via our newsletter and at the end of services.

The elected members of this year’s committee included Esther Dant, Doug Hartmann, and Paige Whitney. We met regularly throughout the fall, mostly via Zoom, to develop the nomination slate to be voted on at the February 2023 annual meeting. We are blessed with strong and abundant leaders in this congregation and all those we corresponded with thoughtfully considered the invitation to accept a leadership role in the congregation. We are thus pleased to be able to present another exceptionally strong list of candidates for ULCH leadership.

Doug Hartmann, Chair, Leadership Development

Leadership Nominations

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	Paul Odenbach	2024	N/A
Past President	1 year	Ann Agrimson	2024	N/A
Vice President	1 year	Linda Herman	2024	N/A
Treasurer	2 years, 1x re-elect	Betty Schreuder	2024	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	Matt Fry	2024	Term 2
Education	2 years, 1x re-elect	Paige Whitney	2025	Term 1
Youth & Young Adults	2 years, 1x re-elect	Jacob Lanthier	2024	Term 1
Relational Ministries	2 years, 1x re-elect	Deb Bordsen	2025	Term 1
Hope in the World	2 years, 1x re-elect	Sheila Hougan	2025	Term 1

Financial Controls Committee

<i>Title</i>	<i>Term Length</i>	<i>Name</i>	<i>Ending*</i>	<i>Term</i>
Member #1		Emma Carpenter	2025	Term 1
Member #2	3 years, 1x re-elect	Tim Abrahamson	2026	Term 1
Member #3		Dan O'Loughlin* (*completing a mid-term vacancy)	2024	Term 1

Personnel Committee

<i>Title</i>	<i>Term Length</i>	<i>Name</i>	<i>Ending*</i>	<i>Term</i>
Member #1		Linnea Becerra	2025	Term 2
Member #2	3 years, 1x re-elect	David Ranheim	2024	Term 2
Member #3		John Beane	2026	Term 1

Facilities Committee

<i>Title</i>	<i>Term Length</i>	<i>Name</i>	<i>Ending*</i>	<i>Term</i>
Member #1		Paul Demeules	2024	Term 1
Member #2		Craig Nelson	2025	Term 1
Member #3	3 years, 1x re-elect	Tim Spiedel	2024	Term 1
Member #4		Bob Paschke	2026	Term 1
Member #5		Ken Sarkela	2024	Term 2

Gratitude & Generosity

<i>Title</i>	<i>Term Length</i>	<i>Name</i>	<i>Ending*</i>	<i>Term</i>
Member #1	3 years, 1x re-elect	Deb Strand	2025	Term 2
Member #2	3 years, 1x re-elect	Ben Hartmann	2026	Term 1
Member #3	3 years, 1x re-elect	TBD	2026	Term 1
Member #4	3 years, 1x re-elect	Don Hauge	2026	Term 1

Leadership Development Committee

<i>Title</i>	<i>Term Length</i>	<i>Name</i>	<i>Ending*</i>	<i>Term</i>
Member #1		Esther Dant	2024	Term 1
Member #2	2 years, 1x re-elect	Karen Westwood	2025	Term 1
Member #3		John Hensrud* *(completing a mid-term vacancy)	2024	Term 1

Trust Board

<i>Title</i>	<i>Term Length</i>	<i>Name</i>	<i>Ending*</i>	<i>Term</i>
Member #1		TBD	2027	Term 1
Member #2		Scott Hvizdos	2025	Term 2
Member #3	4 years, 2	Meri Hauge	2026	Term 2
Member #4	consecutive terms	Tim Hopkins	2026	Term 1
Member #5	max	Leena Haugland	2024	Term 1
Member #6		Robyn Swenson	2024	Term 1
Member #7		James Flaten	2025	Term 1

Minneapolis Area Synod Assembly Friday evening April 28 and Saturday April 29, 2023

<i>Title</i>	<i>Term Length</i>	<i>Name</i>	<i>Ending*</i>	<i>Term</i>
Female Voting Member	1 year	TBD	2023	N/A
Male Voting Member		TBD	2023	N/A
Alternate		TBD	2023	N/A
Youth Voting Member	1 year	TBD	2023	N/A

Treasurer's Report

Notes to the Financial Statements

General Operations

In 2022 general giving totaled \$569,689. This is \$59,528 more than the budgeted amount of \$510,161. Rental income was \$158,309 for the year, \$3,358 more than budgeted due a PEASE lease payment for 2021 received in 2022. Income for the year totaled \$727,999. In 2022, expenses totaled \$648,282, \$16,830 less than the budgeted amount of \$665,112. This year expenses were less than total income contributing to an overall net operating income of \$79,717.

As of December 31, 2022, we have \$876,249 in current assets, primarily composed of our bank accounts. Our land and building contribute to total assets of \$3,559,901. As of December 31, 2022, we have \$513,284 in dedicated accounts, of which \$416,047 is the bequest received. As of December 31, 2022, we have a mortgage liability of \$514,887 and a \$128,488 note payable to the Trust for the Solar Project contributing to \$3,559,901 in liabilities and equity.

The Vision and Governance Board strives to be transparent about our financial position. As a board, we closely manage our expenses while making strategic decisions on how to use our resources for opportunities in the future. This year, we worked closely with the Financial Controls Committee completing quarterly financial reviews. Many thanks to Micki Kruse and Emma Carpenter for all their hard work.

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 2021, PEASE signed a new 3-year lease guaranteeing their presence until September 2024. We are faithfully working to ensure PEASE is with us for years to come. We are grateful for PEASE as they are a crucial part of the financial picture at University Lutheran Church of Hope.

Building Fund – Opening Doors

We are in the second year of Opening Doors, a 3-year Capital Campaign aimed at dedicating funds to pay the life of the mortgage (expires in 2027) and to fund special projects around the church. This year the building fund contributed to a comprehensive upgrade of ALL existing lighting systems, replacement of the window blinds in the PEASE classrooms, some of the costs of the tech enhancements in Heritage Hall and subsidized the mortgage by \$83,000 contributing to a total principal pay down of \$108,995. The Opening Doors building fund contributions totaled \$123,386 for the calendar year. As of December 31, 2022, the building fund has a total balance of \$197,428. 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,
Betty Schreuder, Congregational Treasurer

Financial Statements

University Lutheran Church of Hope

Annual Ministry Fund – 2022

2022 INCOME STATEMENT

Income	Actual	Budget	Variance
General Giving	569,690	510,161	59,529
Rental Income	158,309	154,951	3,358
Total Income	\$727,999	\$665,112	\$62,887
Expenses			
Salaries & Benefits	405,168	429,245	-24,077
Administration	34,129	36,165	-2,036
Operations	98,957	86,113	12,844
Education Ministries	1,130	4,450	-3,320
Hope in the World	11,178	8,400	2,778
Worship Ministries	8,013	11,182	-3,169
Relational Ministries	2,036	2,100	-64
Youth & Young Adult	1,614	1,400	214
Mission Support	33,160	33,160	0
Finance (Mortgage)	52,897	52,897	0
Total Expenses	\$648,282	\$665,112	-\$16,830
Net Operating Income	\$79,717		

2022 BALANCE SHEET

Assets	12/31/2022
Total Bank Account	875,351
Total Accounts Receivable	899
Total Fixed Assets	2,683,651
Total Assets	\$3,559,901
Liabilities	
Current Liabilities	453
Long Term Liabilities	
MIF Mortgage	514,887
Notes Payable to Trust (Solar Loan)	128,469
Interest Payable to Trust (Solar Loan)	-10,421
Total Long-Term Liabilities	632,935
Total Liabilities	\$633,388

2022 BALANCE SHEET-Continued

Equity	12/31/2022
Dedicated Accounts	
Sunday School Offerings	0
Interest Income	547
Families Moving Forward	2,118
UA Sanctuary	6,433
Women's Retreat	4,673
Women's Retreat Scholarships	930
Community Bread Oven	2,542
Youth Fund	3,486
Hope Diamonds	1,812
Disaster Relief	10
Instrument Maintenance Fund	122
Lutheran Campus Ministries	30
Recording Ministry	116
Energy Needs Special Account	250
Nigeria Missions	582
Outreach Donations	575
ISAIAH Dedicated Fund	0
Erik Johnson Memorial Fund	800
Bequests Received	416,047
Music Fund	6,466
ULCHERS	320
Adopted/Multi-Cultural Families	1,677
Funeral Fund	170
Lenten Luncheons	248
Library / Reading Fund	862
Friendly Visitor Program	2,979
Courtyard-Major Improvements Fund	1,837
Gloria Circle	1,333
Quilters	557
Trust Equalization Account	8749
Kitchen Fund	338
Dedicated Courtyard Concerts	1,105
Student Outreach	2,744
Fine Arts Fund	665
Sanctuary Project	2,823
MIF Youth Gathering	354
Farmers Market	2,569
Children's Playground Area	877
Fireplace Insert	58
Grant-Community Org. Video Project	2,540
Plate Replacement Fund	379
Grant-Gather	8,359
Internship	931
Mental Health Programs	100

Grant-Riverside Innovation	10,208
Directory Project	321
Building Fund Holding Account	0
Rolling Water (Racial Justice Fund)	11,140
Color of Hope (BIPOC group at ULCH)	1,500
Solar Fund	0
Total Dedicated Accounts	\$513,284
Total Other Equity	\$2,413,229
Total Equity	\$2,926,513
Total Liabilities and Equity	\$3,559,901

University Lutheran Church of Hope
Building Fund
Opening Doors Capital Campaign - 2022

2022 Income Statement

Income

Contribution Income	123,386
Total Income	\$123,386

Expenses

Benevolence	9,000
Building Improvements/Projects	52,514
Mortgage Subsidy	83,027
Total Expenses	\$144,541

Interest Income	1,120
Net Income	\$-20,036

2022 Balance Sheet

Assets

Total Bank Accounts	197,428
Total Assets	\$197,428

Total Equity	\$197,428
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Total Liabilities and Equity	\$197,428
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University Lutheran Church of Hope

Benevolence – 2022

Total Benevolence	\$49,698
General Benevolence	
Minnesota Interfaith Power and Light	500
Bread for the World	250
Portland House	250
FOSNA	200
Reconciling Works	100
Every Meal	2,267
Lutheran Campus Ministries	2,859
Mental Health Connect	500
ISAIAH	612
Total General Benevolence	\$7,538
ELCA Mission Support	
<i>(given through Minneapolis Area Synod to support the work of the ELCA wider church and the synod)</i>	
Total ELCA Mission Support	\$33,160
Capital Campaign Benevolence	
Peace House	3,000
Joyce Uptown Food Shelf	3,000
Minnesota Council of Churches - Truth and Reparations	3,000
Total Capital Campaign Benevolence	\$9,000

University Lutheran Church of Hope

Pledge to Budget Planning Worksheet

The pledge to budget ratio drives the General Giving amount used in the budget. Each year, leadership alongside Gratitude and Generosity encourage households to pledge accurately. In the current year - we received \$433,911 in pledges from 120 households. This is \$5,204 more than we received in 2022 when 115 households pledged. Using a ratio of 1.22 we can budget \$529,371 for general giving.

Year	Pledges	\$Change in Pledges	%Change in Pledges	General Giving Budget	Pledge / Budget Ratio	General Giving Actual	Pledge / Giving Ratio
2023	433,911	5,204	1.21%	529,371	1.22%		
2022	428,707	20,181	4.94%	510,161	1.19%	569,690	1.33%
2021	408,526	6,231	1.55%	502,487	1.23%	503,483	1.23%
2020	402,295	31,835	8.59%	492,000	1.26%	503,839	1.25%
2019	370,460	23,465	6.76%	482,339	1.30%	481,700	1.30%
2018	346,995	42,631	14.01%	495,707	1.43%	464,718	1.34%
2017	304,364	18,145	6.34%	367,697	1.21%	433,100	1.42%
2016	286,219	9,891	3.58%	378,185	1.32%	413,250	1.44%

Annual Ministry Fund – 2023 Proposed Budget

Income

General Giving	529,371
Rental Income	150,218
Total Income	679,589

Expenses

Salaries & Benefits	427,896
Administration	39,308
Operations	90,793
Education	4,450
Hope In the World	12,600
Worship Ministries	12,511
Relational Ministries	3,325
Youth & Young Adult	1,400
Mission Support	34,409
Finance (Mortgage)	52,897
Total Expenses	679,589

Net Income Difference **0**

University Lutheran Church of Hope Staff

Lead Pastor Jen Nagel

Pastor for Care and Nurture Barbara Johnson (until April, 2022)

Pastor for Care and Nurture Maria Anderson-Lippert (since March, 2022)

Pastoral Intern Emily Brown

Minister of Worship and Music Robert Ragoonanan (since January, 2022)

Minister of Community Engagement Elise Carlson

Minister of Faith Formation Morgan Strudthoff

Church Administrator Nathan Obrestad

Financial Administrator Kari Olson

Sunday Opener/Closer Seth Strudthoff

Custodian Geremew Beshah (Transitioned from ABM contract to ULCH hire in February, 2022)

Worship Technology Seth Strudthoff

Worship Technology Nick Peterson (until February, 2022)

Statistical Report

Membership beginning of 2022 **749**

Members Received in 2022

Baptized Children = 5

Baptized Adults = 0

By Affirmation of Faith = 4

By Transfer = 2

From Other Sources = 0

Total Gains = 11

Number of Baptized who were Confirmed = 0

Members removed in 2022

Deaths = 3

Transfer = 3

Other = 0

Total Removed = 6

Membership as of December 31, 2022 **754**