

Acting Boldly at a Crossroads

2025 Annual Report of Holy Trinity Lutheran Church



“God calls us to follow the example of Jesus, acting boldly to build community with diverse people and to nurture creation.”



**Holy Trinity
Lutheran Church**

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**Deacon Susan Lindberg Haley,
Transition Minister**

Agenda

Holy Trinity Lutheran Church Annual Meeting
Sunday, February 8, 2026 11:00 AM

Call to Order/Welcome	Julie Johnson, President
Opening Prayer	Deacon Susan Lindberg Haley
Adoption of Agenda	Julie Johnson
Approval of Minutes	Julie Johnson
<ul style="list-style-type: none">• Annual Congregational Meeting - February 23, 2025• Special Congregational Meeting - September 28, 2025	
Election - Congregation Council (4 positions)	Julie Johnson
Nominees:	
<ul style="list-style-type: none">• David Dwiggins• Becky Paolin• Rick Rydberg• Sondra Shepardson	
Election - Voting Members to Synod Assembly (2 positions)	Julie Johnson
Nominees:	
<ul style="list-style-type: none">• Karen Danielson• Bethany Grella	
Informational Presentation	Julie Johnson & Council
<ul style="list-style-type: none">• 2026 Proposed Budget• Resolution: A Season of Discernment & Mission Revitalization	
Video - "Act Boldly"	
Closing Prayer	Deacon Susan Lindberg Haley
Adjournment	Julie Johnson

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“God calls us to follow the example of Jesus, acting boldly to build community with diverse people and to nurture creation.”

February 1, 2026

To God’s Beloved at Holy Trinity Lutheran Church,

Grace to you and peace from God our Father and the Lord Jesus Christ.

In 2025, under the faithful leadership of Transition Minister Deacon Susan Lindberg Haley, Holy Trinity ministered together in many meaningful ways. We welcomed new members, celebrated baptisms, served our neighbors, honored God’s diversity, and cared for creation. It has been a full and faithful year.

The Council writes now to share a brief word about where we are as a congregation and what to expect in the weeks ahead.

Over the past several months, and especially in recent weeks, the Congregation Council has engaged in careful conversation about our mission, ministries, finances, and call process. This work has brought greater clarity about both the challenges we face and the resources entrusted to us. The Call Committee has made progress toward calling new pastoral leadership. In accounting for a new pastor and administrative help, the proposed 2026 operating budget reflects a significant deficit of \$60,211, bringing longer-term sustainability questions into sharper focus. Together, these realities place us at a moment that calls for thoughtful discernment.

In response, the Council has adopted a resolution outlining possible next steps toward long-term sustainability and mission revitalization. That resolution follows this letter.

At Holy Trinity’s annual meeting on Sunday, February 8, the congregation will conduct its regular annual business, including elections. The meeting will also include an information and conversation session on the proposed 2026 budget and the Council’s resolution. A separate congregational meeting will be held two weeks later for further discussion and a vote on these matters. The Council believes it is important to allow time for prayer and shared reflection.

The Council believes that faithful stewardship includes both celebrating where God has been at work among us and facing challenges with honesty and courage. This is not about blame or judgment, but about shared responsibility and hope for a sustainable future. We invite you into a faith-centered conversation about who we are, what God is calling us to be now, and how we will respond together.

As we begin this conversation, thank you for your love of Holy Trinity and your willingness to engage faithfully in this moment. Please continue to hold the congregation, its leaders, its call process, and one another in prayer.

In Christ’s love,
Julie Rae Johnson, President
on behalf of the Congregation Council

RESOLUTION: A SEASON OF DISCERNMENT & MISSION REVITALIZATION

The Council recommends that the congregation prayerfully consider adoption of the following resolution:

With the guidance of the Holy Spirit and in thanksgiving for the gifts entrusted to this congregation over generations, the people of Holy Trinity Lutheran Church commit themselves to a season of prayerful discernment and mission revitalization, to begin now and continue through and beyond the call of a new pastor.

In this season, we seek to “follow the example of Jesus, acting boldly to build community with diverse people and to nurture creation,” trying new approaches, learning from them, and freely letting go of those that do not bear fruit.

In making this commitment, the congregation affirms the following:

- We will engage in honest, open, and respectful conversation, grounded in love and without blame, about the realities affecting Holy Trinity’s capacity for mission and ministry.
- We adopt the proposed 2026 budget, while recognizing the need for a comprehensive evaluation of the congregation’s ministries, finances, governance, and assets, knowing that lasting sustainability ultimately depends on the vitality of mission and ministry rather than financial decisions alone.
- Through prayerful discernment, we will explore options that may strengthen ministry at Holy Trinity, including:
 - changes in the use, development, or sale of real property, including the parsonage;
 - creative and mission-aligned use of available income from designated funds;
 - possible use of short-term financing as needed; and
 - when helpful, the engagement of outside consultants and experts.
- Difficult conversations will be faced faithfully, openly, and with care. We will communicate clearly and honestly within the congregation and with pastoral candidates.
- We affirm that this work will be undertaken in partnership with our pastor as a shared ministry of the whole congregation. In response to our baptismal calling, we commit ourselves to active participation in this work through prayer, generosity, gifts, time, and service.
- We commit to sharing ministry responsibilities in new and collaborative ways, moving toward team-based approaches that foster community, creativity, and shared discernment, trusting the Spirit’s work among us.
- We commit to mutual respect, deep listening, and encouragement, seeking to build up the body of Christ in all our conversations and decisions.

Why is the congregation talking about sustainability now?

Recent budget preparation and planning work have clarified some real, long-standing challenges related to finances, participation, and capacity for ministry. While these issues are not entirely new, leadership believes this is the right time to name them honestly and address them proactively, rather than continuing to manage them piecemeal.

Is the congregation in immediate financial crisis?

No. The congregation is able to meet its current obligations. At the same time, leadership recognizes that current patterns are not sustainable over the long term without change. The purpose of this process is to address challenges thoughtfully and faithfully before they become a crisis.

What action has the Council taken?

The Council has adopted a resolution recommending that the congregation commit to a multi-year process of prayerful discernment and mission revitalization. This resolution will be presented to the congregation for discussion at the annual meeting on February 8, 2026, with a vote later in February.

What does “mission revitalization” mean?

Mission revitalization refers to renewing how we live out our calling as a congregation—how we worship, serve, build community, and share responsibility for ministry—so that our life together is faithful, sustainable, and responsive to the needs of the present and future.

Does this resolution decide what changes will be made?

No. The resolution commits the congregation to a process, not to specific outcomes. It intentionally keeps options open so that decisions can be made prayerfully, transparently, and with congregational involvement over time.

Why does the resolution mention finances and assets?

Finances and assets are part of the reality of congregational life and must be considered honestly. However, the resolution explicitly states that financial decisions alone cannot ensure sustainability. Lasting vitality depends on the health and growth of mission and ministry, with finances serving that mission.

What kinds of options might be explored through discernment?

The resolution names several broad areas that may be explored, including how property is used or managed, how income from designated funds supports mission, whether short-term financing is appropriate, and whether outside expertise could be helpful. Naming these options does not mean that any particular action has been decided.

What does it mean that the resolution mentions real property, including land and the parsonage?

The congregation owns several pieces of real property, including wooded land and a parsonage. Leadership believes that faithful stewardship requires being open to discerning how these assets might best support mission and ministry in the future.

At this stage, no decisions have been made. Possibilities could include continued use as they are, sale of some assets, conservation partnerships, or other mission-aligned uses. Any future consideration would take into account the congregation's commitments to creation care, social justice, responsible stewardship, and the congregation's relationship with the wider community.

In the case of the parsonage, discernment would also consider pastoral housing needs, the building's history within the congregation, and how it might best serve the congregation's mission in the years ahead.

Does this mean the land or parsonage will be sold?

Possibly. While no specific decisions have been made, leadership believes it is important to be honest that achieving meaningful, long-term mission revitalization will likely require access to resources beyond what current operating income can provide. Real property - including both land and the parsonage - is among the most significant resources entrusted to the congregation and may need to be considered seriously as part of this process.

Any decision regarding property would involve careful study, transparency, congregational discussion, and appropriate approval.

What does this mean for the call process?

The call process continues. Leadership believes it is important to be transparent about the congregation's situation and direction so that the congregation and any future pastor can engage in mutual discernment with clarity and trust.

Is the congregation expecting a new pastor to “fix” these challenges?

No. The resolution explicitly affirms that this work is a shared ministry of the whole congregation. While pastoral leadership is essential, revitalization depends on the active participation of many people over time.

What does “shared ministry” look like in practice?

Shared ministry means moving toward more collaborative, team-based approaches to ministry, rather than relying on a small number of individuals. It includes sharing responsibility through prayer, service, generosity, leadership, creativity, and discernment.

Will there be opportunities for congregational input?

Yes. If the resolution is adopted, this process will include open communication, opportunities for conversation, and congregational involvement as discernment continues. Honest questions and differing perspectives are expected and welcomed.

Will increased giving be part of this process?

Possibly. As the congregation enters this season of discernment, generosity - along with time, skills, and participation - is one of several ways members may choose to support this work. Increased giving could help create flexibility and time for thoughtful decision-making, but it is not presented as a stand-alone solution or an immediate expectation.

Why isn't increased giving alone a long-term solution?

The congregation is deeply grateful for the generosity of its members. Over time, however, the number of giving households has declined, while the average amount given by those who remain has increased. This reflects faithfulness and commitment - but it is not sustainable over the long term.

For the congregation to thrive in the future, sustainability will need to come not only from continued generosity, but from renewed mission, broader participation, and growth in ministry that invites new people into the life and support of the congregation.

What happens if the congregation does not adopt the resolution?

That outcome would also provide important information about where the congregation is at this moment. Leadership would need to reflect carefully on next steps in light of the congregation's response.

How can members prepare for the annual meeting?

Members are encouraged to read the resolution carefully, pray for the congregation and its leaders, come with questions and a spirit of openness, and remember that this is a shared discernment about our future together.



2026 BUDGET PROPOSAL - HOLY TRINITY LUTHERAN CHURCH

	Jan - Dec 2025	2026 Budget
Ordinary Income/Expense		
Income		
4000 - OFFERING		
4020 - Member and Non-Member Giving	159,462.15	160,000.00
4061 - Initial Envelopes	132.00	
4062 - Lutheran Magazine	0.00	
4151 - New Ministries	0.00	
4911 - Coffee Hour Income	677.50	
Total 4000 - OFFERING	160,271.65	160,000.00
4050 - FACILITY USE		
4010 - Bristol Trinity Episc. Church	7,800.00	7,800.00
4011 - Bristol Trinity - Expense Share	1,440.00	1,440.00
4051 - A.A. General	600.00	600.00
4056 - German Band	1,000.00	1,000.00
4057 - Drama Kids	5,545.00	7,500.00
4059 - Parsonage Rental	36,200.00	40,800.00
4073 - Other Rental	1,595.00	4,000.00
4073.3 - HT Hall - Room Use	1,252.50	
4078 - Harvest Host	1,773.10	1,500.00
4906 - Other Income II	50.00	
Total 4050 - FACILITY USE	57,255.60	64,640.00
4080 - DESIGNATED FUNDS RECEIPT		
4081 - Lundgren Memorial Fund Receipt	0.00	4,500.00
4082 - RO MAR Education Fund Receipt	0.00	2,500.00
4091 - World Hunger Appeal	260.00	
4096 - Lutheran World Relief	600.00	
4097 - Other Designated Giving	83.01	
4702.1 - Donation for Father Bills Meals	12,293.40	
4702.3 - Other Designated Social Giving	15.00	
4702.5 - Donation to Pastor Benevolence	1,510.00	
4704.5 - Rose Conservatory	2,952.04	
Total 4080 - DESIGNATED FUNDS RECEIPT	17,713.45	7,000.00
4900 - Other Income		
4901 - Money Market Interest Income	1,020.48	
4903 - Thrivent Income	6,381.89	2,250.00
4905 - Appreciation of Capital Gains	0.00	20,528.00
Total 4900 - Other Income	7,402.37	22,778.00
Total Income	242,643.07	254,418.00
Gross Profit	242,643.07	254,418.00
Expense		
5110 - SERVICE/OUTREACH		
5111 - NE Synod-Mission Support	15,218.77	16,000.00

2026 BUDGET PROPOSAL - HOLY TRINITY LUTHERAN CHURCH

	Jan - Dec 2025	2026 Budget
5112 • World Hunger-Budgeted	120.00	
5113 • World Hunger-Members Offerings	260.00	
5119 • Lutheran World Relief	700.00	
5121 • Service Projects	0.00	
5130 • Ascentria Care Alliance	100.00	
5136 • Special Events	1,423.58	2,000.00
5452.1 • Distribution to Father Bill	9,734.58	
5452.5 • Social Assistance-Pastor	1,000.00	
5464.5 • Distribut to Rose Conservatory	2,952.04	
Total 5110 • SERVICE/OUTREACH	31,508.97	18,000.00
5310 • ADMINISTRATION		
5720 • Supplies (Gifts & Bequests)	26.93	
6111 • Postage	0.00	500.00
6112 • Office Supplies	2,513.82	2,000.00
6113 • Equipment-Lease	2,550.00	2,550.00
6114 • Service-Maint. Agreements	2,341.06	2,400.00
6115 • CORI Checks	145.00	150.00
6116 • Online Services	1,342.32	2,200.00
6117 • Coffee Hour Costs	30.96	500.00
6118 • Bank Fees	34.00	
6121 • Telephone/Internet-Church	4,423.32	1,800.00
6123 • PR/Marketing/Advertising	0.00	500.00
6133 • Payroll, Accounting Cost	1,613.46	1,000.00
6135 • Pastoral Search/Moving Costs	196.51	10,000.00
Total 5310 • ADMINISTRATION	15,217.38	23,600.00
5340 • FAITH FORMATION		
5331 • Adult Education	44.90	200.00
5361 • The Lutheran Magazine	(154.00)	
5366 • N.E. Synod Assembly	1,434.36	2,000.00
5381 • Ministry Scholarship Fund	0.00	100.00
5386 • Church School - supplies	138.29	500.00
Total 5340 • FAITH FORMATION	1,463.55	2,800.00
5350 • PERSONNEL		
6510 • Pastor Salary and Benefits		
5367 • Professional Meetings	515.00	
6511 • Pastor-Salary and Housing	71,226.86	130,000.00
6512 • Clergy Housing (Cash)	0.00	
6513 • Pastor-Social Sec. Allowance	0.00	
6514 • Deacon-Social Security	5,857.49	
6581 • Auto Allowance-Pastor	424.10	
6611 • Retirement Plan	8,557.08	
6613 • Disability, Survivor	213.92	

2026 BUDGET PROPOSAL - HOLY TRINITY LUTHERAN CHURCH

	Jan - Dec 2025	2026 Budget
6615 · Basic Group Life	142.62	
6616 · Books/Periodicals Allowance	0.00	
6691 · Pastoral Cont. Education	0.00	
Total 6510 · Pastor Salary and Benefits	86,937.07	130,000.00
6520 · Administrative Support		
6521 · Administrative Support Salary	0.00	22,880.00
6522 · Administrative Support Soc Sec	0.00	1,750.00
Total 6520 · Administrative Support	0.00	24,630.00
6530 · Sexton and Social Security		
6531 · Sexton-Salary	8,731.20	8,710.00
6532 · Sexton-Social Security	746.52	750.00
Total 6530 · Sexton and Social Security	9,477.72	9,460.00
6540 · Minister of Music & Soc Sec		
6541 · Minister of Music-Salary	15,722.32	24,000.00
6542 · Minister of Music-Social Sec.	1,420.92	1,836.00
Total 6540 · Minister of Music & Soc Sec	17,143.24	25,836.00
6550 · Stipend		
6571 · Treasurer	6,070.00	6,070.00
Total 6550 · Stipend	6,070.00	6,070.00
6561 · Workers' Compensation	755.84	1,020.00
Total 5350 · PERSONNEL	120,383.87	197,016.00
5520 · WORSHIP		
5211 · Supplies (Worship)	1,150.70	1,000.00
5221 · Worship & Devotional Subs	623.07	900.00
5231 · Sheet Music-Organ/Choir	19.10	500.00
5251 · Pastoral Supply	1,507.92	2,000.00
5261 · Organist Supply	3,800.00	1,000.00
5271 · Palms, Flowers	136.16	750.00
5274 · Special Servi-Funeral, Wedding	650.00	
5275 · Organ/Piano Maintenance	150.00	200.00
Total 5520 · WORSHIP	8,036.95	6,350.00
5600 · STEWARDSHIP PROGRAM		
5621 · Supplies (Stewardship)	239.32	50.00
5631 · Offering Env./Statements	392.98	400.00
5641 · Bank Charges for Online Giving	492.81	500.00
Total 5600 · STEWARDSHIP PROGRAM	1,125.11	950.00
6200 · FACILITIES		
6211 · Insurance-Church & Parsonage	13,899.50	13,000.00
6231 · Maintenance Supplies	2,242.66	2,000.00
6235 · Fire Alarm System	600.00	600.00
6241 · Utilities-Church	15,931.89	16,000.00
6242 · Utilities-Parsonage	7,717.32	8,000.00

2026 BUDGET PROPOSAL - HOLY TRINITY LUTHERAN CHURCH

	Jan - Dec 2025	2026 Budget
6246 · IT/Hardware	333.05	1,500.00
6251 · Upkeep-Church	2,786.10	1,000.00
6252 · Upkeep-Parsonage	0.00	1,600.00
6261 · Property Maintenance-Outside	9,773.42	10,000.00
6271 · Rubbish Collection	3,095.05	3,000.00
6276 · Licenses/Fees	250.00	250.00
6290 · Capital Improvements	0.00	
Total 6200 · FACILITIES	56,628.99	56,950.00
6800 · DEBT SERVICE & REDUCTION		
6811 · Debt Service & Donations	0.00	8,963.00
Total 6800 · DEBT SERVICE & REDUCTION	0.00	8,963.00
Total Expense	234,364.82	314,629.00
Net Ordinary Income	8,278.25	(60,211.00)
Other Income/Expense		
Other Income		
4700 · DONATIONS TO DESIGNATED FUNDS		
4702 · Donation to Social Assistance	5,000.00	
4710 · Donation to Memorial Fund	750.00	
4714 · Donation to Mission & Ministry	5,000.00	
4715 · Donation to Debt Reduction	5,000.00	
Total 4700 · DONATIONS TO DESIGNATED FUNDS	15,750.00	
4910 · INTEREST SUMMARY		
4951 · Interest Income-Thrivent & Bank	47,707.65	
4952 · Apprec. (Deprec.)-Thrivent	118,801.60	
4955 · Thrivent Fees	(13,649.73)	
4957 · Bank Supplies	(63.28)	
Total 4910 · INTEREST SUMMARY	152,796.24	
Total Other Income	168,546.24	
Other Expense		
5800 · DISTRIBUTIONS FROM DESIG. FUNDS		
5451 · Distribution fm Capital Improve	15,962.00	
5452 · Distribution of Soc Asst-Pastor	3,374.56	
5454 · Distribution frm Atwood Nursing	500.00	
5457 · Distribution from Ken Jackson F	997.86	
5458 · Distribution from ROMAR Fund	12,500.00	
5459 · Distribution from Concert Fund	1,700.00	
5460 · Distribution from Memorial Fund	7,497.88	
5463 · Campership from Campership Fund	232.00	
5464 · Distribution/ Mission & Minist	20,100.00	
Total 5800 · DISTRIBUTIONS FROM DESIG. FUNDS	62,864.30	
Total Other Expense	62,864.30	
Net Other Income	105,681.94	
Net Income	113,960.19	(60,211.00)



Rejoice always, pray without ceasing, give thanks in all circumstances, for this is the will of God in Christ Jesus for you.

—1 Thessalonians 5:16-18 (NRSVUE)

TRANSITION MINISTER

Deacon Susan Lindberg Haley

One of my great joys in serving as Transition Minister at Holy Trinity is looking out from the altar on Sunday mornings and seeing the beautiful faces of the faithful people gathered for worship. Most of the faces are now familiar to me. Once in a while there's a new face or a face I haven't seen in awhile. I'm always eager to greet each face - and each person to which the face belongs - on their way out of the sanctuary and hear their stories.

Every face reminds me of the faithfulness of the people of this place, across the generations and of the love you have for God, for each other and for your neighbors around you. Many of you have been laborers in the vineyard of God's kin-dom for decades. I give thanks for each one of you.



TRANSITION MINISTER

Worship & Community Life

WORSHIP is at the center of what we do as a community of faith. Called and gathered by the Holy Spirit, we come together every week to repair and strengthen our relationship with God and with each other. We gather around the font, offering our confession, seeking forgiveness, and singing our praises to God; we hear the word of God spoken through Scripture and preaching;

we are fed and nourished by Christ's own body at God's banquet table, where all are welcome. We are sent from the table out into the world to love and serve all God's people in the name of Jesus.

It is delightful to see the way the congregation greets and welcomes the young children who come to worship with their parents. Children come up to the altar during communion, eagerly holding out their hands to receive the body and blood of Jesus, saying "Amen" when prompted by their parents. On some Sundays, the children lead the recession at the end of the service, walking up the aisle shining their light by waving their (battery-operated) candles. The joy is contagious.

I give thanks for the parents who are faithfully fulfilling the promises they made when their children were baptized - to live with them among God's faithful people, and bring them to the word of God and the holy supper....

I give thanks for the people of Holy Trinity who are faithfully fulfilling the promise they made when these children were baptized - People of God, do you promise to support this child and pray for them in their new life in Christ? We do.

Holy Trinity has the great joy of being in a long-term covenantal relationship with Bristol Trinity Episcopal Church (BTEC). Our worship life is enriched by the many times we worship together during the year. This gives us the opportunity to experience each other's liturgies and worship practices. We worshiped together during Holy Week (alternating the planning and leading of services between the Episcopal priest and the Lutheran minister). The summer was particularly glorious, as we worshiped outside together on 4 Sundays in July and August. We observed the Blessing of the Animals on October 5.

Every Sunday we enjoy Coffee Hour together, with the Episcopalians hosting one Sunday a month and the Lutherans hosting on the other Sundays. It is always a wonderful time to gather together.

I give thanks for all the people who help set up for and clean up after worship and coffee hour. It takes many people to do worship and hospitality well every week.

We know there are times when people cannot physically come to church on Sunday morning.

Holy Trinity has made the commitment and the investment in the last few years to livestream all worship services. In addition, the video and print copy of the minister's sermon is sent out electronically and online every week.

I give thanks that Holy Trinity has the capacity to share the Word of God through its sophisticated technology knowledge and equipment.

TRANSITION MINISTER

Reconciling in Christ

Holy Trinity has been a **RECONCILING IN CHRIST (RIC) CONGREGATION** since the fall of 2016, having overwhelmingly voted at that time to be "an Open and Affirming congregation, welcoming all God's creatures," where "you are embraced by us and God exactly as you are" (quotes from Holy Trinity's Welcome Statement).

The people of Holy Trinity live into their identity as an RIC congregation by displaying visible signs of that commitment. They fly a Progressive Pride Flag next to their church sign up on the street. Other flags hang in the sanctuary. RIC posters are located throughout the building and RIC materials are available in the front entry. One bathroom has been converted and is now gender neutral.

Holy Trinity observed RIC SUNDAY on the first Sunday in February. During this service, we blessed and celebrated the new name of a Holy Trinity youth, whose parents had brought this child before God for baptism at Holy Trinity when they were an infant. We offered our love and encouragement as now this youth continues along the path to becoming the unique and beautiful person God created them to be.

I give thanks for this youth and for their parents, as together they seek to honor the life that God has given them.

I give thanks for the people of Holy Trinity who are faithfully fulfilling the promise they made when this youth was baptized - People of God, do you promise to support this child and pray for them in their new life in Christ? We do.





TRANSITION MINISTER

Transgender Day of Remembrance & Celebration

Once again this year, as it has for many years, Holy Trinity hosted the annual **TRANSGENDER DAY OF REMEMBRANCE AND CELEBRATION (TDORC)**

service on November 20th. This service provides the opportunity to publicly honor transgender and gender diverse individuals; to recognize and mourn

those who lost their lives in acts of anti-transgender violence over the year; and to celebrate what it means to be the unique, blessed person each of us is created to be.

It is a joy to plan and coordinate the TDORC service - to identify the three speakers who share their stories; to find a variety of people to offer prayers and readings and music and the reception; to organize the flow of the service; to create a safe space for people to come as their true selves so everyone can gather freely and honestly for prayer, conversation and community.

I give thanks for the people of Holy Trinity who help make the TDORC service happen and who support the trans community with their presence.

I give thanks for the community partners who participated - Easton Human Rights Committee (co-sponsors); Easton Public Schools; Oliver Ames High School GSA (Gender Sexuality Alliance); SpeakOUT; First Lutheran Church, Brockton; Office of the Bishop, New England Synod.

TRANSITION MINISTER

Spiritual Formation

There were 3 opportunities for Adult **SPIRITUAL FORMATION** during the year:

- I planned and co-led (with Rev. Gitau of BTEC) five weeks of Lent Soup Suppers and Conversation on the topic of "Following Jesus in Challenging Times," open to Holy Trinity and BTEC people.
- I planned and led three weeks of Advent Supper Church, using an ELCA resource *Restoring Hope* to craft the prayer service.
- I led a four week conversation after worship on the Sundays in Advent focused on the book *Call to Allyship: Preparing Your Congregation for Leaders of Color*. We had excellent conversations each time we met and there is a desire to do more antiracism work at Holy Trinity.



Transition Process



The **TRANSITION PROCESS** continued throughout 2025. The Transition Team hosted an additional three “Open Forums: Engaging the Congregation” (for a total of six in 2024 and 2025) during the first half of the year. The intent of the Open Forums was to provide safe space for people of Holy Trinity to talk together about the important questions facing Holy Trinity in this time of transition. Each Open Forum began with

a continental breakfast, followed by centering in scripture and prayer and continuing with focused discussions on the topic of the morning.

The discussions were honest and direct. Even when the topic was difficult and people disagreed with each other, folks stayed in the room and talked to each other. During the process, the lingering effects of past traumatic experiences at Holy Trinity were brought to light.

Feedback from each Open Forum was used to plan the next step; it was a cumulative process with each step building on the one before. Over time and much discussion, the Transition Team worked to formulate a new purpose statement and to write a Ministry Site Profile. These were shared and discussed with Council and made available to the congregation - through print and electronic means - for further discussion in drop-in meetings after worship.

I give thanks for the people who served so faithfully on the Transition Team for much longer than they had anticipated. You did awesome work, providing the congregation with a solid framework on which to discuss and discern what's next.

I give thanks for the people who got involved in the process in any way - who came to an Open Forum or read the articles in the *Friday Flash*, or participated in the discussion at Council meetings or attended one of the drop-in meetings that were held.

The willingness to have open and honest face-to-face conversation, continuing to talk with each other when you disagree, as you work towards consensus, will be critical for Holy Trinity going forward, as you continue to collectively discern where the Holy Spirit is leading you next.

I provide **LEADERSHIP SUPPORT** to the Congregation Council through monthly attendance at the Council meetings; and to the President of the Congregation through regular meetings and discussions as needed.

There continue to be a number of tasks for the Council to complete during this time of transition:

- Revise the Constitution, Bylaws and Continuing Resolutions for the congregation to vote and approve
- Form a Finance Committee and establish best practice financial controls
- Arrange for a professional audit of all existing accounts
- Review and update the Safe Church policy, adding language about consent and use of pronouns
- Establish policies and procedures for routine operations (such as Facilities Use, a process that I currently manage).

I continue to maintain a level of **COMMUNITY ENGAGEMENT** with some of Holy Trinity's faith partners, by attending monthly meetings with the Easton Interfaith Clergy and the New England Synod Southeast Massachusetts Conference. I participated in the Easton Sunrise Easter Service and the Easton Interfaith Thanksgiving Service.

One of the **CHALLENGES** at Holy Trinity is that, in the absence of consistent office support, there are numerous routine administrative activities that are currently expected to be completed bysomeone.

Over the course of the past 18 months, several people - myself included - have figured out by trial and error what needs to be done on a daily, weekly, monthly, seasonal basis to keep Holy Trinity operational as a place of worship, faith formation, community and service.

Holy Trinity is fortunate to have several people who willingly stepped up and took on additional responsibilities to do the work. I'm sure these people do far more than any of us realize. Yet, without these folks, much of the work would be left undone. Even then, things fall through the cracks. And there's never enough time for creative planning and strategizing around new mission ideas and initiatives.

The amount of administrative work expected of the minister is not sustainable. A partial list includes: ordering office and janitorial supplies; responding to emails sent to the office address, the pastor's address, and the deacon's address; managing facility use requests; keeping the calendar in Breeze accurate and updated; ordering flowers for Easter and Christmas; organizing and typing the bulletin every week; printing and copying the large print music for worship.

In May I began writing and publishing an electronic newsletter every other week (rotating with the *Friday Flash*) for the Holy Trinity community entitled **REFLECTIONS FROM THE MINISTER: EXPLORING THE SOCIAL TEACHINGS OF THE ELCA**. The impetus for taking on this additional project was to lighten the load, so to speak, for the person who had been publishing the *Friday Flash* every week - with excellent content and formatting - for several years. I now input the routine worship and scheduling information into both the *Friday Flash* and the *Reflections*.

In these challenging times, where everything in our society seems to want to draw our attention away from God, **I PRAY FOR YOU, THE PEOPLE OF HOLY TRINITY**, that you will...

...commit to being a strong, vital and healthy community of faith, centered on the Word of God.

...will see God's image shining through the face of everyone who enters the doors of your building and everyone you meet in the world outside.

...accept each person as the unique individual God has created them to be.

...love one another as God loves you.

...forgive one another, as God forgives you, when one of you hurts another (as humans tend to do).

...listen deeply - to God and to each other.

...be willing to change your mind and change your behavior and do new things for the sake of the gospel of Jesus Christ and the good of the world.

I pray for each one of you, collectively and individually, that the Holy Spirit may continue to strengthen you and lead you as you faithfully follow Jesus and proclaim - in word and in deed and in love - the good news of God's love for all people in all the world.

To God be the glory!

—Deacon Susan Lindberg Haley
Transition Minister

Pastoral Acts

HOLY BAPTISM

- Claire Caroline Riehle - October 19, 2025
- Jack Nathan Kelliher - November 23, 2025

WELCOME OF NEW MEMBERS

- Kristen Antal - September 28, 2025
- Erika Riehle & children Haiden and Joel
September 28, 2025

FUNERAL

- Rose Anderson - June 21, 2025

FAREWELL & GODSPEED

- Rita Corey, Director of Music Ministry
June 15, 2025

INSTALLATION

- Logan Heath, Interim Director of Music
Ministry - November 9, 2025

TRANSFER OF MEMBERSHIP

- Kristina and Dennis Moynihan to St. Luke
LC, Ocean Isle Beach, NC
November 5, 2025
- Rev. John Polk to First LC, Lynn, MA
September 9, 2024

Congregation Council

Over the past year, the Council has worked to guide the congregation through a season of transition while remaining attentive to the ongoing needs of our church. I am deeply grateful for the commitment of our council members and for the trust, engagement, and faithfulness of this congregation as we continue this work together. Below are some 2025 highlights:



Welcomed

- New Council members: Cheryl Morse and Anne Dwiggins. A third position remained open.
- New members: Erika Riehle and children Haiden, Joel, and Claire; Kristen Antal.

Stewardship

- Kicked off the 2025 stewardship campaign "Act Boldly."

Finances

- Reduced insurance costs by \$4,000/yr switching from Church Mutual to Brotherhood Mutual.
- Added an expense line to the 2025 budget for Admin Assistant.
- Increased parsonage rental \$600/month.
- Drafted an expense reimbursement sheet.

Music staff changes

- Accepted the resignation of Rita Corey, Music Director.
- Appointed an Interim Music Director Search Committee.
- Hired an Interim Music Director, Logan Heath.

Transition

- Extended Deacon Susan's covenant one year; modified the covenant from half-time to three-quarter time.
- Secured supply pastors and musicians when needed.
- Approved our new purpose statement, which was then voted on by congregation.
- Approved the Ministry Site Profile (MSP).
- Developed a slate of Call Committee candidates; approved by congregational vote on September 28, 2025.

Facilities

- Installed three security windows (inside doors of Deacon's office, lounge & church) for Safe Church Policy compliance.
- Approved upgrading electrical outlets in the church, and adding outside outlets.
- Approved seal-coating the back parking lot.
- Approved expenses for gutter, soffit and fascia repairs and aluminum fascia.
- Approved an unexpected plumbing expense to replace the water meter and corroded shut-off valves.
- Approved funds for upgrades to the audio systems in the sanctuary and fellowship hall.

Miscellaneous

- Approved the Green Team's request to join the "One Home, One Future" campaign, adopted by the ELCA to encourage congregations to take action on climate change and care of creation.
- Developed a Wedding/Funeral Policy and Fee Schedule.
- Approved a one-month leave-of-absence for the church sexton, Kim Zarrella.
- Drafted the 2026 Hospitality Covenant between Holy Trinity and Bristol Trinity Episcopal Church.
- Developed a slate of Synod Assembly and Council candidates for 2026.

Noted

- Allen Krajcik – Vice President; Anne Dwiggins – Secretary; John Paolin – CORI officer.
- Michael Berry – liaison to the Call Committee.
- Julie Johnson – liaison to the Transition Team.
- Deacon Susan Lindberg Haley & Julie Johnson - quarterly meetings with Bristol Trinity Episcopal Church's vestry.
- Julie Johnson - monthly NE Synod Council Presidents/Vice Presidents zoom meetings.
- Julie Johnson - attended Camp Calumet's weekend session "Queerly Beloved."
- Deacon Susan Lindberg Haley, Anne Dwiggins & Julie Johnson – attended the New England Synod Assembly.

We say good-bye to Council members Allen Krajcik, Vice President, and Bethany Grella. Both have faithfully served two consecutive, three-year terms. Your leadership, experience, advice and service truly mattered.

As I conclude my three-year term as Council President, I express my heartfelt thanks for this opportunity to serve. It has been a blessing to witness firsthand the resilience, generosity, and faith of this congregation, especially during a time of change. To my fellow Council members, I am grateful for your steadfast support, perspective, and flexibility. I step aside with confidence that God will continue to raise up gifted leaders among us.

—Julie Rae Johnson

FAITH FORMATION

Sunday Church School

Our church school program is a special ministry that meets twice a month from September through May. It consists of students who range from Pre-K to sixth grade and is a shared ministry with Bristol Trinity Episcopal Church. Activities this year included: the Epiphany children's program (January), Souper Bowl Sunday (February), the Palm Sunday Parade (April) and the annual Easter egg hunt (May). We use the Sparkhouse Curriculum (digital - Augsburg Press) to plan both lectionary and story based lessons. This past fall, the children learned lessons about Jesus and the disciples. Ongoing themes during lessons include: being Christ's disciples, praying, helping and sharing with others, reading the Bible, and growing in our relationship with God/Jesus. During both Holy Trinity and Bristol Trinity's worship services on the fourth Sunday of Advent (December 21st), the church school students read prayers and lit the Advent candles. Cathi Horowitz and Sarah Keough are the church school teachers and our helpers are Julia Berry and Olivia Matnick.



—Sarah Jackson Keough

FAITH FORMATION

Communion Education

On Saturday, March 1, church school kids from Holy Trinity and BTEC (and their adults) were welcomed at a special event focused on the sacraments of baptism and communion. With the theme "A Place for You at the Welcome Table," the group learned how Jesus calls us to welcome EVERYONE to the table! The kids and adults explored the sanctuary, made baptism books, baked communion bread and had fun together. It was a great morning for being "church together."



SCAN TO VIEW VIDEO

"A Place for You at the Welcome Table"



WELCOMING

Harvest Hosts

Holy Trinity Lutheran Church participates in Harvest Hosts, an international recreational vehicle (RV) networking organization. We have been a host for RV's for the past three years. Members pay an annual fee to Harvest Hosts, but we offer our parking lot for free and request a voluntary donation. In 2025 we hosted 110 campers who park in the back of the parking lot. There is no cost to us, as we do not offer hook-ups such as electricity or waste water disposal. We have always received positive reviews from our guests. Frequent comments include “safe, quiet and level” and “friendly” people at the church. I coordinate the stays and receive texts and emails from campers requesting to stay. Their stays are normally limited to one night.



—Allen Krajcik



CREATION CARE

The Green Team

The Green Team began in April 2023 and continues to work as “leaven” for the church under the broad scope of caring for creation. Rather than a narrowly-focused committee, we aim to encourage creation care throughout our church. The Church Council approved the Synod-based Congregational Care for Creation Covenant on November 21, 2023. The Green Team’s efforts and encouragement focus on education, worship, public witness, building and grounds,

and personal stewardship. All are welcome! We appreciate your involvement whether to share an idea, join a meeting, or participate in an activity. Highlights of the past year include:

- Maintained Green Team bulletin board (outside the office). Encouraged congregation participation with several of the recent themes.
- Shared information periodically through *Friday Flash*.
- Added some “Green Reads” to our church library. Please borrow them!
- Joined One Home, One Community (an interfaith publicity campaign).
- Hosted a speaker from the Easton Environmental Stewardship Committee.
- Maintained the pollinator garden and held a plant exchange.
- Continued to look for opportunities to reduce waste. Thank you to all who support us in doing this - particularly our coffee hour hosts!

We are grateful to all for the green efforts already underway at HTLC and look forward to those yet to come.

—Diane Ross



MUSIC MINISTRY

Music Director Transition

In early June, Rita Corey, our beloved Minister of Music, retired after leading the choir, bell choir, children's choir, and inviting many guest instrumentalists for special services during her 12 years. Charlotte Rydberg and Karen Danielson were then asked to find substitute pianists for the summer. We started with the American Guild of Organists list of potential sub-

stitute organists. As we called and found that many had already promised their Sundays to other churches, we asked Rita to help us with those she knew from the Canton and Sharon area. Sandy Evans played for us the first Sunday. Ingrid Yen, who had sung in the choir and played violin as a guest, then suggested her mom, Lina Yen, who is a piano teacher. She played for the Sundays in July. As she was on vacation in August, we reached out to a Roman Catholic Church in Canton and received Logan Heath's name. Logan played for us in August. Lina Yen played in September. We asked Logan to return in October to continue supporting Sunday worship on an interim basis.

—Karen Danielson & Charlotte Rydberg



SCAN TO VIEW VIDEO

“Come & Sing: An Appreciation of Rita”



In August 2025, a committee formed to search for HTLC's next Director of Music Ministry. The committee (Kate deLima, Susan Zup, Charlotte Rydberg, and Becky Paolin) determined with Council that the position would be both part-time (15-20 hours per week) and interim, given the fact that our new pastor had not yet been called, and that the working relationship between the pastor and the Director of Music Ministry is important to the foundation of church life, and to worship in particular. The committee generated a job description and worked with David Dwiggins to post it on a dedicated page on HTLC's website. We also solicited applications for the position through listing it on Indeed, emailing it to several chapters of the American Guild of Organists, and posting it to the New England Synod website and to job boards at various colleges/universities, including Boston Conservatory at Berklee, Boston University, and Longy School of Music. We were happy to receive some strong submissions and to interview five candidates in total. One of the candidates was Logan Heath, whose strong keyboard skills, fine musicianship, and positive attitude had impressed us, as well as other choir members and parishioners, when he played at several HTLC worship services during the summer and fall months. We were delighted to offer the Interim Director of Music Ministry to Logan at the end of October, and were even more delighted when he accepted.

—Kate deLima

MUSIC MINISTRY

Interim Director of Music Ministry

The music program at Holy Trinity is up and going! I was honored to lend my music to HTLC as a supply musician for various services since August, and in that time I felt so welcomed in this congregation, so it really has been my honor to serve HTLC as Interim Director of Music since early November.

In that time, the adult choir has started up again. The choir consists of seven enthusiastic musicians in the upper registers (soprano and alto). These singers include Karen Danielson, Becky Paolin, Joanie Allen, Charlotte Rydberg, Susan Zup, Priscilla Almquist-Olsen, and Kate deLima, the majority of whom attend Thursday night and Sunday morning rehearsals. Thank you to everyone who makes these rehearsals so fun!



LOGAN HEATH

We began by rehearsing a few times after church on Sundays at 11:30 in preparation for the upcoming Transgender Day of Remembrance service, the music of which was led by organist Steve Young and Pastor Jeff Johnson of First Lutheran Church of Brockton, with combined choirs of both churches. Since the Christ the King service on November 23rd, the Holy Trinity choir has been singing anthems nearly every week!

I have worked in conjunction with Deacon Susan to choose the hymns and liturgy for regular services, as well as special services such as Christmas Eve and Lessons and Carols. On Tuesday evenings during Advent, Deacon Susan hosted Advent Supper Church, which was very lovely and featured music by Julie Un and me.

We have three instrumentalists in the congregation: Julie Un who accompanies on violin for hymns and liturgy, Becky Paolin who plays cello for Christmas services, and Susan Zup who plays flute for instrumental parts of choir anthems. I hope to continue collaborating with them in the new year! There are many people in the congregation who I know like to sing solo pieces, such as Delores Staton and Kate deLima, who I would love to include and plan on including in the music program in the upcoming year, as well as any other musicians in the congregation. Please do reach out to me if this type of collaborative music is something you would be interested in doing!

Towards the end of December, I attended the Rose Conservatory concert with Charlotte Rydberg and former Director of Music Rita Corey. I hope to continue the relationship with Rose Conservatory that Rita so graciously fostered over the past several years. In the upcoming year, we hope to start regular bell choir rehearsals and perform anthems during church services. It would be wonderful to welcome new members to the adult choir and bell choir, especially lower voices (tenor and bass), so we could do SAB or SATB voicings!

—Logan Heath



WORSHIP

Altar Guild

The Altar Guild prepares the altar for the communion meal and our services every Sunday as well as mid-week services such as Ash Wednesday, Maundy Thursday, and funerals. While the chalice is shown as the words of institution are read, we partake of communion using the pre-poured wine and grape juice in the small glasses in the communion trays. We continue to use French brioche bread as our communion bread and also offer gluten free wafers. The sanctuary is adorned

with the customary paraments, colors and banners of the church seasons.

We would like to recognize the faithful service of the 2025 Altar Guild members, Andrea Cady, and Becky and John Paolin. The Altar Guild helps recruit and direct volunteers for the decorating of the sanctuary for Palm Sunday, Easter, Pentecost, Advent, and Christmas. We thank all the volunteers that retrieved our decorations from storage, fluffed and hung the garlands, arranged flowers, decorated the tree, installed the candle poles, draped the cross, and hoisted banners. This year special thanks go to Michael Berry, Andrea Cady, Allen Krajcik, John and Becky Paolin, Charlotte and Rick Rydberg, and Sondra and Derek Shepardson for their strength and energy in decorating and un-decorating the sanctuary.

Our 2025 summer services called for one outdoor service a month, as weather permitted. It takes a lot of extra effort to bring our worship, communion, sound and music, chairs, tables, tent canopies, and livestreaming equipment outside. We wish to thank everyone who came early to help with the significant setup and everyone that participated in the tear down following the outdoor services. The Guild is currently recruiting new members. Please contact Becky Paolin if you are interested, and training will be arranged.

—Rebecca Paolin



SPIRITUAL & COMMUNITY ENGAGEMENT

Rose Conservatory

Rose Conservatory is an afterschool program in Brockton that uses the power of music to transform children's lives. Whenever we sing an African American spiritual in our worship services at Holy Trinity, we invite donations to Rose Conservatory. This is an act of reparation to honor the unknown Black people who composed the spirituals and an act of solidarity with this outstanding program in our community. In 2025, Holy Trinity congregants donated \$3,000 to Rose Conservatory.

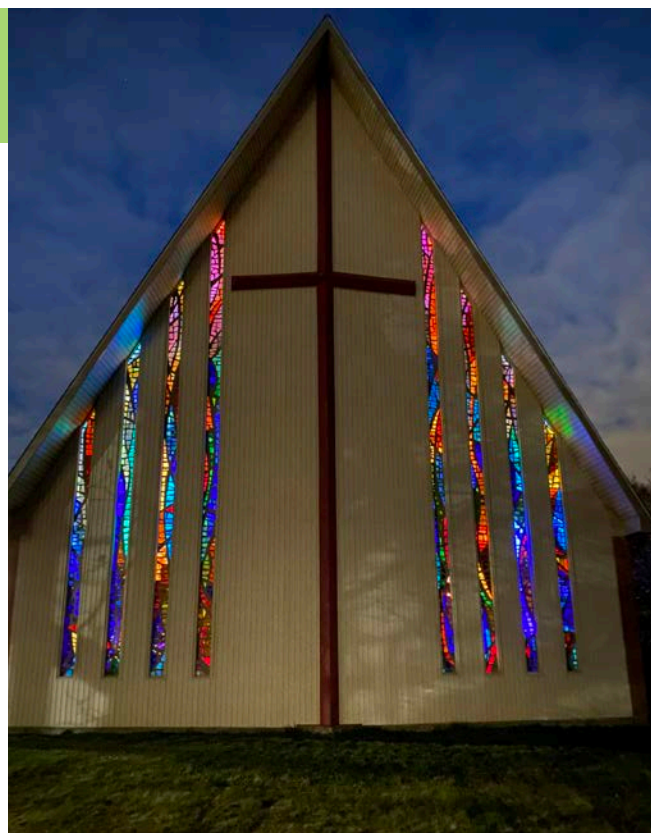
WELCOMING

Buildings & Grounds

The Church and the grounds are primarily maintained by Kim Zarrella, our sexton, Mike Berry, and myself. Kim does a wonderful job of keeping the inside of the church clean and organized and does a lot of work outside planting flowers and maintaining the grounds.

Mike and I mow the lawn and keep the grounds clean. Mike has worked with a local electrician to install new outlets outside the church, in the fellowship hall, and in the sanctuary. He also is working with several local plumbers to repair and upgrade our heating system. Michael also sets up chairs and tables for coffee hour after church service and for outside groups that use our facility and does many other repair jobs around the church.

—Allen Krajcik



SERVICE

Feeding Ministry

If you picked up a brochure for the Brockton Father Bill's & MainSpring House (now called the Smith Family Housing Resource Center) you would find these words: "The Smith Family Housing and Resource Center is a key provider for ending homelessness, operating an emergency shelter, a day care center, healthcare and permanent supportive housing in one facility to help people achieve stability in southern Massachusetts."



HTLC lunch and dinner teams know the Center well, since over the last five years Holy Trinity has provided 100 lunches every Tuesday, and dinner for 115 on the fourth Thursday of each month. There are at least 25 parishioners and several friends of the congregation who participate in this ministry.

In Matthew 25:36-41 Jesus identifies himself with the marginalized, stating that acts of compassion (feeding the hungry, clothing the naked, visiting the sick/imprisoned, welcoming strangers) done for the "least of these my brothers" are done to him. As we take dinners or lunches to the facility we are doing the work that Jesus would want us to do. Our hearts are filled as we serve our brothers and sisters at the Smith Family Resource Center.

—Karen Danielson

SERVICE

School on Wheels

School on Wheels was begun 20 years ago by Cheryl Oppen from Easton. Today there are many sites all over MA for students impacted by homelessness and poverty so that they might have the academic, social, and emotional support to grow into confident, caring students who can reach their full potential.

Have you seen the happy, smiley faced children on our bulletin board on the right just before you enter the kitchen? These are some of the children enrolled in the Rockland School on Wheels program. Kim Zarrella and I have been traveling to Rockland on Wednesday afternoon for two years. As the children arrive at our site they are asked if they have homework. Some do, some don't. Many need help and some just like someone sitting beside them to give them confidence that they can do it. These children are ages K-10th grade.

Those not doing homework might do an art project with Kim or read or play a game with another tutor or tutors. The more consistent we are in attending the more they trust us and enjoy our presence. A comfortable camaraderie has also developed between the group of tutors and Community Outreach Director Barbara Fox, whom you have seen at HTLC.

The Holy Trinity and Bristol Trinity congregations become involved during the summer, when we ask folks to bring items for K-2 backpacks, such as pencils, rulers, erasers, earbuds, notebooks, spiral-bound notebooks, and books to read in class after the work for the day is finished. Andrea Cady has set up a plastic tub in the entryway at Holy Trinity so that we can donate supplies for School on Wheels all year long.

—Karen Danielson



PLANNING

Transition Team

In 2025 the Transition Team continued to sponsor Open Forums for the congregation to determine a vision for the future of Holy Trinity and what qualities we should look for in our next minister. The honesty and openness of the participants was critical in establishing the Ministry Site Profile (MSP). The MSP was approved by Council and congregation and forwarded to the New England

Synod at the end of September. At this point the Transition Team completed its goal and looks forward to the Call Committee using the MSP to find our next pastor. We offer our sincere thanks to those who served on the Team and for the hard work they and the congregation put into the process.

—Andrea Cady



WELCOMING

Facility Use

One of the gifts that Holy Trinity has to offer the surrounding community is use of the facilities and grounds. The Fellowship Hall, in particular is well known by many people in Easton, who share memories of attending functions there over the years. It is a great community resource. Several groups use space in the building on a regular weekly or monthly basis - including AA, Drama Kids, Easton Women of

Today, German Band, and Pack 76 (the Scouting group for which Holy Trinity has held the charter for many years). Other groups use the space periodically, including the Friends Crossing condo association, LifeLine Screenings, and families celebrating special occasions.

SERVICE

Ascentria Giving Tree

This year people from Holy Trinity supported five children, youth, and young adults (ages 4-19) from Ascentria's Intensive Foster Care Program in Brockton by fulfilling their Christmas gift wishes. Requested items ranged from bikes and bike helmets, a pass to the Boston Children's Museum, and a sensory pillow for the young children; to Lego kits, Nintendo games, KPop gear, and earbuds for older kids; to an airfryer, microwave, and coffeemaker for the young adult now living in their own apartment. All of these gifts were given in love by members of Holy Trinity, and received in gratitude.



SPIRITUAL FORMATION

Thursday Devotions

For two years a small group of us from HTLC have been hosted by Martha Ratliff in her home for an hour of devotions, conversation, prayer, and usually a hymn. The group is small, usually only five people, but we are mighty in spirit. We usually use a series from Luther Seminary called *God Pause* and materials from

Richard Rohr, who founded the Center for Action and Contemplation. We would love others to join us from 11:00-12:30 on Thursday mornings for rich discussion and camaraderie. Please let Karen Danielson know so that we can meet at the church for a ride to Martha's home. You might not want to miss it after the first time. Jesus said, "Where two or three are gathered in my name, there am I in the midst of them." (Matthew 18:20)

—Karen Danielson

LEADERSHIP

Call Committee

The Call Committee began its work on September 28, 2025, when the congregation elected Diane Ross, Erica Riehle, Delores Staton, David Dwiggins, Zackary Ritland, Michael Berry, and Cheryl Morse (alternate) to spearhead the effort to call a new pastor. On October 19, the committee met with the Transition Team, Council, and Kim Bergstrand, Assistant to the Bishop for the New England Synod, who outlined the call process and the committee's role.

The committee gathered congregational input to shape initial interview questions. The first candidate was received from the Synod on October 20, 2025, and interviewed, but soon afterward accepted another call. A second candidate expressed interest on December 26, leading to a positive initial interview in January. The committee is now working with the candidate on next steps.

The Call Committee continues its work with prayerful hope for the future of our shared ministry.

—Michael Berry and David Dwiggins



ENGAGEMENT

Technology & Communications

Holy Trinity continues to use its website, social media, and video streaming to communicate with members and the wider community. We maintain worship recordings, sermons, newsletters, and current events on the website. A new “Job Opportunities” page was created to support the Interim Music Director search and the call process, and Holy Trinity continues to offer online giving, flower purchases, and pledge submissions. As in past years, we also provided artistic projections for a special Stations of the Cross service on Good Friday.

In Spring 2025, the *Friday Flash* newsletter moved to an every-other-week schedule due to limited administrative support. On alternating weeks, Deacon Susan produces a shorter *Reflections* newsletter with a pastoral note and weekly lessons and prayers. The *Friday Flash* remains the primary source of congregational information and now includes a periodic community calendar. We also share resources from the wider church, including workshops, events, and writings from church leaders. A weekly sermon mailing with text and video is sent on Tuesday mornings.

Most worship services continue to be livestreamed on YouTube and Facebook, with recordings viewed later in the week. We also livestreamed funerals and special services, supported a New England Synod triple ordination in Rhode Island, and produced several special videos, including a tribute to Rita Corey and a slideshow from the “Welcome Table” Communion education event. One special “Zoom Church” worship service was held during a snowstorm in February, and we were even able to conduct one “Zoom Baptism” with the sponsors participating remotely. Thanks to Rick Rydberg for his assistance with livestreaming; volunteers are always welcome.

In November, an evaluation found the sanctuary and fellowship hall sound systems were no longer functioning adequately. With support from the Memorial Fund, new speakers and amplifiers have been installed. The work is nearing completion, improving sound quality for worship and events.

—David Dwiggins

Gifts & Bequests Committee

Committee members include Dawn Saunders (chairperson), Rick Rydberg (recording secretary), Sondra Shepardson (Memorial Funds recorder), Karen Danielson and Zachary Ritland. The committee is responsible for the administration and management of the designated funds of the congregation.

Financially, 2025 ended on a high note for our Thrivent investments. Holy Trinity's account is a moderate-conservative, managed account that ended the year up by approximately 11.7%. These year-end capital gains will allow the G&B funds to continue to provide additional support to the operating budget, capital improvements, and debt reduction, along with other fund initiatives during the year.

The highlight of each year is awarding scholarships to our young adults pursuing post high school education. In 2025, scholarships were awarded to Benjamin Grella, Sophia Grella, Allison Prentis, Milan Saunders, and Jayden Wilkinson. We are thankful that HTLC can support them financially as they pursue their goals. An Ellen Atwood scholarship was also awarded to Milan Saunders, who is pursuing a career in healthcare.

The Ro-Mar and Lundgren Funds generate income that continue to provide quarterly support to our operating budget. The Concert Fund was utilized multiple times to provide accomplished musicians to enhance the musical offerings at special events and services. The Social Assistance Fund continued to provide much needed support to those in need.

Our Mission and Ministry Fund is utilized yearly to make much needed donations to outstanding organizations that support our community and the wider world. Donations were made to the Easton Pride Event, School on Wheels, Easton Wings of Hope, Rose Conservatory, Father Bill's & MainSpring, ELCA World Hunger, Lutheran Disaster Response, and New England Seafarers Mission.

No financial experience is needed to participate in this committee, just a desire to be a good steward of the amazing gifts that members have entrusted to us. If you are interested in being a part of this committee, please contact any of the members.

The Committee thanks Lynne Martin for serving as our Designated Funds Treasurer and for all of her hard work preparing our quarterly and annual financial reports.

—Dawn Saunders

Financial Secretaries' Report

Information about income received by Holy Trinity during 2025 is available in the Treasurer's Report, which is coordinated and reconciled with the Financial Secretaries' report each month.

Some of the highlights for 2025 include:

- 60 offering envelope boxes were purchased and distributed.
- Giving statements were distributed to members in January.
- Offering counting teams continue to be only partially staffed due to an insufficient number of volunteers. We will continue seeking members for the teams in 2026. If you wish to participate in this important financial function, please contact us. On average, a counting team is scheduled about every eight weeks.
- Holy Trinity is grateful and blessed for the many special donations that have received totaling \$29,611, which supports many of our ministries. The impact those donations have on our community is substantial. Additionally, we would like to thank all members who acted boldly by donating money in excess of their pledged amounts for support of Holy Trinity and our ministries.

Planned for 2026:

- Rebuilding the offering counting teams to re-establish appropriate separation of financial duties, accountability and auditability will continue to be a priority in 2026.

—John & Rebecca Paolin, Financial Secretaries



Appendices

APPENDIX A: MINUTES OF THE FEBRUARY 23, 2025 ANNUAL MEETING

The Annual Congregational Meeting was held on Sunday, February 23, 2025, after a two week delay due to inclement weather. Council President, Julie Johnson called the meeting to order at 11:24 AM. Julie declared that a quorum, with 34 members present and 11 needed for a quorum.

Deacon Susan Lindberg Haley opened the meeting with a prayer, requesting that the Holy Spirit bless Holy Trinity Lutheran Church. Council Vice President, Allen Krajcik then established the rules of common courtesy and noted the use of Roberts Rules for the meeting.

Julie Johnson presented the meeting agenda to the congregation as found on page 1 of the 2024 Annual Report. On a motion duly made and seconded, it was unanimously voted to adopt the agenda, via a show of hands.

Julie presented the minutes of the Annual Meeting from February 4, 2024 as written in the 2024 Annual Report. She asked for any questions or corrections from the congregation. After hearing none, on a motion duly made and seconded, it was unanimously voted to accept the 2024 Congregational Meeting minutes.

Deacon Lindberg Haley shared an overview of her report with the congregation. Deacon reminded the congregation that she has been serving as transition minister since May 2024 after being recommended to HTLC by the NE Synod and interviewed by council. She commented that things have all been new to her and that both she and HTLC are learning more about each other. She stated that it has been a delightful time and she is a self-declared 'church nerd'.

She shared her work with HTLC includes the following:

- Worship, special services, proclaiming the gospel and administering the sacraments - Deacon Lindberg Haley plans services with Rita Corey. She also puts the bulletins together without administrative support.
- Leadership and Council Support – Deacon Lindberg Haley works with council to support the worship and spiritual life of the congregation. She commented that this has been more about business aspects of the congregation and less about spiritual life. She commented that council responsibilities include; constitution, voting member list, operating procedures and financial controls/resource team, professional audit to be completed.
- Encouraging and Supporting the Transition Team – Deacon Lindberg Haley shared that the Transition Team is working very hard and includes Andrea Cady, Lorrie Ventura, Wallace Leuders, Rick Rydberg, Julie Johnson and Anne Dwiggins. They have processed data from the CAT survey and hosted four open forums. She encouraged HTLC to have open, clear, direct communication and noted a tendency to unhealthy communication styles (talk indirectly with concerns, ideas, etc.). This has been modeled in the open forums. Anne Dwiggins has been keeping HTLC updated through the Friday Flash. Deacon Lindberg Haley recalled one item that was brought up to “let go of” was expectations of continuing to do things as we have always done them in the past.
- Community Engagement – God’s word is for ALL people and he acts in the world through all people. Connections with community groups, other religious groups, etc. We are all the body of Christ together.
- Finally, Deacon Lindberg Haley asked for questions. Andrea Cady complimented Deacon Lindberg Haley’s leadership of the Transition Team.

A few of the congregational reports were reviewed. Rita Corey, Director of Music, provided a brief overview of report. Rita thanked the members of both the voice and bell choirs. Rita encouraged others to consider partici-

pating in the choirs.

Julie thanked David Dwigins for all his work with HTLC's technical and social media. Dawn Saunders provided a brief overview of the committee's responsibilities. John Paolin advised that the Financial Secretaries' Report was provided in the Annual Report. HTLC Treasurer and Gifts & Bequests Treasurer, Lynne Martin, advised that year-end reports are found in the Annual Report. Barbara Peterson asked a question about telephone/internet and subscriptions to online services. Barbara's question was answered by David Dwigins. Barbara then asked about the \$0 license and fees. Lynne advised that the expenses were paid out of other categories, like maintenance.

Dawn Saunders provided a brief overview of the 2025 budget found on pages 5 through 10 of the Annual Report. Dawn noted that although it appears the budget is short by \$34,989, she noted that council has budgeted for a full-time Pastor based on Pastor Polk's final compensation and that council had included \$10,000 for administrative services. These two items account for \$33,000 of the shortfall. Dawn shared that the budget included 2% salary increases for the Minister of Music, Sexton and Treasurer positions. She also shared that there was capital appreciation from the Ro-Mar and Lundgren funds in 2024 that was eligible to be transferred to the 2025 operational budget in the amount of \$23,595.62. Council's budget recommended these additional funds be allocated 10% to NE Synod support, 5% community support, 10% HTLC loan principal, 25% capital improvements and 50% general operating budget. Dawn also shared that council had received an alternative insurance quote from Brotherhood Mutual and that moving the church/parsonage insurances to Brotherhood Mutual would save the congregation \$4,000 to \$5,000 annually. Julie then shared that council had voted to move the insurance from Church Mutual to Brotherhood Mutual earlier in the week at their meeting.

Diane Ross asked about a professional audit. It was noted that the Gifts & Bequests audit can be paid for out of the G&B funds. Julie Johnson shared that she has reached out to 5 or 6 auditing firms. Nash CPAs LLC, based in Norwood, MA, quoted a fee of \$17,850. Julie would like to reach out to a few more auditing firms. Lynne Martin shared that the Nash CPAs firm audited Trinity Baptist in Brockton. Julie then asked if there were any additional questions on the budget. Hearing none and on a motion duly made and seconded, it was voted to accept the 2025 budget as included in the annual report and presented at the meeting.

Julie then introduced and thanked council members and Dawn Saunders introduced and thanked Gifts & Bequests members.

Elections for Council, Gifts & Bequests and Synod Assembly were then held. Nominees for open positions, as outlined below, were shared with the congregation.

Respectfully Submitted, Dawn Saunders

APPENDIX B: MINUTES OF THE SEPTEMBER 28, 2025 SPECIAL CONGREGATIONAL MEETING

A special congregational meeting of Holy Trinity Lutheran Church was held on Sunday, September 28, 2025, and was opened at 11:18 a.m. by Council President Julie Johnson. Julie distributed the meeting agenda and the final version of Holy Trinity's Ministry Site Profile (MSP), which includes the congregation's new Mission Purpose Statement. Julie announced that a quorum was present, and called the meeting to order. Interim Deacon Susan Lindberg Haley led the opening litany.

Julie recognized the members of the Transition Team (Andrea Cady, Anne Dwiggin, Julie Johnson, Wallace Lueders, Rick Rydberg, and Lorri Ventura) for their work overseeing this self-study and visioning portion of the call process. Andrea, Transition Team chair, then thanked Deacon Susan for her leadership in the transition effort. The Team encouraged congregation members to complete the Congregational Assessment Tool (CAT) survey; sponsored six Open Forums between September 2024 and June 2025 to gather information; drafted the Ministry Site Profile based on the CAT and ideas from the forums; and kept the congregation informed through articles in Friday Flash. Over the past two weeks, two Drop-In Forums were hosted after worship to encourage congregational comment and critique of the MSP draft. Suggestions from those events were incorporated into the finished document before us today. Andrea thanked the congregation for its openness and honesty throughout this long process.

Julie stated that the Council approved the final draft of the MSP at its meeting on September 23, 2025. The Council has also assembled a slate of nominees to serve as the Call Committee. At today's meeting, voting members are being asked to approve the congregation's new Mission Purpose Statement and the slate for the Call Committee.

Julie stated that the newly elected Call Committee will meet with Assistant to the Bishop Kim Bergstrand, along with the Council and Transition Team. She pointed out that as we move through the call process, confidentiality is essential and that we all need to respect this requirement for trust. The Call Committee will provide periodic updates to the congregation. Deacon Susan as well as Council members not on the Call Committee are not part of the call process.

The Call Committee will recommend a final pastoral candidate to the Council. The Council, in turn, will give its approval to the recommendation and propose a salary package. The congregation will have the opportunity to experience the candidate and listen to a sermon, prior to a congregational vote for acceptance of the candidate.

At this time, Julie introduced and welcomed new members of the congregation received at this morning's service of worship: Erika Riehle and children Haiden and Joel, and Kristen Antal.

Delores Staton was then asked to read the congregation's proposed Mission Purpose Statement: "God calls us to follow the example of Jesus, acting boldly to build community with diverse people and to nurture creation."

David Dwiggin made a motion to adopt the Mission Purpose Statement as written; his motion was seconded by Andrea Cady. A question from the floor addressed wording in the statement. A second question directed attention to a congregational ministry that is not included in the Ministry Site Profile. Deacon Susan stated that conversation on these two issues was not appropriate at this time. According to Robert's Rules of Order for a special (called) meeting, only the business stated in the agenda can be considered. New agenda items can not

be added at the meeting. There has been opportunity for congregational comment on the Mission Purpose Statement and Ministry Site Profile at two Drop-In Forums held for this purpose on September 14 and 21, 2025.

The motion to approve the Mission Purpose Statement was then passed.

Kate deLima then made a motion that the Call Committee slate as proposed by the Council be accepted.

The slate is as follows:

- Michael Berry
- David Dwiggin
- Cheryl Morse (alternate)
- Erika Riehle
- Zach Ritland
- Diane Ross
- Delores Staton

Barbara Peterson seconded the motion, which was approved by a show of hands.

The congregational meeting was closed with the Lord's Prayer, and adjourned at 11:42 a.m.

Minutes recorded by Anne Dwiggin, Secretary

APPENDIX C: INCOME STATEMENT - DECEMBER 31, 2025

HOLY TRINITY LUTHERAN CHURCH Profit & Loss Budget vs. Actual January through December 2025

	Jan - Dec 25	Budget
Ordinary Income/Expense		
Income		
4000 - OFFERING		
4020 - Member and Non-Member Giving	159,462.15	150,000.00
4061 - Initial Envelopes	132.00	200.00
4062 - Lutheran Magazine	0.00	200.00
4151 - New Ministries	0.00	4,000.00
4911 - Coffee Hour Income	677.50	
Total 4000 - OFFERING	160,271.65	154,400.00
4050 - FACILITY USE		
4010 - Bristol Trinity Episc. Church	7,800.00	7,800.00
4011 - Bristol Trinity - Expense Share	1,440.00	1,440.00
4051 - A.A. General	600.00	500.00
4056 - German Band	1,000.00	1,000.00
4057 - Drama Kids	5,545.00	3,000.00
4059 - Parsonage Rental	36,200.00	34,950.00
4073 - Other Rental	1,595.00	3,000.00
4073.3 - HT Hall - Room Use	1,252.50	
4078 - Harvest Host	1,773.10	1,500.00
4906 - Other Income II	50.00	
Total 4050 - FACILITY USE	57,255.60	53,190.00
4080 - DESIGNATED FUNDS RECEIPT		
4081 - Lundgren Memorial Fund Receipt	0.00	4,500.00
4082 - RO MAR Education Fund Receipt	0.00	2,500.00
4091 - World Hunger Appeal	260.00	
4096 - Lutheran World Relief	600.00	
4097 - Other Designated Giving	83.01	
4702.1 - Donation for Father Bills Meals	12,293.40	
4702.3 - Other Designated Social Giving	15.00	
4702.5 - Donation to Pastor Benevolence	1,510.00	
4704.5 - Rose Conservatory	2,952.04	
Total 4080 - DESIGNATED FUNDS RECEIPT	17,713.45	7,000.00
4900 - Other Income		
4901 - Money Market Interest Income	1,020.48	
4903 - Thrivent Income	6,381.89	2,250.00
4905 - Appreciation of Capital Gains	0.00	23,595.00
Total 4900 - Other Income	7,402.37	25,845.00
Total Income	242,643.07	240,435.00
Gross Profit	242,643.07	240,435.00
Expense		
5110 - SERVICE/OUTREACH		
5111 - NE Synod-Mission Support	15,218.77	12,859.00
5112 - World Hunger-Budgeted	120.00	120.00
5113 - World Hunger-Members Offerings	260.00	
5119 - Lutheran World Relief	700.00	100.00
5121 - Service Projects	0.00	1,180.00
5130 - Ascentria Care Alliance	100.00	100.00
5136 - Special Events	1,423.58	2,000.00
5452.1 - Distribution to Father Bill	9,734.58	
5452.5 - Social Assistance-Pastor	1,000.00	
5464.5 - Distribut to Rose Conservatory	2,952.04	
Total 5110 - SERVICE/OUTREACH	31,508.97	16,359.00

HOLY TRINITY LUTHERAN CHURCH
Profit & Loss Budget vs. Actual
January through December 2025

	Jan - Dec 25	Budget
5310 • ADMINISTRATION		
5720 • Supplies (Gifts & Bequests)	26.93	100.00
6111 • Postage	0.00	500.00
6112 • Office Supplies	2,513.82	1,600.00
6113 • Equipment-Lease	2,550.00	2,750.00
6114 • Service-Maint. Agreements	2,341.06	675.00
6115 • CORI Checks	145.00	180.00
6116 • Online Services	1,342.32	1,700.00
6117 • Coffee Hour Costs	30.96	
6118 • Bank Fees	34.00	
6121 • Telephone/Internet-Church	4,423.32	4,000.00
6123 • PR/Marketing/Advertising	0.00	1,500.00
6133 • Payroll, Accounting Cost	1,613.46	1,200.00
6135 • Pastoral Search/Moving Costs	196.51	
Total 5310 • ADMINISTRATION	15,217.38	14,205.00
5340 • FAITH FORMATION		
5331 • Adult Education	44.90	
5361 • The Lutheran Magazine	-154.00	
5366 • N.E. Synod Assembly	1,434.36	1,800.00
5381 • Ministry Scholarship Fund	0.00	100.00
5386 • Church School - supplies	138.29	100.00
Total 5340 • FAITH FORMATION	1,463.55	2,000.00
5350 • PERSONNEL		
6510 • Pastor Salary and Benefits		
5367 • Professional Meetings	515.00	
6511 • Pastor-Salary and Housing	71,226.86	60,115.00
6512 • Clergy Housing (Cash)	0.00	31,991.00
6513 • Pastor-Social Sec. Allowance	0.00	1,734.00
6514 • Deacon-Social Security	5,857.49	5,312.00
6581 • Auto Allowance-Pastor	424.10	750.00
6611 • Retirement Plan	8,557.08	11,860.00
6613 • Disability, Survivor	213.92	1,405.00
6615 • Basic Group Life	142.62	656.00
6616 • Books/Periodicals Allowance	0.00	125.00
6691 • Pastoral Cont. Education	0.00	750.00
Total 6510 • Pastor Salary and Benefits	86,937.07	114,698.00
6520 • Administrative Support		
6521 • Administrative Support Salary	0.00	10,000.00
Total 6520 • Administrative Support	0.00	10,000.00
6530 • Sexton and Social Security		
6531 • Sexton-Salary	8,731.20	8,160.00
6532 • Sexton-Social Security	746.52	624.00
Total 6530 • Sexton and Social Security	9,477.72	8,784.00
6540 • Minister of Music & Soc Sec		
6541 • Minister of Music-Salary	15,722.32	25,022.00
6542 • Minister of Music-Social Sec.	1,420.92	1,915.00
Total 6540 • Minister of Music & Soc Sec	17,143.24	26,937.00
6550 • Stipend		
6571 • Treasurer	6,070.00	6,070.00
Total 6550 • Stipend	6,070.00	6,070.00
6561 • Workers' Compensation	755.84	1,150.00
Total 5350 • PERSONNEL	120,383.87	167,639.00

HOLY TRINITY LUTHERAN CHURCH
Profit & Loss Budget vs. Actual
January through December 2025

	Jan - Dec 25	Budget
5520 · WORSHIP		
5211 · Supplies (Worship)	1,150.70	1,000.00
5221 · Worship & Devotional Subs	623.07	1,650.00
5231 · Sheet Music-Organ/Choir	19.10	200.00
5251 · Pastoral Supply	1,507.92	2,000.00
5261 · Organist Supply	3,800.00	1,000.00
5271 · Palms, Flowers	136.16	750.00
5274 · Special Servi-Funeral, Wedding	650.00	1,500.00
5275 · Organ/Piano Maintenance	150.00	700.00
Total 5520 · WORSHIP	8,036.95	8,800.00
5600 · STEWARDSHIP PROGRAM		
5621 · Supplies (Stewardship)	239.32	50.00
5631 · Offering Env./Statements	392.98	600.00
5641 · Bank Charges for Online Giving	492.81	500.00
Total 5600 · STEWARDSHIP PROGRAM	1,125.11	1,150.00
6200 · FACILITIES		
6211 · Insurance-Church & Parsonage	13,899.50	15,000.00
6231 · Maintenance Supplies	2,242.66	1,600.00
6235 · Fire Alarm System	600.00	1,250.00
6241 · Utilities-Church	15,931.89	13,000.00
6242 · Utilities-Parsonage	7,717.32	7,000.00
6246 · IT/Hardware	333.05	450.00
6251 · Upkeep-Church	2,786.10	1,000.00
6252 · Upkeep-Parsonage	0.00	1,000.00
6261 · Property Maintenance-Outside	9,773.42	5,200.00
6271 · Rubbish Collection	3,095.05	2,400.00
6276 · Licenses/Fees	250.00	150.00
6290 · Capital Improvements	0.00	5,899.00
Total 6200 · FACILITIES	56,628.99	53,949.00
6800 · DEBT SERVICE & REDUCTION		
6811 · Debt Service & Donations	0.00	11,323.00
Total 6800 · DEBT SERVICE & REDUCTION	0.00	11,323.00
Total Expense	234,364.82	275,425.00
Net Ordinary Income	8,278.25	-34,990.00
Other Income/Expense		
Other Income		
4700 · DONATIONS TO DESIGNATED FUNDS		
4702 · Donation to Social Assistance	5,000.00	
4710 · Donation to Memorial Fund	750.00	
4714 · Donation to Mission & Ministry	5,000.00	
4715 · Donation to Debt Reduction	5,000.00	
Total 4700 · DONATIONS TO DESIGNATED FU...	15,750.00	
4910 · INTEREST SUMMARY		
4951 · Interest Income-Thrivent & Bank	47,707.65	
4952 · Apprec. (Deprec.)-Thrivent	118,801.60	
4955 · Thrivent Fees	-13,649.73	
4957 · Bank Supplies	-63.28	
Total 4910 · INTEREST SUMMARY	152,796.24	
Total Other Income	168,546.24	

HOLY TRINITY LUTHERAN CHURCH
Profit & Loss Budget vs. Actual
January through December 2025

	Jan - Dec 25	Budget
Other Expense		
5800 - DISTRIBUTIONS FROM DESIG. FUNDS		
5451 - Distribution fm Capital Improve	15,962.00	
5452 - Distribution of Soc Asst-Pastor	3,374.56	
5454 - Distribution frm Atwood Nursing	500.00	
5457 - Distribution from Ken Jackson F	997.86	
5458 - Distribution from ROMAR Fund	12,500.00	
5459 - Distribution from Concert Fund	1,700.00	
5460 - Distribution from Memorial Fund	7,497.88	
5463 - Campership from Campership Fund	232.00	
5464 - Distributiion/ Mission & Minist	20,100.00	
Total 5800 - DISTRIBUTIONS FROM DESIG. FU...	62,864.30	
Total Other Expense	62,864.30	
Net Other Income	105,681.94	
Net Income	113,960.19	-34,990.00

APPENDIX D: BALANCE SHEET - DECEMBER 31, 2025

HOLY TRINITY LUTHERAN CHURCH

Balance Sheet

As of December 31, 2025

	Dec 31, 24	Dec 31, 25
ASSETS		
Current Assets		
Checking/Savings		
1020 - HTLC Operating Account	46,635.73	32,808.52
1040 - Parsonage-Last Month/Security	2,700.45	2,700.69
1060 - HTLC Money Market Account	500.20	41,020.48
1100 - DESIGNATED FUNDS		
1101 - Capital Improvement Fund	27,208.34	19,988.53
1102 - Social Assistance Fund	527.04	7,152.48
1103 - Lundgren Memorial Fund	583,871.53	624,165.10
1104 - Ellen Atwood Nursing Schol Fund	8,924.82	9,359.31
1105 - Ellen/Frank Atwood Mem Youth	29,875.89	33,187.81
1106 - Ministry Scholarship Fund	12,862.73	14,388.64
1107 - K & M Jackson Learning Min Fund	10,134.13	10,187.22
1108 - Ro-Mar Fund for Higher Educat	495,837.91	527,212.25
1109 - Concert Fund	22,128.76	22,876.67
1110 - Memorial Fund	32,056.49	28,875.20
1111 - Hilmer Scholarship Fund	22,821.02	25,416.58
1112 - B & W Broman & S & G Larner Fu	59,039.37	61,838.28
1113 - Campership Fund	30,684.88	33,850.49
1114 - Mission & Ministry Fund	74,838.78	62,265.99
Total 1100 - DESIGNATED FUNDS	1,410,811.69	1,480,764.55
Total Checking/Savings	1,460,648.07	1,557,294.24
Total Current Assets	1,460,648.07	1,557,294.24
Fixed Assets		
2900 - Buildings and Land		
2910 - Church Building	358,600.00	358,600.00
2920 - Church Building Land	307,700.00	307,700.00
2930 - Land Improvements	48,496.00	48,496.00
2960 - Parsonage Building	140,700.00	140,700.00
2970 - Parsonage Land	176,900.00	176,900.00
Total 2900 - Buildings and Land	1,032,396.00	1,032,396.00
Total Fixed Assets	1,032,396.00	1,032,396.00
TOTAL ASSETS	2,493,044.07	2,589,690.24
LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
Other Current Liabilities		
1400 - LOANS TO OUR CHURCH FROM FUNDS		
1401 - Lundgren Memorial Fund LOAN	10,597.28	6,961.24
1405 - Ro-Mar Fund Higher Ed LOAN	21,099.62	13,860.11
1406 - Concert Fund LOAN	1,727.82	1,134.98
1407 - Hilmer Scholarship Fund LOAN	1,671.62	1,098.07
1408 - Broman & Larner Fund LOAN	3,560.12	2,338.60
1410 - Mission & Ministry Fund LOAN	5,606.64	3,682.94
Total 1400 - LOANS TO OUR CHURCH FROM FU...	44,263.10	29,075.94

HOLY TRINITY LUTHERAN CHURCH

Balance Sheet

As of December 31, 2025

	Dec 31, 24	Dec 31, 25
3410 · FICA Withholding	571.69	0.00
3420 · Medicare Withholding	133.69	0.00
3430 · Federal Withholding	1,025.19	0.00
3440 · State Withholding	359.71	0.00
3470 · Other Withholding	36.82	0.00
3497 · Owed Renters - Security Deposit	2,700.45	2,700.69
Total Other Current Liabilities	49,090.65	31,776.63
Total Current Liabilities	49,090.65	31,776.63
Total Liabilities	49,090.65	31,776.63
Equity		
30000 · Opening Balance Equity	1,850,063.70	1,850,063.70
32000 · Retained Earnings	473,148.72	593,889.72
Net Income	120,741.00	113,960.19
Total Equity	2,443,953.42	2,557,913.61
TOTAL LIABILITIES & EQUITY	2,493,044.07	2,589,690.24

APPENDIX E: DESIGNATED FUNDS REPORTS

**HOLY TRINITY LUTHERAN CHURCH
STATEMENT OF DESIGNATED FUNDS
2025**

SUMMARY OF FUNDS

DESIGNATED FUNDS	BALANCE 1/1/2025	BALANCE 12/31/2025
1. Capital Improvement Fund	\$ 27,208.34	\$ 19,988.53
2. Social Assistance Fund	527.04	7,152.48
3. Lundgren Memorial Fund	583,871.53	624,165.10
4. Ellen Atwood Nursing Scholarship Fund	8,924.82	9,359.31
5. Ellen and Frank Atwood Memorial Fund for Youth	29,875.89	33,187.81
6. Ministry Scholarship Fund	12,862.73	14,388.64
7. Ken & Miriam Jackson Learning & Service Fund	10,134.13	10,187.22
8. Ro-Mar Fund for Higher Education	495,837.91	527,212.25
9. Concert Fund	22,128.76	22,876.67
10. Memorial Fund	32,056.49	28,875.20
11. Hilmer Scholarship Fund	22,821.02	25,416.58
12. Beulah & Walfred Broman and Sylvia and George Larner Fund	59,039.37	61,838.28
13. Campership Fund	30,684.88	33,850.49
14. Mission and Ministry Fund	74,838.78	62,265.99
Thrivent Capital Gains/Losses	0.00	0.00
Total Value of Funds	\$ 1,410,811.69	\$ 1,480,764.55

SUMMARY OF LIABILITIES

OUTSTANDING LOANS	BALANCE 1/1/2025	BALANCE 12/31/2025
Lundgren Memorial Fund	\$ 10,597.28	\$ 6,961.24
Ro-Mar Fund for Higher Education	21,099.62	13,860.11
Concert Fund	1,727.82	1,134.98
Hilmer Scholarship Fund	1,671.62	1,098.07
Broman and Larner Fund	3,560.12	2,338.60
Mission & Ministry Fund	5,606.64	3,682.94
Total Outstanding Loans	\$ 44,263.10	\$ 29,075.94

HOLY TRINITY LUTHERAN CHURCH **STATEMENT OF DESIGNATED FUNDS** **2025**

1. CAPITAL IMPROVEMENT FUND

A. Bank of America / Thrivent Investments

Balance 1/1/25		\$ 27,208.34
Receipts		
Thrivent Investment Income	606.99	
Capital Gains for 2024 Distributed from Ro-Mar	1,743.48	
Capital Gains for 2024 Distributed from Lundgren	4,155.94	
Total Receipts		6,506.41
Withdrawals		
Cacciatore, Inc.	7,000.00	
Easton Roofing	8,962.00	
Total Withdrawals		(15,962.00)
Change in Thrivent Investment Value		2,235.78
Balance 12/31/25		\$ 19,988.53

TOTAL FUND VALUE 12/31/25	\$ 19,988.53
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Fund Allocation:

Available for General Capital Improvements	27,208.34
	\$27,208.34

HOLY TRINITY LUTHERAN CHURCH **STATEMENT OF DESIGNATED FUNDS** **2025**

2. SOCIAL ASSISTANCE FUND

An anonymous donor fund for the purpose of providing the Pastor of Holy Trinity with an amount of monies to use at his/her discretion to help people with particular or short term financial need or support. This account is supported by anyone who wishes to make a contribution.

A. North Easton Savings Bank

Balance 1/1/25		\$ 527.04
Receipts		
From Broman Social Assistance Account	5,000.00	
From Member Donation	5,000.00	
Total Receipts		10,000.00
Withdrawals		
Benevolence Distributions	3,374.56	
Total Withdrawals		(3,374.56)
Balance 12/31/25		\$ 7,152.48

TOTAL FUND VALUE 12/31/25	\$ 7,152.48
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HOLY TRINITY LUTHERAN CHURCH **STATEMENT OF DESIGNATED FUNDS** **2025**

3. LUNDGREN MEMORIAL FUND

Established 1967

A family fund for the purpose of making memorial donations to the church with the stipulation that one-half of the interest earned by the fund goes to the general support of the church and the other one-half is invested to enlarge the fund.

A. Bank of America /Thrivent Investments

Balance 1/1/25		\$ 573,274.25
Receipts		
Thrivent Investment Income	14,225.91	
Loan Interest	397.40	
Loan Principal	3,636.04	
Total Receipts		18,259.35
Withdrawals		
1/2 Annual Interest to General Budget	7,644.88	
Capital Gains for 2024 Distributed to Debt Reduction	1,662.38	
Capital Gains for 2024 Distributed to Capital Improvements	4,155.94	
Capital Gains for 2024 Distributed to New England Synod	1,662.38	
Capital Gains for 2024 Distributed to General Budget	8,311.10	
Capital Gains for 2024 Distributed to Broman & Larner	831.19	
Total Withdrawals		(24,267.87)
Change in Thrivent Investment Value		49,938.13
Balance 12/31/25		\$ 617,203.86

B. Notes to Holy Trinity Lutheran Church

Balance 1/1/25	\$ 10,597.28
Dated 12/09/97	6,961.24
Loan Balance 12/31/25	\$ 6,961.24

TOTAL FUND VALUE 12/31/25	\$ 624,165.10
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Fund Allocation:

Principal	597,203.96
Available Funds	26,961.14
	\$ 624,165.10

HOLY TRINITY LUTHERAN CHURCH **STATEMENT OF DESIGNATED FUNDS** **2025**

4. ELLEN ATWOOD NURSING SCHOLARSHIP FUND

Established 1978

This fund was established because of sensitivity to and concern for the ministry of healing. The purpose of the fund is to provide financial assistance and encouragement from interest earned, to persons pursuing or engaging in the nursing or health care profession. Recipients are to be authorized by the Congregation Council. One fourth of the interest earned in the fund each year is to be added to the fund's principal.

A. Bank of America /Thrivent Investments

Balance 1/1/25		\$ 8,924.82
Receipts		
Member Donation		
Thrivent Investment Income	527.42	
Total Receipts		527.42
Withdrawals		
Scholarship - Milan Saunders	500.00	
Total Withdrawals		(500.00)
Change in Thrivent Investment Value		407.07
Balance 12/31/25		\$ 9,359.31

TOTAL FUND VALUE 12/31/25	\$ 9,359.31
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Fund Allocation:

Principal	3,334.20
Available for Scholarships	6,025.11
	\$ 9,359.31

HOLY TRINITY LUTHERAN CHURCH **STATEMENT OF DESIGNATED FUNDS** **2025**

5. ELLEN AND FRANK ATWOOD MEMORIAL FUND FOR YOUTH

Established 1979

On April 19, 1979, Earl Frank Atwood established the Ellen and Frank Atwood Memorial Fund for Youth in the amount of \$ 5,000. Interest from this permanent fund is to be used for ministry to and with youth of Holy Trinity Lutheran Church. Monies from this fund are, however, not to be used for salaries of any kind. The Congregation Council is to be the sole administrator of this fund. One Fourth of the interest earned in the fund each year is to be added to the fund's principal.

A. Bank of America / Thrivent Investments

Balance 1/1/25		\$ 29,875.90
Receipts		
Thrivent Investment Income	736.26	
Total Receipts		736.26
Withdrawals		
Total Withdrawals		0.00
Change in Thrivent Investment Value		2,575.65
Balance 12/31/25		\$ 33,187.81

TOTAL FUND VALUE 12/31/25	\$ 33,187.81
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Fund Allocation:

Principal	13,122.01
Available for Youth	16,288.28
Youth Encounter	3,549.00
Fundraising Money	228.52
	\$ 33,187.81

HOLY TRINITY LUTHERAN CHURCH **STATEMENT OF DESIGNATED FUNDS** **2025**

6. MINISTRY SCHOLARSHIP FUND

Established 1957

This fund was established because of this church's concern for the ministry. The purpose of this fund is to encourage members of our congregation to enter the ordained ministry or other professional church vocations. All of the organizations of Holy Trinity as well as its individual members are encouraged to remember this fund from time to time and a minimum contribution of \$100 is to be added to the fund annually by the congregation.

A. Bank of America /Thrivent Investments

Balance 1/1/25		\$ 12,862.73
Receipts		
Contribution from HTLC Operating Budget	100.00	
Thrivent Investment Income	316.98	
Total Receipts		416.98
Withdrawals		
Total Withdrawals		0.00
Change in Thrivent Investment Value		1,108.93
Balance 12/31/25		\$ 14,388.64

TOTAL FUND VALUE 12/31/25	\$ 14,388.64
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Fund Allocation:

Principal	4,087.99
Available for Scholarships	10,300.65
	\$ 14,388.64

HOLY TRINITY LUTHERAN CHURCH **STATEMENT OF DESIGNATED FUNDS** **2025**

7. KENNETH & MIRIAM JACKSON LEARNING & SERVICE FUND

This fund was endowed in 2001 by memorial gifts for Ken Jackson as a reflection of his concern and active involvement with the learning ministry and his gift of recording the history of this congregation. In 2019, with memorial gifts for Miriam Jackson, the scope of the fund was modified as a reflection of her love and participation in many of the service projects of the congregation. The purpose of this fund is to enhance the learning and service ministries of Holy Trinity. All of the organizations of Holy Trinity as well as its individual members are encouraged to contribute to this fund. Twenty-five percent (25%) of all income from the fund and a minimum of 25% of all contributions to the fund will be allocated to the fund's principal. A maximum of seventy-five percent (75%) of income from the fund and contributions to the fund are to be transferred annually to support this ministry.

A. Bank of America / Thrivent Investments

Balance 1/1/25		\$ 10,134.13
Receipts		
Thrivent Investment Income	236.84	
Total Receipts		236.84
Withdrawals		
1517 Media	712.44	
Diane Ross	90.57	
Augsburg Press	194.85	
Total Withdrawals		(997.86)
Change in Thrivent Investment Value		814.11
Balance 12/31/25		\$ 10,187.22

TOTAL FUND VALUE 12/31/25	\$ 10,187.22
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Fund Allocation:

Principal	6,309.56
Available for Learning and/or Service Ministry	3,877.66
	\$ 10,187.22

**HOLY TRINITY LUTHERAN CHURCH
STATEMENT OF DESIGNATED FUNDS
2025**

8. RO-MAR FUND FOR HIGHER EDUCATION

Established 1983

This fund was established by Roy and Marie Lundgren for the express purpose of assisting active members of Holy Trinity who are engaged or participating in post-high school education. One-half of the annual income shall be paid under the sole discretion of the Congregation Council for this purpose, one-quarter of the annual income shall be paid to the general support of the church and one-quarter is invested to enlarge the fund.

A. Bank of America / Thrivent Investments

Balance 1/1/25			\$ 474,738.29
Receipts			
Thrivent Investment Income	11,916.30		
Loan Interest	791.23		
Loan Principal	7,239.51		
Total Receipts			19,947.04
Withdrawals			
1/2 Annual Interest to General Budget	3,325.70		
Capital Gains for 2024 Distributed to Debt Reduction	697.39		
Capital Gains for 2024 Distributed to Capital Improvements	1,743.48		
Capital Gains for 2024 Distributed to New England Synod	697.39		
Capital Gains for 2024 Distributed to Community Support	348.70		
Capital Gains for 2024 Distributed to General Budget	3,487.73	10,300.39	
Scholarship - Benjamin Grella	2,500.00		
Scholarship - Sophia Grella	2,500.00		
Scholarship - Allison Prentis	2,500.00		
Scholarship - Milan Saunders	2,500.00		
Scholarship - Jayden Wilkinson	2,500.00	12,500.00	
Total Withdrawals			(22,800.39)
Change in Thrivent Investment Value			41,467.20
Balance 12/31/25			\$ 513,352.14

B. Notes to Holy Trinity Lutheran Church

Balance 1/1/25		\$ 21,099.62
Dated 6/30/02	13,860.11	

Loan Balance 12/31/25	\$ 13,860.11
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TOTAL FUND VALUE 12/31/25	\$ 527,212.25
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Fund Allocation:

Principal	459,018.92
Available for HTLC Budget	11,235.20
Available for Scholarships	56,958.13
	\$ 527,212.25

HOLY TRINITY LUTHERAN CHURCH **STATEMENT OF DESIGNATED FUNDS** **2025**

9. CONCERT FUND

Established 1993

The purpose of this fund is to provide monies to strengthen the music ministry of this congregation through special music, concerts, and events. Persons are encouraged to add to this fund through general or memorial gifts. One-fourth of the interest earned in the fund each year is to be added to the fund's principal.

A. Bank of America /Thrivent Investments

Balance 1/1/25		\$ 20,400.94
Receipts		
Thrivent Investment Income	531.93	
Loan Interest	64.80	
Loan Principal	592.84	
Total Receipts		1,189.57
Withdrawals		
Gary Fox	250.00	
Amy Heil	250.00	
Rev. Jeff Johnson	300.00	
Jagan-Nath Khalsa	300.00	
Elana Lorange	300.00	
Ingrid Yen	300.00	
Total Withdrawals		(1,700.00)
Change in Thrivent Investment Value		1,851.18
Balance 12/31/25		\$ 21,741.69

B. Notes to Holy Trinity Lutheran Church

Balance 1/1/25		\$ 1,727.82
Dated 07/31/04	1,100.00	
Dated 05/11/08	34.98	
Loan Balance 12/31/25		\$ 1,134.98

TOTAL FUND VALUE 12/31/25	\$ 22,876.67
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Fund Allocation:

Principal	14,033.53
Available for Music Ministry	8,843.14
	\$ 22,876.67

**HOLY TRINITY LUTHERAN CHURCH
STATEMENT OF DESIGNATED FUNDS
2025**

10. MEMORIAL FUND

A. Bank of America / Mission Investment Account

Balance 1/1/25		\$ 32,056.49
Receipts		
Memorial Gifts - Ethel Anderson	250.00	
Memorial Gifts - Bjorg Jeppson	500.00	
Thrivent Investment Income	794.73	
Total Receipts		1,544.73
Withdrawals		
Pro Sound Service Inc.	7,497.88	
Total Withdrawals		(7,497.88)
Change in Thrivent Investment Value		2,771.86
Balance 12/31/25		\$ 28,875.20

TOTAL FUND VALUE 12/31/25	\$ 28,875.20
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Fund Allocation:

Undesignated	28,875.20
	\$ 28,875.20

HOLY TRINITY LUTHERAN CHURCH **STATEMENT OF DESIGNATED FUNDS** **2025**

11. HILMER SCHOLARSHIP FUND

A fund established in the name of the Reverend Anders J. Hilmer, presented to Holy Trinity for the purpose of assisting persons studying for the ministry. Recipients are to be authorized by the Congregation Council. One-fourth of the interest earned in the fund each year is to be added to the fund's principal.

A. Bank of America /Thrivent Investments

Balance 1/1/25		\$ 21,149.40
Receipts		
Thrivent Investment Income	563.00	
Loan Interest	62.68	
Loan Principal	573.55	
Total Receipts		1,199.23
Withdrawals		
Total Withdrawals		0.00
Change in Thrivent Investment Value		1,969.88
Balance 12/31/25		\$ 24,318.51

B. Notes to Holy Trinity Lutheran Church

Balance 1/1/25	\$ 1,671.62
Dated 05/11/08	1,098.07
Loan Balance 12/31/25	\$ 1,098.07

TOTAL FUND VALUE 12/31/25	\$ 25,416.58
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Fund Allocation:

Principal	12,338.43
Available for Scholarship(s)	13,078.15
	\$ 25,416.58

**HOLY TRINITY LUTHERAN CHURCH
STATEMENT OF DESIGNATED FUNDS
2025**

**12. BEAULAH & WALFRED BROMAN AND SYLVIA & GEORGE LARNER
FUND**

Established 1994

An anonymous donor fund for the purpose of providing one-half of the income to the Social Assistance Fund and the other one-half to be invested to enlarge the fund. Should Holy Trinity Lutheran Church be dissolved the fund should be given to Lutheran Social Services of New England with the same conditions. If Holy Trinity Lutheran Church combines with another Congregation the fund shall go with them.

A. Bank of America / Thrivent Investments

Balance 1/1/25		\$ 55,479.25
Receipts		
Capital Gains for 2024 Distributed from Lundgren	831.19	
Capital Gains for 2024 Distributed from RoMar	348.70	
Thrivent Investment Income	1,432.12	
Loan Interest	133.52	
Loan Principal	1,221.52	
Total Receipts		3,967.05
Withdrawals		
Transfer to Social Assistance Checking Account	5,000.00	
Total Withdrawals		(5,000.00)
Change in Thrivent Investment Value		5,053.38
Balance 12/31/25		\$ 59,499.68

B. Notes to Holy Trinity Lutheran Church

Balance 1/1/25	\$ 3,560.12
Dated 05/11/08	2,000.00
Dated 12/31/09	338.60
Loan Balance 12/31/25	\$ 2,338.60

TOTAL FUND VALUE 12/31/25	\$ 61,838.28
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Fund Allocation:

Principal	38,198.97
Available for Social Assistance Fund	23,639.31
	\$ 61,838.28

HOLY TRINITY LUTHERAN CHURCH **STATEMENT OF DESIGNATED FUNDS** **2025**

13. CAMBERSHIP FUND

Established 1996

This permanent Campership Fund was established, through the Congregation Council, to provide Camperships to persons attending Camp Calumet Lutheran or its successor. Members and others are encouraged to contribute through gifts and memorials. Twenty-five percent (25%) of all income from the fund and a minimum of 25% of all contributions to the fund will be allocated to the fund's principal. A maximum of seventy-five percent (75%) of income from the fund and contributions to the fund are to be used annually to provide Camperships.

A. Bank of America /Thrivent Investments

Balance 1/1/25		30,684.88
Receipts		
Thrivent Investment Income	754.72	
Total Receipts		754.72
Withdrawals		
Camp Calumet-Julie Johnson	232.00	
Total Withdrawals		(232.00)
Change in Thrivent Investment Value		2,642.89
Balance 12/31/25		\$ 33,850.49

TOTAL FUND VALUE 12/31/25	\$ 33,850.49
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Fund Allocation:

Principal	15,961.31
Available for Camperships	17,889.18
	\$ 33,850.49

HOLY TRINITY LUTHERAN CHURCH **STATEMENT OF DESIGNATED FUNDS** **2025**

14. MISSION AND MINISTRY FUND

The purpose of this fund is to provide for congregational and church wide ministries, as well as mission outreach beyond the operating budget of the congregation. Income from the fund shall be distributed annually and at such other times as deemed appropriate by the Church Council. The income shall be used only for the following purposes, with no part of the income distribution used to support the congregation's operating budget:

- (1) A minimum of 20% for outreach into the community, synod and missions.
- (2) Remaining amount shall be used for: initiation of new ministries and programs, accomplishment of major capital improvements and/or fulfillment of our congregation's Christian mission in the World.
- (3) Disbursement of income need not occur annually in the event causes and programs have not been identified sufficient to utilize the total income available or, if in the judgment of the committee, is not recommended. The undisbursed income shall accrue and remain available for disbursement in the future.
- (4) Up to two percent (2%) of the fund principal, as valued for the annual report to the congregation, shall be transferred and added to the fund income for distribution each year.
- (5) Upon initial receipt of an undesignated gift or bequest, an amount equal to the percent of the congregation's operating budget designated for Benevolence, shall be transferred, and added to the fund for immediate distribution.

A. Bank of America / Thrivent Investments

Balance 1/1/25		\$ 69,232.14
Receipts		
Thrivent Investment Income	1,668.51	
Capital Gains for 2023 Distributed		
Loan Interest	210.24	
Loan Principal	1,923.70	
Total Receipts		3,802.45
Withdrawals		
Donation - Ascentria Care Alliance	1,250.00	
Donation - Ascentria Care Alliance	2,500.00	
Donation - Easton Pride (Town of Easton)	300.00	
Donation - Easton Wings of Hope	150.00	
Donation - ELCA World Hunger	2,500.00	
Donation - Father Bills and MainSpring	500.00	
Donation - Father Bills and MainSpring	600.00	
Donation - Global Refuge	2,500.00	
Donation - HTLC for Father Bills Luncheons	2,000.00	
Donation - Lutheran Disaster Relief	2,250.00	
Donation - Lutheran Disaster Relief	1,000.00	
Donation - New England Seafarers	500.00	
Donation - New England Synod	500.00	
Donation - Raising MultiCultural Kids	500.00	
Donation - Raising MultiCultural Kids	250.00	
Donation - ReconcilingWorks	300.00	
Donation - ReconcilingWorks	500.00	
Donation - Rose Conservatory	500.00	
Donation - Rose Conservatory	500.00	
Donation - School on Wheels	450.00	
Donation - School on Wheels	550.00	
Total Withdrawals		(20,100.00)
Change in Thrivent Investment Value		5,648.46
Balance 12/31/25		\$ 58,583.05

B. Notes to Holy Trinity Lutheran Church

Balance 1/1/25	\$ 5,606.64
Dated 05/11/08	3,682.94
Loan Balance 12/31/25	\$ 3,682.94

TOTAL FUND VALUE 12/31/25	\$ 62,265.99
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Fund Allocation:

Principal	24,643.86
Available for Mission & Ministry	35,622.13
	\$ 60,265.99

**HOLY TRINITY LUTHERAN CHURCH
STATEMENT OF DESIGNATED FUNDS
2025**

DEBT RETIREMENT

Balance 1/1/25		\$0.00
Receipts		
Donation - Anonymous	5,000.00	
Donation - Designated	524.00	
Budgeted Obligation to Debt Reduction	8,963.26	
Capital Gains for 2024 Distributed from RoMar	697.39	
Capital Gains for 2024 Distributed from Lundgren	1,662.38	
Total Receipts		16,847.03
Withdrawals	.	
Loan interest paid	1,659.87	
Loan principal paid	15,187.16	
Total Withdrawals		(16,847.03)
Balance 12/31/25		\$0.00

**HOLY TRINITY LUTHERAN CHURCH
STATEMENT OF DESIGNATED FUNDS
2025**

THRIVENT CAPITAL GAINS/LOSSES

A. Thrivent Investment Management

Balance 1/1/25		\$0.00
Receipts		
Thrivent Change in Value	118,801.60	
Total Receipts		118,801.60
Withdrawals		
Allocation to Funds	118,801.60	
Total Withdrawals		(118,801.60)
Balance 12/31/25		0.00

APPENDIX F: LOAN ACTIVITY REPORT

Loan Year	Due Date	Interest Rate	*Payment Due	Payment Received	Interest Paid	Principal Paid	Additional Principal Payment	Unpaid Interest	Loan Balance
	Loan Balance at 1/1/10								\$ 215,720.41
1	12/31/2010	4.25%	\$ 14,175.96	\$ 6,324.00	\$ 6,324.00	\$ -	\$ -	\$ 2,844.12	218,564.53
2	12/31/2011	4.25%	14,704.22	14,700.00	9,288.99	5,411.01	1,000.00	-	212,153.52
3	12/31/2012	4.25%	14,704.22	14,705.00	9,016.52	5,688.48	1,000.00	-	205,465.04
4	12/31/2013	4.25%	14,704.22	14,705.00	8,732.26	5,972.74	1,500.00	-	197,992.31
5	12/31/2014	4.25%	14,704.22	2,450.00	2,450.00	0.00	1,000.00	5,964.67	202,956.98
6	12/31/2015	4.25%	15,266.39	15,267.00	8,625.67	6,641.33	33.00	-	196,282.65
7	12/31/2016	4.25%	15,266.39	15,202.00	8,342.01	6,859.99	4,400.00	-	185,022.67
8	12/31/2017	4.50%	15,215.69	15,267.00	8,326.02	6,940.98	500.00	-	177,581.69
9	12/31/2018	5.25%	16,046.81	17,096.63	9,323.04	7,773.59	10,000.00	-	159,808.08
1	12/31/2019	3.75%	8,963.26	8,900.00	5,992.80	2,907.20	7,500.00	-	149,400.88
2	12/31/2020	3.75%	8,963.26	8,900.00	5,602.53	3,297.47	2,500.00	-	143,603.43
3	12/31/2021	3.75%	8,963.26	8,900.00	5,385.13	3,514.87	53,095.22	-	86,993.34
4	12/31/2022	3.75%	8,963.26	9,834.00	3,262.25	6,571.75	7,069.13		73,352.46
5	12/31/2023	3.75%	8,963.26	8,963.26	2,750.72	6,212.54	5,000.00		62,139.92
6	12/31/2024	3.75%	8,963.26	12,085.00	2,330.25	9,754.75	8,122.06		44,263.10
7	12/31/2025	3.75%	8,963.26	8,963.26	1,659.87	7,303.39	7,883.77		29,075.94
8	12/31/2026	3.75%	8,963.26	8,963.26	1,090.35	7,872.91			21,203.03
9	12/31/2027	3.75%	8,963.26	8,963.26	795.11	8,168.15			13,034.88
10	12/31/2028	3.75%	8,963.26	8,963.26	488.81	8,474.45			4,560.43
11	12/31/2029	3.75%	8,963.26	8,963.26	171.02	8,792.24			(4,231.81)



RECONCILING IN CHRIST

Holy Trinity Lutheran Church recognizes that every individual is unique, beloved, and made in the image of God. We proclaim ourselves to be an Open and Affirming congregation, welcoming all God's creatures of every race, ethnicity, heritage, culture, age, gender identity, gender expression, sexual identity, physical or mental ability, socioeconomic status, or where you are on your faith journey. **You are embraced by us and God exactly as you are.** We commit to the difficult work of antiracism, social and economic justice, and environmental care. You are invited to join us in Christ to joyfully and inclusively serve our community.



Evangelical
Lutheran Church
in America