



2008-2009
Annual Report of
Trinity Lutheran Church

196 N. Ashwood Ave., Ventura, CA 93003

Prepared for

Semi-Annual Congregational Meeting

May 17, 2009

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Our Mission statement

We Worship and Witness Inspired by God's Word

OUR CORE VALUES

We are committed to:

- The Triune God** – God in the persons of the Father, the Son, and the Holy Spirit is the source and primary reason for our existence as a body. All of our activities and ministries are for His glory alone.
- The Word of God** – We emphasize teaching, understanding, and obedience to the Scriptures so that God will raise up active leaders and disciples for Christ. (II Timothy 3:16, 17)
- The Sacraments** – We believe that God imparts grace to us through the sacraments of Baptism and the Lord's Supper which are holy signs and seals of the covenant of grace instituted by Christ.
- Prayer** – Through prayer we communicate with God and acknowledge that He is in control and will act in powerful ways. This vital act of faith should be at the forefront of all our daily efforts and activities. (Hebrews 4:15,16) (I Thessalonians 5:17)
- Service** – We respond to God's love by using our God-given gifts in lives of service that demonstrate Christ's love to all.
- Worship** – Worshipping God in spirit and truth is fundamental to the life and growth of our congregation. In dynamic and participatory worship we give God praise and adulation. We receive grace and strength through sharing the awesome presence of God.
- Discipleship** – We seek to grow in our commitment to Christ by daily taking up our cross. (Luke 9:23)
- Evangelism** – We actively share the Gospel with each other and with those around us that they may come to know Christ. (Matthew 28:18-20) (Acts 1:8)
- Unconditional Love** – All our thoughts and actions should stem from God's unconditional love. This love is reflected in fellowship that is genuine and encouraging. Forgiveness, humility, and compassion are characteristics that should govern our behavior. (I Corinthians 13:1-3) (John 13:34,35) (I John 4:16-21)
- Education** – We learn God's Word and grow in faith through preaching, teaching, small group study, and other Christian educational opportunities.³

Trinity Lutheran Church

Semi-Annual Congregational Meeting

May 17, 2009

AGENDA

Call to Order by Congregational President	Scott Barradas
Opening Hymn	<i>"Blest Be the Tie that Binds"</i> no. 370 (LBW)
Opening Prayer	Pastor Dave Hall
Adoption of Agenda	
Nominating Committee Introduction of Candidates and Election	
1. Congregational Council: needs 3 (3-year term)	
2. Staffing Committee: need 1 (3-year term)	
3. Endowment Committee: needs 3 (2 for 3-year term; 1 to complete 1-year of remaining term)	
4. Nominating Committee: need 1 (to complete 1-year of remaining term)	
5. Affirm Youth Representative: need 1 (1-year term)	
Approval of Draft Minutes from Semi-Annual Congregational Meeting, held in two parts: January 25, 2009 and February 22, 2009, (includes at pp. 5-11)	
Reports:	
1. Out-Going President (Scott Barradas)	
2. Treasurer (<i>see attached</i>)	
3. Financial Oversight Ministry (<i>see attached</i>)	
New Business:	
1. Report on new website (Paul Muller)	
2. Education Ministry / Worship schedule (Pastor Dave)	
3. Acknowledgment of Edward Nanyaro's graduation and invitation to celebration immediately following today's meeting (Pastor Dave)	
Acknowledgment of out-going Council and Committee Members	Pastor Dave Hall
Introduction of new Council and Committee Members	Nominating Committee
Announcements:	
• Next Semi-Annual Meeting Date: January 24, 2010	
Closing Hymn	<i>"On Our Way Rejoicing"</i> no. 260 (LBW)
The Lord's Prayer	
Benediction	Pastor Dave Hall
Adjourn	

Trinity Lutheran Church

Semi-Annual Congregational Meeting

January 25, 2009

DRAFT MINUTES

(112 signed the attendance sheet)

Call to Order by the Congregational President at 12:11

Scott Barradas

Opening Hymn

"Joyful, Joyful We Adore Thee"

no. 551 (LBW)

Opening Prayer/Devotions (I Cor. 12 and 13; Eph. 4:1-3)

Pr. Steve Beckham

Adoption of Agenda:

Adopted as prepared.

Approval of Minutes of May 18, 2008 Annual Meeting:

Approved as prepared (attached).

President's Report (Scott Barradas):

1. Scott reported that serving as Council's President has been both challenging and an opportunity for personal growth ~ especially in the areas of patience and understanding.
2. He thanked the congregation for all the prayers during his struggle last year with pneumonia and, according to his doctor, is back to good health.
3. Scott has published letters in the *Trumpet* asking us to think about our gifts and how to employ them; what are we doing as a congregation to be visible in the community, and that we need to be doing the ministry of Trinity together. He challenged us to continue in prayer to look at our gifts and to utilize them in our congregation.
4. Scott thanked everyone for attending today's meeting, guaranteeing a quorum.
5. There has been an increase in Adult Ed programs and participation.
6. ChristCare is up and running with 4 active groups. For details, see Wendy Wells.
7. Vicar Ron has been approved for call.
8. Trinity is making an effort to reduce operating costs with a new bulletin format and with a change in banks that may reduce fees up to \$2,000 annually
9. Council has approved a Financial Oversight Ministry team that will be reviewing Trinity's finances on a regular basis and reporting quarterly to Council. Scott acknowledged and thanked John Crowley for taking the lead in this new ministry.
10. Now that the 2008 books are closed, the Audit Committee will be meeting and will report its findings at the May Semi-Annual Congregational Meeting.
11. Trinity's partnership with Christ Church Ventura is going very well, according to their report at last week's Council meeting. They have been sharing Trinity's facilities for 4 months now and Trinity can be proud of all the positive feedback we have received from CCV. Scott acknowledged and thanked Tom Johnston for his leadership on the liaison team.
12. Ventura County's Master Chorale Children & Youth Choir is also using the facility. The community is seeing Trinity as a resource.
13. Scott offered his appreciation and thanked the congregation for the opportunity to serve on Council.

Treasurer's Report (David Harriger): Please see attached.

1. David thanked the weekly volunteers who "do the work": Glenda Chittenden and John Crowley count the offering each week and Nancy Hammett pays the bills for Trinity.
2. David reported that he prepares a summary of income and expenses each month for Council review.

3. Last May, Council put a freeze on all non-essential spending.
4. In the Fall, Council discussed the low funds and available options, such as a line of credit, which Council is hesitant to initiate. It was clarified that opening a line of credit would require congregational approval.
5. One issue is the need to rebuild a reserve fund.
6. The Staff has cut most discretionary spending; the majority of spending at Trinity is for fixed expenses. Most ministries are "running leaner," and all expenses are down.
7. Giving is down as well. During 2006 and 2007, we used our reserve funds and ended 2008 with only an \$8,500 deficit, due to the successful attempt to reduce spending.
8. There is an error on the handout identifying "Assets, Liabilities and Equity as of December 31, 2008" and "Income and Expenses from January 2006 through December 2008" which David will replace for the Minutes.
9. He then suggested that if there are ever questions, he is always available at Council meetings, which are open to the congregation.

Endowment Report (Lynn Brumby): Please *see* attached report. Any questions can be addressed to Committee members.

Old Business:

1. SECOND READING of *Council's Request for Constitutional Amendment to make Property Management Ministry Team a permanent Committee.*
 - C13.08 The Property Management Committee, as appointed by the Congregational Council, shall advise the Council on the need for all property and building improvements owned by Trinity Lutheran Church. All such improvements exceeding \$1,000 shall be approved by Council and coordinated with the Parish Administrator, Educational and Preschool ministries.
- **MOTION: Accept C13.08 as presented in its Second Reading~ M/2ND/PASSED**

New Business:

1. **Presentation of 2009 Spending Plan.** Scott Barradas introduced the *2009 Spending Plan* and offered the following background and comments:
 - In October 2008, Council started putting numbers together and asked the various ministries to submit their ideal spending plans by November.
 - The ideal spending plans came back with a bottom line in excess of anticipated giving, so Council went back to the ministries asking for their suggested reductions.
 - A draft 2009 Spending Plan was available for congregational review on December 20 as follows: reduce the base salaries of the pastors by 15%, Parish Administrator by 10%, Secretary by 5%; reduce the Pastors' Education Fund by 50% (based on the fact that the pastors haven't been using all these funds); Staff Retreat was eliminated; Council Recording Secretary was eliminated; Synod Benevolence was reduced to 4.125%; Local Benevolence was reduced to 1.5%.
 - Staff provided feedback to Staffing and Council with their perception that the reduction in Staff salaries (some amounts lower than originally contracted), was being used to offset benevolences. Staffing reviewed Staff's comments then looked at the most current financial information and went back to Council with suggested revisions and restated Staff's perceptions. Council affirmed that it was not its intention to ask Staff to offset Trinity's benevolences.
 - Staffing proposed a number of options: reduction in salaries and reductions in the positions of Youth Minister and Maintenance to 3/4 time. The position of Youth Minister is going through a transition and now is a good time to make a change. Maintenance has been spending a great deal of time setting up rooms for various groups. In an effort to save money, people using the facilities will have to come in and set up themselves.
 - The Benevolence percentages are created from giving and not from total income which includes facility use fees.
 - Council employed several means to inform the congregation of the process of developing the spending plan and provided several opportunities to bring questions or concerns prior to today's meeting: published invitations to attend Council meetings in December and January; a special financial forum hosted by Council on Sunday, December 7; a draft spending plan in the narthex since December 12.
 - The 2009 Draft Spending Plan was presented for approval, with the stipulation that adjustments could be made as the year progresses and that ministries can ask Council for funds in excess of the spending plan, as giving allows.
 - Council is looking to rebuild the Reserve Fund. Money has been taken from Facility Improvement in the past to

make up for shortfall, since that fund was not specifically allocated.

- Edward's Education Fund is not part of this spending plan but is part of TLC resources and another benevolence.
- This has been a very challenging exercise to go through!

Questions and discussion followed:

- Only non-pastoral, full-time positions include a FICA component.
- The housing for the pastors is in lieu of providing a parsonage.
- Q: What is new on this spending plan compared to the one previously provided? A: The Staff salaries are all restored to their present salaries (the earlier version reduced the base salaries of the pastors by 15%, Parish Administrator by 10%, Secretary by 5%); the Pastors' Education Fund was reduced to 75% (based on the fact that the pastors haven't been using all these funds).
- According to nationwide statistics, Lutherans give between 2-2.5%; Trinity's spending plan and benevolences are in line with the national average.
- Q: Why cut positions when we could spread the reduction among all salaries? A: That was looked at, but not what Council finally voted to do.
- Q: Why is Youth Minister's position being cut to 3/4 time? A: Staffing looked at the number of activities and the perception that not as much is going on as could be.
- In times past, churches had more volunteers. If we can't bring in the funds, we need more volunteers ~ for instance, nursery care providers.
- Has there been research on the average giving for Lutherans according to congregational size? As the congregation decreases, we need accurate reflection of current membership.
- Youth, Maintenance and Nursery Care: These individuals have worked for this congregation for a very long time and it is important to consider the impact of reductions to their families.
- Q: What happens if we can't reach a consensus today? A: If this spending plan is rejected today, we will have to come back and readdress the issue.
- Benevolences were calculated on giving of \$577,000.
- A parent of one of Trinity's youth commented that the perception that Trinity's youth program is not as strong as ever is false! In fact, she hosts several youth activities and the Middle School is just returning from Winter Camp and the High School will be going next week, She also reported that the Youth Minister is supporting a CHAOS group even though it is not on her contract and that she works from home and on weekends.
- Council received several votes of appreciation for their hard work on this difficult issue.

► **MOTION: Approve the 2009 Proposed Spending Plan as presented ~ 2nd**

Discussion continued:

- Scott clarified that while Danielle is going to school, she is upholding the terms of her contract, as well as participating in additional events.
- Q: How is the pastors mileage allowance paid? A: It is a static amount that is paid each pay period. Trinity needs to reimburse both pastors the \$8 shortage that occurred because of the way the pay periods calculated the expense. The pastors are responsible for reporting to IRS.
- A suggestion was made to reduce all base salaries by 10% with the funds being set aside and paid if giving is in line with the amount of full salaries.
- Several comments were made opposing a cut in the Youth Minister position, stating it was one of the most important ministries of the church.
- It was reported that Staffing is looking at options for a future Youth Minister position including: part-time, internship, or staffed with more volunteers.
- The Youth Minister reported that she has not missed a single event and doesn't understand the perception by some that the activities have been reduced. She mentioned how there are new MS and HS events and 4 new CHAOS events.
- A parent commented that the kids adore Danielle and that a troubled youth is more likely to confide in a Youth Minister than a parent.
- A youth reported that he just returned from MS Winter Camp and had one of his best experiences and the youth need the support of the church.
- It was pointed out that a church doesn't operate with all staff in the office each day from 8-5, so it is important to fill up the calendar with events and have more communication so the congregation can understand more of what's going on. It would be helpful to have a Youth representative report on what is going on in the Youth program every

month or two.

- LOGOS reported that they have enjoyed Danielle’s help transitioning kids into Middle School, and that there is a need to build the family aspect of church.
 - It was pointed out that the youth were underrepresented at today’s meeting and would be affected by a reduction of the Youth Minister position.
 - An increase in health care expense was noted.
 - It was clarified that Council further reduced the benevolence from the version of the spending plan that was in the narthex during December.
- **MOTION: Amend the Motion on the floor to return the Youth Minister position to full-time with an increase to the bottom line of the spending plan ~ 2nd**

Discussion continued:

- Some opposed an increase to spending.
 - Suggestion: Look at the office hours and staff health care.
 - Staffing representative comment: Trinity’s health insurance is very generous and we should probably ask for employee participation. We also have employees in an older age range and only have 4 staff participating in the plan, which makes it more difficult to find a cheaper plan. We could also look at eliminating the medical reimbursement benefit.
 - Congregation needs to assure that we don’t overspend.
 - Last year, the congregation gave everyone on staff a 3% increase; let’s remove last year’s 3% increase as a way to reduce spending.
 - Scott thanked the congregation for the feedback, saying that it was very beneficial and reminded the congregation that Council had provided several opportunities to present concerns.
 - A member called for the question.
- **MOTION: Stop the debate and vote on the Amendment to the Motion. 2nd/PASSED**
- **MOTION: Amend the Motion on the floor to return the Youth Minister position to full-time with an increase to the bottom line of the spending plan ~ 2nd/DID NOT PASS (by show of hands)**
 YES: 39
 NO: 43
- **MOTION: Stop the debate and vote on the original Motion ~ 2nd/PASSED**
- **MOTION: Approve the 2009 Proposed Spending Plan as presented ~ 2nd/DID NOT PASS**
- **MOTION: Take today’s feedback and have Council revise the 2009 Proposed Spending Plan and present again ~ 2nd/PASSED**

Further comments by Scott Barradas:

- Scott clarified that the 2008 Spending Plan will continue for the present time and there will remain a freeze on all non-essential spending.
 - The next Council meeting is the third Tuesday of FEB (17th).
 - This meeting will be reconvened to bring a new plan to the congregation.
 - A recommendation was raised to change the time to include the youth.
- **MOTION: Recess this meeting to reconvene on Sunday, FEB 22 at 12:09 PM ~ 2nd/PASSED**

2. Recognition of Ministry Leaders:

- Richard Masters: Thank you for your time and effort on behalf of Trinity’s Stewardship Ministry.
- Mark Beck: Thank you for your leadership as Chair of Property Management.
- Dan Lincoln: Thank you for your service on Property Management.

Scott asked the congregation to stop and express thanks to these individuals for their service.

4. Specific ways to put your spiritual gifts to work in 2009: Council, Stewardship, Property Management, Hospitality Coordinator, Worship & Creative Arts are just some of the immediate needs of the church and ways you can use your gifts. Volunteering is also a good way to help reduce the external expenses of the church.

Announcements:

1. The Nominating Committee is Shannon Bryson, Larry Nafie, Craig Johnson and Walt Whitaker.
2. Council has selected February as Staff Appreciation Month. Please take the time to leave cards or other expressions of your love and support in the narthex during February.

Closing Hymn

"On Our Way Rejoicing"

no. 260 (LBW)

The Lord's Prayer

Benediction

Recessed at 2:10 PM to reconvene on February 22 at 12:09 PM.

Date: _____ APPROVED: _____

Jennifer Holst, Council Secretary

Respectfully submitted,
Nancy Graham
Recording Secretary

Trinity Lutheran Church

Semi-Annual Congregational Meeting

Reconvened on February 22, 2009

DRAFT MINUTES

(78 signed the attendance sheet)

Call to Order by the Congregational President at 12:15

Scott Barradas

Opening Prayer/Devotions (II Cor. 4:3-6 Transformation)

Scott Barradas

Scott reminded us that "We are all called by God to be Christ's witnesses," and that we are the light shining into the community. He challenged us to focus on what we are going to do in the year ahead both at Trinity and in the community.

Announcements:

1. Nominating Form from Synod Assembly need to be submitted by March 2, 2009. (Form in office)
2. The Southwest California Synod Assembly will be held June 5-7 at Cal Lu. Tom Johnston has volunteered to represent Trinity as a voting delegate; one additional male and 2 female voting delegates are needed. Please call the office if willing to serve in this capacity.
3. Both Stewardship and Property Management need leadership. Please consider using your spiritual gifts to fill these important positions of service.
4. Council also will have 3 vacancies in May. Please speak with a Council member if you would like to serve in this capacity.

Old Business:

1. **Presentation of the Revised (from January) 2009 Spending Plan.** Scott Barradas introduced the revisions to the 2009 Spending Plan. Please see attached. The following changes were presented:
 - Both Youth Minister and Maintenance were brought back to full-time.
 - All full-time base salaries were reduced by 3% (Pastor Dave; Pastor Steve; Danielle Askay, Youth Minister; Nancy Graham, Parish Administrator; Marti Bolton, Church Secretary; Linn Griffin, Maintenance.
 - Local Benevolence was increased to 1%.
 - The Plan is based on a Total Income of \$604,264.
 - The insurance coverage was reviewed with different options in mind and will remain the same for 2009, but the Staff Medical Reimbursement benefit for out-of-pocket expenses (for areas not covered, such as dental, vision, pharmacy) was eliminated ~ although this option could be reinstated depending on where we are later in the year.

► **MOTION: Accept the newly-revised 2009 Spending Plan as presented ~ 2nd**

Discussion:

► **MOTION: Amend the Motion to read, "If we exceed the \$604,264, the excess would be used to restore the salaries through bonuses up to 3%.~ 2nd**

Discussion continued:

- Q: Why did the health insurance cost for the Parish Administrator increase so much? A: Due to reaching a "milestone" in her age.

► **MOTION: Amend the Amendment to the Motion to read: "The surplus in giving would be applied to the lowest salaried positions first."~ 2nd**

Discussion continued:

- Q: Our Reserve Fund has been greatly depleted. If giving is greater than \$604,264, would we be better served by putting the excess back into the Reserve Fund? A: Trinity hasn't had a "Reserve Fund" in the past ~ we just had excess funds that were used by all ministries to pay expenses. This new Spending Plan has a Reserve Fund line item, which giving will fund.
 - Q: In the Amendment to the Motion, would the full 3% be restored to each position first? A: It's not clearly defined in the Amendment, in order to discuss the options.
 - Q: When do we increase Benevolence? A: Benevolence amounts are based on a percentage of giving ~ as giving increases, then the percentage amount also increases.
 - If we exceed \$604,264, we don't need to decide today how to use the excess. Let's not rush into this ~ we could have a meeting later in the year to discuss our options.
 - We could restore the reductions in salaries proportionally to all. Who knows, in June; we may need a roof. I did the math and if we all increase our giving by 2-3%, we could make up the difference in the salary reductions. For instance: \$100 becomes \$102.
 - Q: At the Synod level, if there is an issue that can't be decided, the Motion is withdrawn and the idea memorialized for a later time. In the case of today's Amendment to the Amendment to the Motion, if it is passed now, Council would be bound to follow the Motion. If, on the other hand, you would be willing to withdraw the Amendment to the Amendment to the Motion, it could be memorialized as a desire to be applied later, as applicable. A: No, I don't want to withdraw the Amendment. I don't want to lose any Staffing and prefer to fund the Staff than Benevolence.
- ▶ **MOTION: Call the Question and vote on the Amendment to the Amendment to the Motion ~ 2nd/PASSED**
- ▶ **MOTION: Amend the Amendment to the Motion to read: "The surplus in giving would be applied to the lowest salaried positions first." ~ 2nd /DID NOT PASS**
- ▶ **MOTION: Call the Question and vote on the Amendment to the Motion ~ 2nd/PASSED**
- ▶ **MOTION: Amend the Motion to read, "If we exceed the \$604,264, the excess would be used to restore the salaries through bonuses up to 3%. ~ 2nd /DID NOT PASS**
- ▶ **MOTION: Call the Question and vote on the Motion ~ 2nd/PASSED**
- ▶ **MOTION: Accept the newly-revised 2009 Spending Plan as presented ~ 2nd /PASSED**

Scott thanked everyone who attended for their time and comments.

▶ **MOTION: Adjourn ~ 2nd /PASSED**

Adjourned at 12:50 PM.

Date: _____ APPROVED: _____
Jennifer Holst, Council Secretary

Respectfully submitted,
Nancy Graham
Recording Secretary

Congregational Council

Scott Barradas, President

Dear Trinity Family Members,

Three years ago I was approached by the nominating committee and asked to consider running for council. After praying, and listening to God's call, I was elected to Council. As I near the end of my term on Council and this year serving as Congregation President, I would like to thank God and you for allowing me the opportunity to serve. This service has been both a growth experience and a blessing. The growth occurred in the use of my gifts of administration, leadership and faith, my top three gifts last time I checked. The blessing is that I have gotten to know so many more of you but there are still those I have not had the pleasure of getting to know, yet. What I received but certainly was not expecting was the blessing and growth in my relationship with God. As I look back, I see that God called and took care of my every need just as he did in the books of the Bible.

During this past year I have seen God call others to serve his ministries here at Trinity and I thank you for sharing the gifts God has blessed you with. Those I know I have tried to include, to those who have served in the quiet behind the scenes ways, Thank You as well. It is all of us that make up this church including ushers, communion preparation, cleaning up the buildings and grounds, assisting in the office – **Diane Stef**, offering counters – **Glenda Chittenden** and **John Crowley**, straightening up the pews after services, folding and mailing news letters, those who make outdoor services possible, and those who provide snacks for council and staffing with **Lou Lincoln**. Thanks to all the hands that got our new signs installed this year, **Mark Beck**, **Joe Magallanes**, **Kris Kittleson**, **Buck Tramel**, **Scot Olsen** and friend **Brian**, **Jim Gardner**, his son **Matt** and friend **Tom Donovan**, and **John Hecht**, it is connecting us with the community. There are many others putting their gifts to use as well, those who sing in the choir and praise band as well as those who play instruments, the long list of you who provided sermons during lent, those teaching the adult education classes: **Frank Maggio**, **Karen Foster**, **Lowell Foster**, **Matt Hall**, **Paul Muller**. **Lisa Tait** has stepped up as the administrative lead for the Property Management Team with **John Crowley** and **Walt Whitaker**. **John Crowley** with **Scot-Olsen** and **Joe Magallanes** are charting new waters as our Financial Oversight Team. We chartered a Youth Minister Search Team with **Deanna Ruedy**, **Mary Ann Downard**, **Amanda Whitaker**, **Bill Weinerth**, **Ben Hall**, and **Aubrey Whitish**. **Paul Muller**, **Crist Costa** and **Deanna Ruedy** have taken on the task of renewing our web site. **Diane** and **Joe Magallanes** have coordinated Family Camping Trips at Rancho Oso.

There were some new activities and community outreach events, the Hymn Fest on October 5th and the Holiday Bazaar and Flea Market held on 8 November. Thank you **Suzie Dell** for coordinating and getting these going. **David** and **Wendy Wells** with **Mike** and **Mary Diaz** started our 5th Sunday Brunches. Our Jail Ministries Team was installed and includes **Craig Johnson**, **Inge Christiansen**, **Walt Whitaker**, **Richard Masters** and **Paul Muller**. During our congregational meeting, held August 10, 2008 we voted to share our facility with Christ Church Ventura starting September 1, 2008. Their first service was September 7 at 4PM followed by a meal. This new venture allowed us to share the facilities God has provided to us at the same time providing us with additional operating funds in the amount of \$1,200.00 per month. **Tom Johnston** is our liaison and point of contact for any item with Christ Church Ventura. ChristCare Small Groups are underway assisting our ministries with small group tools, growth, fellowship and focus. **Wendy Wells** accepted the lead after **Vicar Ron** completed his internship with us. Our ChristCare Group Leaders include **Valerie Zeko**, **Lynn Brumby**, **Tess Hernandez**, **Bill Weinerth** and **Karine Masterson**.

I would also like to recognize and thank the council and committee members completing their terms this year, **Jennifer Holst**, Council secretary (2 years), **Valerie Zeko**, completing **John Sinjem's** term, and **Aubrey Whitish**, Council Youth Representative; **John Hammett**, Staffing; **Shannon Bryson**; Nominating Committee; and **John Williams**, Endowment, completing **Carol Kane's** term. **Mark Beck** has been the Chair of Property Management for the last 3 years. **Richard Masters** has served on the Stewardship Team for the last 3 years.

We are all supported by the gifts and talents of our wonderful staff as well. Thanks to you all: **Tishia Millner** and **Irene Acosta**, **Lynn Griffin**, **Marti Bolton**, **Nancy Graham**, **Karine Masterson**, **Janet Tramel**, **Danielle Askay**, **Pastor Steve Beckham** and **Pastor Dave Hall**.

With Praise and Thanksgiving for our abundant blessings!

Scott Barradas
Council President

SENIOR PASTOR

Dave Hall

“So those who welcomed his (Peter’s) message were baptized, and that day (the day of Pentecost) about three thousand were added. They devoted themselves to the apostles’ teaching and fellowship, to the breaking of bread and the prayers.” (Acts 2:41-42 NRSV)

Pentecost: the birth of the church! The response to Peter’s Pentecost sermon has always amazed me: 3,000 people baptized – a mega church was born! What were the characteristics of that early church? Luke tells us that *“They devoted themselves to **the apostle’s teaching and fellowship, to the breaking of bread and the prayers.**”*

As the culture shifts and changes; as technological advancements are made, there is a longing on the part of many to get back to the basics. The same is true in the church. I believe it is important to look back at our roots. Whereas we can never go back to how things were, we can take some of the basic principles and apply them to our lives today. The strength of the early church was in their commitment to:

- **LEARN:** *“They devoted themselves to the apostle’s teaching.”* We are committed to having a strong Christ-centered educational program at Trinity for people of all ages that will help them to grow spiritually and in their relationship with Jesus Christ. Pastor Steve and the Adult Education Team have developed a wonderful series of classes for Wednesday evening. The Wednesday Morning Pastor’s Bible Study has had a resurgence and renewed participation. The Tuesday Morning Men’s Breakfast and Bible Study continues to meet weekly. A special thanks to **Jim Gardner** for his dedication as chief chef and also to **Rowland Josephson** for being chief dishwasher for 25 years! The Sunday school under **Janet Tramel’s** leadership has been blessed with wonderful teachers. CHAOS (our confirmation program), which now meets on Sundays has a wonderful group of guides to help teach our confirmands. A major concern for the future of both Sunday school and CHAOS are the sports leagues that now meet on Sundays. During the next few months we will be looking at creative ways to deal with that problem.
- **FELLOWSHIP:** We are committed to growing healthy relationships with each other that are grounded in love and forgiveness. It’s been said that the family that plays together, stays together. That also applies to the church. This coming year we want to especially focus on how we fellowship together. Our theme for the coming year will be *“We Celebrate!”* Fellowshiping together is an important way to **CELEBRATE** our life together in Christ.
- **BREAKING OF BREAD:** We are committed to the sacramental life. Emphasis on the **WORD and SACRAMENTS** has long been one of the strengths of the Lutheran church. The means of grace are vital to the living out and **CELEBRATING** our faith each day.
- **PRAYERS:** We are committed to spiritual health through prayer, daily devotions, and vibrant worship. A healthy prayer/devotional life is essential to experiencing a personal relationship with Jesus Christ. Worship is central to our life together as God’s people. We seek to provide a variety of worship experiences on Sunday morning. One of the things that we will be looking at during the next year is the possibility of both adding a Sunday evening worship service, or a Wednesday evening service and possibly going to just two services on Sunday morning. (Don’t panic – we are just beginning to look at different possibilities to better meet the needs of our congregation.)

We are blessed at Trinity to have many of the “basics” in place. However it takes constant work to ensure that we are well rounded as a congregation.

One of the many ongoing ministries that continues to be a strength of our congregation is LOGOS (our mid-week program for youth in K- 5th grade), under the leadership of **Karine Masterson**. This year we will celebrate the 20th anniversary of the LOGOS/Youth Club ministry at Trinity. It has touched and blessed the lives of hundreds of young people not only from Trinity but also the surrounding community.

Our TLC Preschool under the leadership of **Mary Von Doeren** maintains its place as a model in our community. The legacy which **Gay Johnson** began over 25 years ago continues, and is a tribute to her com-

mitment to early childhood development.

Edward Nanyaro, whom our congregation has supported for the last 4½ years, graduates from California Lutheran University on May 16. He has been a great blessing to us and will be a great blessing to his people when he returns to his home country of Tanzania and helps them discover ways to fight poverty and improve their economy.

We have some challenges and opportunities ahead of us. One will be to replace our Youth Minister **Danielle Askay** who is getting her teaching credential. We thank her for her ministry at Trinity these past three years and wish her all the best as a teacher.

I am grateful to our wonderful staff for their partnership in ministry, and for the privilege of serving as Senior Pastor of this very special congregation.

Pastor Dave

The Ministries of Education and Spiritual Development

Steve Beckham

Education & Spiritual Development

It is he whom we proclaim, warning everyone and teaching everyone in all wisdom, so that we may present everyone mature in Christ. For this I toil and struggle with all the energy that he powerfully inspires within me.

Colossians 1.28-29

This was a year of both celebration and challenges as you will see in the Ministry Reports that follow. On the celebration side, we have several thriving new ministries and a few older ones that are experiencing new energy and growth. ChristCare is quickly becoming a vital and transformative program. Jail Ministry is fulfilling the mandate of Matthew 25 in a powerful and inspiring way. The Prayer Follow-Up team is nurturing a new sense of connectedness for those who might otherwise feel overlooked. The Prayer Shawl Ministry is literally wrapping people in love and reminding them that even when we face daunting situations, we are all knit together in our life in Christ. Our Women's Ministries are experiencing a surge of new liveliness. Adult Education has been steadily growing with inspiring and thought-provoking offerings from new teachers.

On the challenge side, our wonderful Sunday School program has faced new obstacles as more and more sports programs schedule games on Sunday mornings. CHAOS is facing the same trial. Stephen Ministry needs more Stephen Ministers to replace those who have moved away or taken a break from the program. And, of course, there is always the problem of funding. Oddly, that brings us back to the brighter side, because even under severe budget constraints, our ministries have continued to move forward and our ministry leaders have become extraordinarily resourceful.

The greatest immediate challenge that lies ahead of us is finding someone who can take **Danielle Askay's** place at the helm of our Youth Ministries. Danielle has served us capably and well and she will be greatly missed. I hope you will find a moment in the coming days to thank her for all she has done here at TLC..

There are many people who should be recognized for their faithful service, and I hope we have not overlooked anyone in our reports. There are, however, a few people I want to recognize here: **Janet Tramel** has given so very much of herself in our Sunday School, VBS and other children's ministries. She does everything with a spirit of gentleness and grace and wraps every decision and conversation in prayer. **Karine Masterson** is not only the effervescent face and inspiring angel of our LOGOS program, she has also infused our Women's Ministries with new ideas and spirit, working tirelessly to arrange special performances and events. What you may *not* see are all the ways she serves us and gives so tirelessly of her time, talent and treasure. It would take an entire report to cover all the ways she has beautified and facilitated our life together—all done quietly and behind the scenes. **Marti Bolton**, the always-pleasant voice on the phone, works faithfully to keep our calendars from colliding and ensures that all the copies of all the papers for all the services and events appear at the right place at the right time and in the right order. **Nancy Graham**, our Parish

Administrator does a superb job of making sure that all the connections are connecting and all the problems are finding solutions. **Linn Griffin** always makes sure that things are clean, functional and orderly, that the right tables are set up and rooms arranged for what comes next. It's a good thing that **Diane Stef** is a volunteer, because we could never afford to pay her for all the terrific work she does so competently as our Publications Manager. She is such a regular presence in the office that we think of her as a regular member of the staff. **Mary Van Doeren** and **Lisa Christenson** make our preschool a joyful place to be for staff and children alike. Their ministry is both a beacon and a magnet to the whole community. Finally, a word of gratitude must be said for the enduring and inspiring influence of **Gay Johnson**. So many of these ministries are forever imprinted with her loving, guiding touch and the family of faith is immeasurably richer because of her.

When all is said and done, the Ministries of Education and Spiritual Development, indeed all our ministries at TLC work because you, the members, make them work. Church is not merely an organization that provides services, it is rather an organism, the body of Christ, that provides a place to be rooted in community and opportunities to serve and grow.

May the peace that passes all understanding keep your hearts and minds in Christ Jesus.

Pastor Steve Beckham

AFRICA OUTREACH MINISTRY (3M – Multiplying Money for Ministry)

The purpose of the Africa Outreach Ministry is to raise global awareness and seek ways to share the love of Christ with those less fortunate.

The Africa Outreach Team continues to be in contact with the Shambarai Clinic in Tanzania and also the Masibumbane AIDs Outreach Mission in Mpophomeni, South Africa. We were hoping to have a mission trip to South Africa in 2010, however due to the World Cup Soccer Tournament being in South Africa in 2010 and the difficulty in finding available airfare and lodging, we will delay until 2011.

The primary focus of our team this past year has been to continue to raise funds for Edward Nanyaro's education and his return airfare to Tanzania. Edward graduates from California Lutheran University May 16 with a degree in Economics. He has procured additional funding from CLU so that he can go back to school this fall and get a double major in Computer Science. He will then spend 6 months to a year in an internship program before returning to Tanzania.

The team meets periodically as needed to plan for the various fundraisers and mission trips.

INCOME:

Shambarai \$2,964

Masibumbane \$3,450

Edward Nanyaro Educational Fund (EEF) \$20,251

TOTAL \$26,665

EXPENDITURES:

Shambarai \$3,256 (includes carryover funds)

Masibumbane \$2600

Edward Nanyaro Educational Fund (EEF) \$19,920

TOTAL \$25,776

Thank you for your support and prayers.

The Africa Outreach Team (3M)

TLC Preschool

As we celebrate Week of the Young Child, we have many, many activities planned for the children to make TLC Preschool a special place that goes the extra mile. Our teachers are tremendous in this regard. We could not do it without their enthusiasm!

We began last summer as we readied the school for our 2008-2009 year. The trees in the yard were trimmed, the hard floors were polished, we cleaned and organized our small spaces and painting was needed. A college class of about 30 students came one morning during our summer session of six weeks. They observed, toured the classrooms, asked questions and learned about our program. It's exciting that they chose our school and I'm happy to show it off.

Our year began with great enthusiasm but in the later part of September, the husband of one of our teachers began his final stage of cancer, and another teacher had an emergency family situation. Fortunately, our staff stepped up and we had two terrific long term subs and classes and parents were happy.

Our two fundraisers have been successful with Lisa Christenson at the helm. We have wonderful, helpful parents this year that are so supportive. We appreciate those in the congregation that also patronize our social gatherings.

Business for the preschool include numerous field trips, both in-house (we had a pumpkin patch come to us!) and out-and-about in the community, vision screening, hearing screening, Native American drumming and singing with our Thanksgiving feast, collection of canned goods for Project Understanding, Christmas program, weekly chapel lessons, First Aid training among other staff trainings, leprechaun hunts, conference in Sacramento, egg hunts, ducks, dental visits, etc. not mentioning the everyday developmentally appropriate activities concerning our weekly themes.

Upgrades this year included painting by Jerry Baird, sandbox refill, a little toilet in our three year old classroom to assist those who are not quite potty trained, faucet repairs, and two small trees cut because of roots in the pipes, clogging our toilets three times in three months. Ernie Bachofer is an amazing man, still coming each day to see "what we have for him". He does so much for us and he is so appreciated! He is slowing down a bit and I hesitate to give him heavy or physical fix-its. Bob Johnson is out with his blower daily and when he is not, we notice the difference in the grounds as I'm sure you notice in the parking lot. Ernie has helped him with this chore as well; those two have developed a wonderful friendship. Linn keeps them all happy each morning for their break by supplying coffee and goodies and conversation. Gloria Johnston continues her help with the doves, fish and gardens. The Preschool Board is such a helpful resource resolving any issues that may come up. We are grateful for the ability to update our website.

Our enrollment has been good in light of the economy. As we give tours, over and over, we hear wonderful accolades about the school we have. Currently, we have 97 spots filled out of 126 for the 2009-2010 school year. We have given financial aid to more families than ever before, but have lost only two families to the economy.

Our goal for the summer will be the painting of classrooms and restrooms, woodwork and all. Jerry Baird has done this in the past, but again it is a huge task and time consuming. Our fundraising monies will be used for this purpose. It needs a thorough job. The fibar will need to be replenished, as well. Accreditation is up in two years and I must begin that process. It is time consuming and costly.

The success of the school could not be accomplished without our wonderful staff. We cannot believe how quickly this year has passed, as each week is so full. Gay Johnson has built one of the most prestigious schools in the city and we would like to continue her traditions and create new ones. Please be sure to keep Gay and her family in your prayers as her life has certainly been compromised by pancreatic cancer. She and Bob have dedicated so much of their time to Trinity. Continue to tell those you know of the fabulous preschool at TLC. We are happy to give tours without appointments preferably when the children are here. It is good to see us in action!

Jesus said, "Let the children come to me". And we'd like to assist Him with our efforts.

Respectfully submitted,
Mary Von Doeren
 Director, TLC Preschool

CHILDREN'S MINISTRIES

This year has been exciting in many ways. It was moving to watch the 2nd graders receiving their new "Hands On" Bibles at the beginning of Fall Sunday School. Another highlight was sending parents Christmas shopping and inviting their children for a day of fun in "Getting Ready for Jesus." We had Bible Stories, songs, made decorations for the Children's Christmas tree in the Narthex, watched Christmas videos, had lunch together, and made crafts to take home.

It was so much fun watching the children act out the birth of Jesus in our Christmas Play- the little ones deciding who wants to be which animal in the stable, (complete with costumes of ears and tails - thanks to **Karine Masterson**), and the older ones getting such enjoyment in playing the part of someone involved in

the great Christmas story. Thanks to all the parents and teachers who helped.

In January our VBS team, **Erica Biedebach, Tuesday Bouvet, Kirsten Johnston**, and myself, was off to preview the new VBS curriculum for this year. Our selection was unanimous - Crocodile Dock - where fearless kids shine God's light. We also made the momentous decision to include children from 3 years old to 5th graders in VBS this year. VBS will be June 15th-19th, 9am to noon—and it's not too early to sign up.

The 4th and 5th grade Sunday school class, with the help of their fearless leaders, **Bruce Petty, Ben Hall, and Lisa Uhl**, selected a mission project close to home. (Oxnard) They found out they could supply homeless women and children with a Thanksgiving dinner for \$2.05. They set as their goal to raise \$30 for these dinners. They not only reached their goal, but exceeded it by raising \$70. Many homeless women and children were thankful for their contribution. They also visited the Lighthouse Women and Children's Mission and distributed some gifts for the facility. Hurray kids!

Sunday school children took home Lenten Gift Cards to fill up with quarters during Lent. They returned their cards on Palm Sunday and Easter for a total of \$92 for our mission support of Shambarai Clinic in Tanzania. We received a letter from Bethany Friberg in Shambarai thanking us for our support through the years. The clinic has running water from their own well and pump. They have a good supply of medicine in their pharmacy. The local children are using bed nets, and coming to the clinic earlier for treatment when ill, and getting better anti-malaria drugs so they are not seeing as many cases of serious malaria now. Praise the Lord!

On the troubling side, our Sunday school has taken a nose dive in attendance. We were affected by AYSO offering Spring Soccer on Sundays for kindergarteners through 5th graders. This leads to tough but important choices and decisions for parents to make. We've had some coming to Sunday school in their uniforms so they can make both. Our challenge as a church is how we can stay close to God and each other during these challenging times. I thank God for you parents and pray for his solutions for us in the future.

Respectfully submitted,

Janet Tramel

Minister of Children's Education

LOGOS

LOGOS at Trinity is alive with joy and new experiences. During the 2008-2009 LOGOS year, the children have reached out to our community by creating gifts for Meals on Wheels, many retirement homes and convalescent hospitals, and the brave men and women who serve our country in the armed forces.

LOGOS has also blessed our congregation by creating gifts for all the young children who attended the Christmas Eve service at TLC.

The children have enjoyed playing games at recreation, making gifts for their families, learning sign language, puppets ministry, enjoying delicious dinners, and learning about God's power and plans. We concentrated on the story of Joseph and discovered that God is always at work, He has plans for each of us.

At the present time we have 40 children attending and numerous volunteers that make LOGOS possible! Without our volunteers, LOGOS would not exist! God has plans for each of them and I am thrilled that LOGOS is part of His plan!

Respectfully submitted,

Karine Masterson, Director

Adult Education

This has been an exciting year in Adult Education thanks to the Adult Education Team. Team members are **Paul Muller, Julie and Geoff Nicolle, Lowell and Karen Foster, Matt Hall, Norma Wall, Frank and Dianne Maggio and Wendy Wells**. This year in our Wednesday Evening series, we embarked on a terrific multi-year curriculum that includes in-depth study of the Bible and Church History. Team members and others who regularly attend have been serving as teachers for the classes. We have also featured classes in interpersonal communication and discussion techniques and a DVD-assisted class led by Paul Muller on How Lutherans Interpret the Bible. Currently we are learning about Daily Life in the Ancient World with classes led by Frank Maggio, Karen Foster and Matt Hall. Following that, we will have a class series on Lost Christianities

featuring the DVD series by Dr. Bart Ehrman, Professor of Religious Studies at the University of North Carolina, Chapel Hill. In this class we explore the diversity of early Christianity, including several sects and heresies, the development of orthodox theology, and the various gospels, epistles and tracts and apocalypses that were not included in the canon of the Bible. In the fall we will move into a study of the four canonical gospels, Matthew, Mark, Luke and John and the canonical epistles.

Another promising new series of classes which will begin this summer is called *Right From The Start*. Envisioned and proposed by **Frank and Dianne Maggio**, these classes on some basic "life as an adult" skills will be an outreach to the general public. **Dalyn Koren** has stepped up to head this program assisted by **Matt Hall**.

The Pastor's Bible Study, led by Pastor Dave on Wednesday mornings, continues to enjoy a large and faithful attendance. Topics this year have included the books of Romans, Hebrews, and other epistles.

Respectfully Submitted
In Christ,
Pastor Steve

christcare small group ministry

In the past year TLC has seen many changes. But one of those changes may well be a sleeper of a change... the addition and growth of the ChristCare small group ministry at TLC.

This past year has been quite successful for ChristCare with eight ChristCare Leaders being trained and the establishment of five solid ChristCare groups. (The groups averaging about 8-10 members.)

Listed below are the accomplishments for this past year... well, it's actually more like 6 ½ months since the groups were only first assembled in mid-October, 2008.

1. Over 100 coats were gathered and distributed to the homeless and needy.
2. At Christmas there was not one, not even three, but more than four financially struggling family's that would not have otherwise had a very Merry Christmas had it not been for a ChristCare group. One family even felt they received so much that they in turn shared the "extra" with a couple of other families.
3. A ChristCare group provided and served a meal for the Lenten services this year and it was a very tasty and hearty meal at that.
4. There were people that would not have otherwise volunteered to "preach a sermon" during Lent had it not been for the encouragement of their ChristCare groups.
5. Two ChristCare groups are joining forces this summer and will be painting the fellowship hall.
6. A summer book club has been formed by one ChristCare group to read, share, and discuss the thought-provoking #1 bestseller "The Shack".
7. One ChristCare participant told me that because of what she learned from a lesson on listening in the ChristCare "Beginnings" book she was better able to support a family member during a very difficult time in their life.
8. And what about the coupon exchange? What a great way to share savings with each other. After all every penny does count.
9. And of course the many "little things". Like the fun and fellowship that has grown between some rather unlikely people within the groups.

Although this list may not seem like much there is one thing you may not know about ChristCare. The leaders and founders of the ChristCare small group ministry program in St Louis state that it typically takes two years to establish and see results from the ChristCare small groups. So yes, the first year of ChristCare at TLC has been successful.

So what's next? I know that for many at TLC the ChristCare small group ministry is still somewhat of a mystery. It can be difficult to explain but a couple of months ago one member of a ChristCare group was able to put it quite nicely into words. "**ChristCare is something you experience.**" It's like that feeling you have when you get off a favorite ride at Disneyland. Have you ever tried to explain to someone why that ride was so much fun for you only to have them stare back at you with a blank expression? Well, ChristCare is like that.

Until you get on the ride (join a ChristCare group) you don't really fully experience the fun and understand what the ride (ChristCare) has to offer.

So think about it. Why not join a ChristCare group? Or if you really want to have some fun take a ride on the Teacups by being a ChristCare leader.

Available groups are:

Sunday Meetings:

Leader - Lynn Brumby 647-1816

Leader - Tess Hernandez 644-6576

Monday Meetings:

Leader - Valerie Zeko 701-5599

Leader - Karine Masterson 659-5164

Wednesday Meetings:

Leader - Bill Weinerth 647-5038

For more information concerning ChristCare please contact:

Wendy Wells: cell, (562) 773-3364

Steve Vanderhoof: cell, 218-2144

Pastor Dave: 644-7474

Wendy Wells

TLC Mission Endowment Fund

The Endowment Fund was established in June 1992. The Fund receives both Undesignated and Designated gifts. The undesignated income from the Fund shall be distributed: a minimum of 30% for outreach into the community and Synod, a minimum of 30% for missions in this continent and worldwide, and up to 40% for any one or all of the above designated areas in any proportion as determined by the Endowment Committee. Our goal is to distribute approximately 5% of the total assets annually. This is only a guideline, not a requirement or a legal obligation.

In God's plan, Christians are the ones to whom He has given the privilege of funding His work. So, why does God provide an accumulation of wealth? To enable His people to exercise the gift of giving.

Money and wealth can be used for the comfort and convenience of families, to meet the needs of others and to spread the Gospel throughout the world. On the other hand, it can be used for destructive purposes. Since attitude determines how wealth should be used, it is vital to determine, in light of God's principles, what attitudes are acceptable to God and why those acceptable attitudes must be maintained as God increases wealth.

Have you considered leaving a legacy gift as part of your estate? If not, we would ask you to pray about it and discuss it with your family members.

Endowment Committee

Lynn Brumby, Rich Hougardy, Craig Johnson, Ordale Johnson, John Williams

Family to Family

An exciting ministry in which many of our Trinity family participate is the Family to Family program, part of the Peace and Social Justice Team. They prepare a meal once a month to share with those who are hungry in Ventura. It began in 1983 by F2F founder, LeAnn McSorely of Catholic Charities, who had a simple vision: when home cooks prepared dinner for their family, they would cook a few extra servings and share the extra with those in need. It became more organized and soon involved other religious and civic groups in Ventura, with Pat McLean becoming its leader. Until 1998, our Trinity F2F team prepared their Famous Spaghetti in our church kitchen, but since F2F's re-location to the Catholic Charities building at 303 North Ventura Avenue, our team uses their county approved & inspected kitchen and facilities to serve their delicious meal. Besides that yummy Spaghetti, they also serve tossed green salad, bread, milk, lemonade, coffee, and some pretty impressive desserts! Donations from places like Food Share, Foster's Donuts and Trinity (pasta and

salad dressing) help to provide meals at a bit less than \$1 a serving. Please pray for increased support of those very special facilities!

Our incredible team of volunteers meets on the 2nd Monday of every month at the facility on Ventura Avenue. Some come to help prepare the meal; some to serve the meal; some to clean up; while many come for the whole day, which begins around 9 A.M. , and ends around 12:30 P.M. Besides the very special fellowship, our volunteers also share a meal together just before opening the doors to their guests.

This ministry of Christ-like, Very Happy People, have so much fun, they'd love to have YOU join them whenever you can! They gather at the Ventura Avenue location on the 2nd Monday of every month. If you have any questions, please feel free to ask any one of these Very Special People: **Jane Avani, Wayne Bartel, Marylyn Bruce, Jan & Lynn Brumby, Gladys Carlson, Jim & Betty Carper, John Crowley, Caroline Felber, Christine Folsom, Audrey & Dan Gallagher, Cheryl Hayden, Tess Hernandez, Gloria Johnston, Dan Lincoln, Bill McKeehan, Leo Meyer, Geoffrey Nicolle, Darrell & Sharon Paulson, Dale Scaman, and Don Wilt.**

Dan Lincoln, John Crowley

Report on Jail Ministry Team

The Jail Ministry Team has just completed its first full year. It has been a most marvelous and fulfilling year for the team members.

There are four regular team members who meet two or three times per month on Sunday morning at the Ventura County Jail where we join with teams from other churches to bring Jesus and his church to the inmates of our jail.

Depending on the number of participants that show up, the Chaplain will divide us into groups. Men see men and women see women. He will assign us to different "quads" and "blocks" or to medical or to segregation. You never know exactly where you might end up. We assemble in the visitor area around 8:00 pm and between 8:30 and 9:00 we are given our assignment and are then searched by deputies and then go to our assigned quad. We have to be out of the building by 10:30, which is lunchtime. Once we clear the several security doors we will give our assignment to the deputies in the guardroom and we are usually assigned to one of two "interview" rooms to see what the Lord will send us that day. Sometimes we are in teams of two and sometimes alone.

On any given Sunday, you could have one inmate or nine inmates depending on how the guards divide them up. Depending on how many inmates sign up for "Church" there may be one, two or more groups for each room. We try to divide our time so we can see two groups but because of security reasons, this rarely happens.

The inmates that we visit are from all walks of life and all ages. They have many different faith backgrounds. Some are very studied and can quote the scripture from memory. Others are curious but have never been baptized. All of these men and women are our brothers and sisters and we treat them as such.

We may start from a particular place but we have to be prepared to go in the direction that the inmates want to go. The Holy Spirit is very powerful in jail and truly works miracles. The team members, conduct prayers, bible studies and encourage the inmates in pursuing their faith. Sometimes, they just want someone to listen.

This is a great opportunity to represent TLC in the community and to witness our faith. Those of us who are blessed to be part of this ministry receive back ten fold for what we put in.

Pray for us and our brothers and sisters who are confined in jail, that we may all receive the Grace of God.

Jail Ministry Team

Inge Christensen, Craig Johnson, Richard Masters, Paul Muller, Walt Whitaker

New Member class ministry

During 2008, Trinity Lutheran Church accepted 18 new members into its family. This accomplishment was the result of the efforts of many congregational volunteers who support this very important New Member Ministry. **Dianne Maggio** put together folders containing all the information that a newly joining member might need, checking the stock every quarter for completeness. Our office staff procures the supplies needed and makes the necessary notification regarding the classes. Classes are then scheduled every quarter for three consecutive Sundays. These classes are led by a pastor or by volunteers (presently **Craig Johnson, Paul Muller, Lynn Brumby, Wendy Wells and Bill Flothmeier**) who relate to potential new members what it means to be a Lutheran or a participant in our congregation. Finally a New Member Sunday is scheduled, and Trinity is enriched by new helping hands, new perspectives, and new members committed to use of their spiritual gifts for the good of our church and its congregation."

Frank Maggio

Peace & Social Justice Ministry

Trinity Lutheran Church Peace and Social Justice Team Ministry
Formerly known as Social Concerns Committee

What is Peace? Living in an environment of cooperation not domination. This begins with our own peace of mind; without revenge nor hatred but with compassion, forgiveness' and the common good.

What is Social Justice? Preservation of life with adequate food, clean water, security, health care and shelter. We all are equal in the eyes of God. Social Justice takes place in a fair society, not one of advantaged and disadvantaged people.

The Peace and Social Justice Team is responsible for distribution of Local Benevolence funds to local agencies who provide services to needy individuals or families in the area. In the year 2007 our total budget was 4% of the TLC church members offering, 2% of offering in 2008 and only 1% in 2009 for a budget amount of \$5770. In the year 2009 we hope to be able to make periodical donations to four community service groups including Family to Family, Project Understanding, Tender Life and Caregivers. Family to Family receives special compensation because their only source of income is TLC.

In February 2009 a food collection for Project Understanding Food Pantry resulted in 143 bags of groceries.

Members: **Jack and Laurel Hewson, Bill Wakelee, Bill Weinerth, Jerry Baird, Frank Maggio and Tom Johnston**

Submitted by
Tom Johnston

prayer list follow-up ministry team

When the church asked for members to help with up-dating the prayer list four came forward, Edele Johnstone, Irma Tierney, Irene Heggie (a new church member) and Betty Carper.

We call the people on the prayer list once a month. As Irma has told us, many really count on this monthly connection, for often there is loneliness and fear when one is sick. Sometimes a person will request that a pastor call on them or bring Holy Communion to them; when we receive such a request, we notify the pastors. With many families working, sometimes we simply leave a message: "We want you to know that you are in our thoughts and prayers."

Our whole group has found this service to be very valued. People appreciate that we are checking on them. In return, our lives are fuller with knowing that we have helped in a small way.

We would like to thank Diane Stef who makes all the changes for us in the bulletin.

Team Members: Irene Heggie (A-C); Irma Tierney (D-J); Betty Carper (Chair) (K-M); Edele Johnstone (N-Z)

Stephen Ministry

The year which began with such a strong start has now found us in a rebuilding phase. During this past year one of our Stephen Ministers moved out of state and another found himself unable to serve because a job change required a great deal of travel. Two more longtime Stephen Ministers decided that after years of

faithful service in this ministry, it was time to retire. Stephen Ministry is a valuable and powerful tool for our congregation. It is a means of caring for persons in the midst of crisis or struggle in a real and meaningful way. It does require training and commitment.

We are currently recruiting members to "re-supply" the ranks of our Stephen Ministry program. Please prayerfully consider participating in this great caring ministry. For more information, see the cover article in the April issue of the Trumpet (on the website), or call Steve Vanderhoof or Pastor Steve.

Stewardship & Spiritual Gifts

The Stewardship Team has been inactive for most of the last year. Despite several announcements and invitations to secure new members to serve on this vital team, we have been unable to find ANYONE who is willing to lead and/or be a part of this team.

The continuing decline in giving can be attributed in part to the disintegration of this ministry.

Stewardship not only focuses on developing and encouraging monetary giving but the greater need for the giving of our member's time and talents. These elements are all intertwined to form the basis of a "giving congregation".

The council has had to assume most of the duties of this ministry and have done the best they can considering all of the unusual challenges they have confronted.

Trinity desperately needs members to volunteer for this ministry so that it can again be a vital part of our church.

If you feel moved to be a part of this ministry, please contact Richard Masters at 805-377-2688.

Blessed Be
Richard Masters

WELCA

WELCA is a commonly used acronym for Women of the Evangelical Lutheran Church in America. The purpose statement of the organization is: *As a community of women created in the image of God, called to discipleship in Jesus Christ, and empowered by the Holy Spirit, we commit ourselves to grow in faith, affirm our gifts, support one another in our callings, engage in ministry and action and promote healing and wholeness in the church, the society and the world.* It is the mission of Women of the ELCA "To empower women to act boldly on their faith in Jesus Christ."

Women of Trinity Lutheran Church carry out the purpose and mission statements both individually and collectively. Just a few of the ministries of women are:

- Bible studies
- Quilting, sewing, knitting, & crocheting
- Teaching
- Altar Guild duties
- Mary/Martha [bereavement] ministry
- Lutheran World Relief clothing drive, layettes, health & school kits
- Community Outreach programs
- Thankofferings

Groups of women (circles) meet monthly for Bible Study and fellowship. There is also a Couples Circle that meets each month. We invite all the members of Trinity to participate in one of these groups.

Women of the ELCA has traditionally held two social functions each year. A Mother's Day event in May and a Christmas Tea in December are times when all of the women of the congregation are encouraged to gather for a brief business meeting, a program, refreshments and fellowship. Additionally, a one day retreat was held in November and a concert in March. Plans are well underway to continue with the increased number of events each year.

Trinity Women of the ELCA is represented at Synodical Women's Organization & at Churchwide Women of the ELCA events.

Resources are available through the churchwide women's organization. *Lutheran Woman Today* magazine is a publication of the organization that is available by subscription. A recently developed e-zine, "CAFÉ" is available online at www.womenoftheelca.org.

Middle School

The middle school saw some big changes this year. The biggest change was made to the CHAOS schedule, which changed from meeting every other week to meeting weekly. CHAOS also switched meeting days to Sundays at 11:00 in hope of working with the students' homework and sports' schedules. The middle school group also saw a new addition to its calendar, a Saturday night fellowship night held once monthly. Though it has taken awhile for the students to get accustomed to this new event, the fellowship night has brought in lots of laughter, snacks, movies, friends and numerous games of Pool Horse.



CHAOS

The CHAOS program continues to be a strong program. There are 8 eighth graders looking forward to being confirmed this fall. The students, Pastor Dave, Pastor Steve, Kim Adair (CHAOS coordinator) and Danielle are thankful for the CHAOS guides that show up every Sunday to faithfully serve and teach the junior highers.



If you are interested in being a guide next year, or the CHAOS coordinator, please contact Pastor Steve.

CHAOS guides: Deanna Ruedy, Kristen O'Neill, Valerie Zeko, Tina Lomagno, Mary Ann Downard, Bob Wood, Kristie Simpson and Lisa Christenson.

Camps

As always, tons of fun was had at El Camino Pine's winter camp January 23-25th. The teens prayed continuously for snow, and even did a snow dance, but unfortunately, despite the cold weather, we didn't have much snow. The group spent the weekend learning about God's will for their life.

This summer the TLC middle schoolers are encouraged to sign up for Confirmation camp at El Camino Pines which will be held July 12-17. Pastor Steve is hoping to spend some time up at camp with the middle schoolers. Parents are encouraged to sign their teen up early to ensure their spot at camp. Sign up at www.lrcchome.com.



As always, contact Danielle with questions.

YOUTH MINISTRY

High School

The past year again saw some changes to the high school calendar. Bible study was changed to Sunday evenings in the hope of not taking away from family-time on Sunday mornings. Bible study also changed locations from being held in Room 1 to being held in the homes of high school students. This has proven to be a good switch as Bible study attendance has been consistent. The high schoolers have been studying the world religions this semester, starting with various Christian denominations first semester and moving into the major world religions second semester. They spend one session learning and the next week's session is spent at a worship service or visiting a worship center of the religion they learned about the previous week. Everyone has been learning a lot about other religions and consequently, about Lutheranism.



God Chicks

God Chicks was off to a slow start in the fall but made a quick recovery with two back-to-back events in January and February. The girls are also planning the 2nd annual God Chicks sleepover in La Conchita. The event will be held the first weekend in May.

God Chicks need a few more women to help out with this amazing ministry. If you think you can help, contact Danielle!

Disciple Dudes

Disciple Dudes, a ministry geared towards high school males, has had a stagnant year with the loss of its two main leaders. A trip to the islands has been scheduled and rescheduled in the hopes of getting the boys together. A male leader is needed to take charge of this ministry.



If you are interested in helping with this male-gearred ministry, please contact Danielle.

Camps

Winter camp was a weekend of bonding for the group of high schoolers that attended. The group also spent a great deal of time with the director of Lutheran Retreats Camps and Conferences, learning more about how they can be involved in the Lutheran church.



This summer, the high school students are invited to attend a five day backpacking and whitewater rafting trip hosted by El Camino Pines. The trip is scheduled for July 5-10th. Sign your high schooler up at www.lrcchome.com.

As we look forward to the next year, we encourage all women of Trinity to join us in the many ministries of this organization.

Women of the ELCA at Trinity has a committee coordinating events. If you have any questions, please contact **Cheryl Manly, Irene Level, Helen Floyd, Karine Masterson, Patty Law, Anna Kittleson, Debbie Hall, or Joyce Opjorden.**

Blessings,
Joyce Opjorden

WORSHIP and Creative Arts

The "Treat" Team

Treats for some of our Treasured Volunteers!

Our team offers some pretty terrific and delicious treats for those wonderful people who offer our church family their time and talents as they serve on our Council or on the Staffing Committee. The Staffing Committee meets on the 2nd Tuesday of every month, and the Council meets on the 3rd Tuesday. We have most months of the year filled, but if you're interested in providing goodies for one month a year, please contact Lou Lincoln at 644-7644.

Thanks goes out to each member of our Team from everyone they serve: **Kristie Wallace, Cindy Williams, Patty Law, Gloria Johnston, Tess Hernandez, Karen Foster, Marilyn Cadinha, Ed & Arlene Burnham, and Meri Beckham!**

Lou Lincoln

SANCTUARY CHOIR:

The Sanctuary Choir, made up of very faithful members, continues to sing weekly, alternating between the 8:00 and 11:00 a.m. services. On Festival Days (*i.e.*, Palm Sunday, Pentecost, Reformation Sunday) we sing at both 8:00 and 11:00 a.m. and sometimes the 9:30 a.m. as well.

I feel strongly the need to adhere to the Church Calendar, choosing music specifically tailored for the Church seasons while recognizing our Lutheran roots. We also wear robes while singing, wearing collars tailored for the Church seasons

We have several choir members who help keep our fellowship going: I know if I try to list everyone, someone will be omitted but here goes: **Karen Muller** is our librarian and has organized a catalogue of our music; **Lenora Weinerth** is our "sunshine" person - buying cards for illnesses/anniversaries, etc.; **Edele Johnstone** is a blessing at the piano if I should be singing; **Bob Brodie** keeps our choir roster with phone numbers and email addresses to help with communication up to date; not long ago, **Edele Johnstone** sees that the choir room is straightened up a bit; **Don Wilt** is faithful to arrive early and opens the room; **Paul Muller** is a great communicator of information that sometimes trickles down to him before me; **Suzie Dell** reads through some of the music that comes in the mail, seeing if any of it may be of interest for us. In truth, everyone in our choir is a great blessing to each other, and there is always room for more!

I would like to emphasize again what a faithful crew we have in our choir. Every Thursday night we rehearse, from 7:30 to 9:00 p.m. and the fellowship among us is fun and loving while we prepare our service music for the week. I have come to treasure the bond that has developed among us. I am still the organizer and leader of the music at the 8:00 and 11:00 a.m. services (hymns excluded), and Tilford Jackson continues to be in charge of the music at 9:30 a.m. I think this division of duties has been a blessing for all. I know the Praise Team is thriving with his leadership.

Each summer the choir takes a summer vacation, this year we will be singing the whole month of June and taking July and August off. On the last Sunday that we sing we will again plan to have brunch together at a restaurant, because everyone knows how much singers love to eat! It will also give me an opportunity to thank everyone for their participation in the choir. It is a commitment that I believe each of us has recognized as important and I appreciate each one for making the effort to come to rehearsals and plan their worship lives around our weekly singing schedule.

This summer I will again be teaching a seminar/training program for young professional singers; in Rome, Italy. This work is important to me and I'm grateful that the church has agreed to work with my sched-

ule. I am making arrangements to have someone cover me for the services at the organ. I will return the first Sunday in August.

When I return, I will address the Fall program and other "maintenance" issues:

1. Will schedule the annual tuning of the pianos and organ ~ a very important bit of "maintenance." This is best done in the Fall when the heat has subsided.
2. Will look into adding some new titles to Trinity's already well-stocked music library, which carries well over 600 titles (if we have money in the budget.) This will make our library stronger and, again, is a certain type of maintenance.
3. The choir will resume rehearsals in August ~ the first rehearsal will be a read-thru of some music that we may want to use throughout the year. This may be an "open" rehearsal for anyone (even non-members) as a sight-singing evening. We will continue to rehearse in August and begin singing at services again in September.
4. Continue to make attempts at including other aspects of music with the choir, such as the Handbells, Brass Ensemble, Praise Team, etc. Also plan to continue using both the piano and organ during services to help maintain variety in our worship.
5. Research whether (financially) Tilford and/or I will be able to attend one of the church music seminars (Choral Conductor's Guild, or Music California). Both of these groups sponsor events aimed at "professional development;" classes include sharing of worship techniques, what's new in worship music, seminars on praise/taize music, and, sometimes, classes in the "other" direction of returning to roots. Basically, it is a fellowship of other church musicians and the trends in different types of worship. I have gone to these before and found them beneficial and inspiring.

Lastly, thank you all for your appreciative words, gestures and gifts, and making my time here at Trinity a joy and a blessing.

Tim Leon
Sanctuary Choir Director

Banner Creation and display:

Training on banner creation is available for anyone interested in this ministry.

Diane Stef

Hymn Fest

For those of you who missed it, the Hymn Fest was an enjoyable evening of music and fellowship. A wide variety of hymns were sung by all with additional performances by the Youth Praise Band, the Praise Band and the Sanctuary Choir. Words of inspiration intermingled with the hymns led us down a path of inward reflection as we contemplated Jesus' love for us. A wide assortment of cookies, treats and coffee closed out this wonderful program.

Suzie Dell

Narthex Decoration/Displays:

The narthex is the welcoming center of the church each Sunday and, to most visitors, provides a first impression of Trinity. We have many talented volunteers who take up the task of lovingly coordinating the displays and preparing the overall space. Sometimes, these servants have gone so far as to add special touches around Easter and Christmas, coordinating themes based on the liturgical seasons and church events. We are in need of someone with a passion for decorating (or at least tidiness) and an eye for balance. If you would like to serve in this capacity (or head a team), please contact the church office. Your talents will be such a blessing.

SOCIAL ACTIVITIES AND EVENTS

Nancy Graham
Parish Administrator

Team ministry restructuring has created the area of Social Activities and Events that is in need of a coordinator and includes the efforts of various small groups. The function of this ministry has been to promote fel-

lowship among Trinity's members and friends in order to build a stronger church family. Here is a sampling:

1. *4th of July Picnic, Chili Cook-off and Fireworks Display*~ is an annual fun-filled, fellowship event. Anyone is welcome ~ just bring your selection of meat for the BBQ, some lawn chairs and, if you're competitive, an entry for the chili cook-off! Be sure to plan on staying for the fireworks show right next door at Ventura College. Please obtain a parking lot pass from the Trinity planning team prior to the event, as one will be required to park in the church parking lot. Some think that our parking lot is the best seat in town for the show! **Shannon Bryson**
2. *Crop Walk*:. This year was my 5th year participating in the Crop Walk for Trinity and the second year as co-chair, along with Dave Erickson. It was by far the best weather we have had yet! We were blessed with sunshine (or should I say *sunshine*) and cool breezes. We had approximately 25 participants ~ several folks raised money but didn't walk and three dropped out and didn't turn in their pledge envelopes. A total of \$4,895.50 was raised by our TLC walkers and the total raised by the event in Ventura was \$22,546.65. Trinity raised approximately 22% of the total!. **Mary Diaz and Dave Erickson**
3. *Dinner for Eight*;. Dinner for Eight just completed its Spring cycle of dinners. Since **Rebecca Keisler** began facilitating the groups in 2003, participation has averaged between 40-60. This on-going, small group fellowship is for couples and singles of all ages. Groups are formed and last approximately 6-7 months, with each participant hosting one dinner. Sign-ups are posted twice a year and new groups are formed. This is a wonderful opportunity to meet new people and connect more personally with fellow members. **This ministry needs new leadership. Please call the church office if you would like to help form the groups for Fall.**
4. *Fair Trade Coffee*:. Trinity is continuing to support the LWR Coffee Project through purchasing our kitchen coffee through Equal Exchange and encouraging everyone to look for and support Fair Trade products when shopping. According to Lutheran World Relief (LWR), some 20 million coffee farmers in Africa, Asia and Latin America often struggle to make a simple living and lack adequate health care and education for their children. Last year, Lutherans were responsible for purchasing more than 45 tons of 100 percent fairly traded coffee, helping these people make a living wage and also educating and supporting them to invest in organic processes, providing for sustainable farming to protect our earth. Please look for Fair Trade coffee, tea, chocolate, sugar, and handcrafts. Also, visit lwr.org/ resources to learn more. **Diane Magallanes**
5. *Family Camp*:. We're looking forward to another campout this June at Rancho Oso in the Santa Ynez valley. It's wonderful to be in a scenic environment for a couple of days with great friends. Hope to see you there! **Diane Magallanes**
6. *Golf Classic* A Christian Camp Classic golf tournament is scheduled on the first Friday, October 2, 2009 this year. This is a charity event with the proceeds going to El Camino Pines Bible Camp. However, we are without a Tournament Chairman right now. We need someone to step forward within the next month (or six weeks at the most) and assume the responsibility of leading this event. Our former chairman, Pastor Rowland Chandler, will help the new Chairman with unfolding the tasks at hand. He will also give this person the latitude to introduce some new emphasis to help the event continue to grow. The people of Trinity have provided the basic support for this tournament for almost twenty years. The proceeds are the single most largest financial gift the camp receives during the year. Sooooo, yes, this is an important function of the church. We invoke your prayers in behalf of a new tournament chairman. Please contact Pastor Dave at 644-7474 or Pastor Chandler at 983-2858. Soli Deo Gloria! **Pastor Rowland Chandler**
7. *Holiday Bazaar and Flea Market*. The Holiday Bazaar and Flea Market was a one-day opportunity for various church ministries to participate in fundraising efforts. With a variety of goods and services to offer, this effort at a church-wide event was fairly successful with many groups benefitting from it! The Sunday School teachers had a bake sale. The Middle School kids had a car wash. The High School kids sold books and videos that had been donated by members of TLC. Members of Family 2 Family served a wonderful hot lunch. ChristCare had some unique lanterns for sale. And many members contributed items to fill the craft and flea market tables. **Suzie Dell**
8. *Meals for Moms and/or Hardship*. This loving ministry is support by 30 members who, on a rotational

basis, provide three meals over a period of a week for families with newborns or who may be experiencing some hardship and need help with dinners. We're always looking for more folks we can count on to prepare meals, so if this is one of your spiritual gifts, please call the office to be added to the list.

Shannon Bryson

9. *Prayer Shawl Ministry*: In its first year, TLC's Prayer Shawl Ministry was blessed with many shawls, several of which have been given to those in need. Each shawl was lovingly created by gifted hands with hearts full of prayers for love, hope and healing. Individualized cards filled with scriptures, poems and prayers were created for each shawl and then the shawls were blessed. The experience has been rewarding, not only for the creators and the intended receivers of the shawls, but also for those delivering them. Everyone involved enjoyed the opportunity of sharing God's love for each one of us. As the need for these shawls grow, others are welcome to come join in the experience - whether to knit or crochet a shawl, to create the beautiful cards, or to assist in getting the precious gifts to their recipients, each step in the process is important. The Prayer Shawl Ministry continues to meet on the third Saturday of each month at 10am for fellowship and support, to discuss the progress of our efforts, to turn in completed shawls and to pray for those we are serving. **Suzie Dell**

10. *Senior Events and Activities* :

- *Young at Heart* meets at TLC every Third Thursday noon except during summer months. During this 2008-09 year we enjoyed a variety of luncheon meals such as Sloppy Joes with the help of John Crowley and Sharon Paulson, tasty soups by Elaine Stinson and Gloria Johnston who also served some great salads. We also had several potlucks. Programs included old movies, bingo and three interesting presentations; a Catholic sister from St. Catherine's convent who told her God Story, Ventura City Policemen on driving safely and Ventura City Environmental Services "Trash Lady" on conservation and trash recycling. There are other programs at TLC for active Seniors. You are never too old to join us. Young at Heart remembers its faithful members:

In Memoriam:

- *Vi Bartelt* who was one of the original members,
- *Madeleine McGinnis* who organized and conducted out of town trips and also showed Arm-chair Videos once a month in the library.
- *Ed Langer* also a long time member who each month called Young at Heart members to remind them of the next meeting and what bring.

Submitted by Tom Johnston

- ***Opportunities for service to Trinity's seniors:***

- *Transportation*: A ministry to assess, recruit and coordinate the transportation needs of our seniors who need occasional or on-going transportation assistance to worship services and other church activities or medical appointments.
- *Telephone contact*: A ministry dedicated to regular telephone contact with those in our congregation who are unable to be actively involved due to health concerns.

11. Softball (Adult): It's a church league with men from Trinity forming one of the teams. **Dorian Gunn**
12. *Sunday Morning Hospitality*: We have continued to provide a time for fellowship while enjoying treats and coffee between the services on Sunday mornings. Many have been supportive in donating money, treats and supplies to help us provide this opportunity. However, volunteers willing to spend time in the kitchen serving the treats and making the coffee have been very limited. Sign-up sheets have been posted monthly on the Fellowship bulletin board so that any interested parties may get involved. Many thanks go to the groups who have continually signed up for one week each month to provide this valuable service. **We would like to encourage every ministry group, family and individuals within TLC to consider signing up for serving in the coffee shop just one Sunday out of the year.** The individual benefits of giving can be just as rewarding as for those who are receiving. **Submitted by Suzie Dell**
13. *TLC Crop Shop* is a drop-in scrapbooking group that meets monthly in our Fellowship Hall. Generally, the group meets on the last Friday of the month from 6:30 to midnight. It is open to anyone who

would like to join in working on personal scrapbook projects and enjoying fellowship with other scrappers. The group size varies, but usually averages 10 to 20 people. **Karine Masterson and Jennifer Holst** organized the TLC Crop Shop beginning in January of 2007 and it is well into its third year of existence. **Deanna Reudy** has taken over the email notices for the group. The group is attended by TLC members and people from outside the congregation. The attendees range in age from elementary age girls to grandmothers. The group received a donation of scrapbook supplies from **Elaine Clark**. The supplies are put out each meeting and are available in exchange for a donation. The money that has come in from the donations has been given to the youth program. The TLC Crop Shop gives a wonderful opportunity for fellowship and to share the TLC family warmth with other community members.

Jennifer Holst, Deanna Reudy, and Karine Masterson

14. TLCycles is a group of motorcycle enthusiasts that rides once a month, with an overnight camping trip planned very few months. All freeway legal bikes are welcome. If interested please call **Jim Aguirre or Pastor Steve**.
15. *Volunteer Recognition* ministry is mid-way through its second year of providing special thanks and recognition to those diligent volunteers who so graciously have given of themselves for the benefit of all of us at TLC. We feel that it is very important to take the time to say "thank you" and "job well done" to these wonderful people, even those who do not wish to be individually recognized. If you know of anyone who should be acknowledged for their selfless acts of servitude and countless efforts in serving TLC, please, stop by the black kiosk in the coffee shop and complete a green nomination form. Our volunteers are terrific - and we want them to know it. **Suzie Dell and Karine Masterson**

ADMINISTRATION

Nancy Graham
Parish Administrator

Dear friends,

The administration of Trinity's office, facility and grounds requires a lot of hands and, once again, Trinity members have stepped up to meet the needs of God's House ~ the "home" of Trinity's family of believers. We continue to reap the blessings of so many who are willing to join us in serving. As always, we in the church office ask for your prayers for health, wisdom, love and grace so that each of us will be a blessing each and every day to each and everyone who enters the doors or calls the church. Praise God from Whom all blessings flow!

BANKING:

We have successfully moved our banking from Wells Fargo to the Lutheran Credit Union of America, as we anticipate saving many hundreds of dollars per year from various banking fees. For additional information regarding the status of our income (including giving) and our ministry spending, please see the attached report.

David Harriger

Insurance policies:

The goal of the insurance team is to manage the various insurance policies purchased by TLC to find the most efficient and economical way of providing adequate coverage.

As we reported last year, we marketed the property and casualty policies and moved to Brotherhood ~ are they renowned within the church community? Lutherans? Etc.) as they offered more coverage for less money. Again this year, we have put off getting quotes for additional coverage such as earthquake and flood due to budget constraints.

For the third year in a row, we have substantially reduced the cost of the worker's compensation policy ~ this year by moving to a former carrier.

The group medical plan was reviewed in depth in light of the continuing increases that have been occurring and our budget constraints, but none would meet the goal of protecting our Staff in a comparable manner. After much work it was recommended that we retain our current plan for the year and revisit this

area again next year. This area was reviewed by the Staffing Committee, as well.

We will continue to work to make sure that adequate coverage is provided to TLC and our Staff within budget constraints.

If you have any questions regarding this, please contact Richard Masters.

*Respectfully submitted,
Richard Masters*

Kitchen [cleaning] circle

We are approaching the first year anniversary of the Kitchen Circle Ministry. It has been wonderful working on reviving a tradition that was part of TLC's history.

We meet monthly on the 3rd Saturday 9:30 to 11:30 to clean and organize the fabulous kitchen, communicate to all the Groups/Ministries providing up-to-date information such as a "Cancellation of Pest Control" notice, and promote educational opportunities for food service through The County of Ventura Health Department.

A major accomplishment was creating a useful guide in the kitchen. This provides information ranging from "Setting Up Coffee Service" to "Dishwashing By Hand, A Best Practice." Allowing anyone to come into the kitchen and have a quick how-to reference.

At this time, we are a small group: with Lisa Tait and daughter, Tess; Tina Lomagno and daughter, Kelly; Val Zeko and daughter, Anneke. We hope to grow, and anyone that has an interest is welcome. We have had 6 to 10 girls from the Youth Groups and local schools come to join us for community service credit. It is great to provide this opportunity and we are thankful that word is getting out. One Mom called to thank me and said her daughter "wants to come again she had so much fun".

Our goal is to have regular heavy-duty cleaning of the stove, refrigerator and microwaves, organize the cupboards, address any health and safety issues, and we hope to implement a "share" type program among the cooking groups in an effort to save costs and reduce the duplication of basic ingredients.

Lisa Tait

Membership/Database/spiritual gifts data:

An updated church directory is about to be published (upon request), which will include our newest members. This new directory will be available by request. Presently, there are six trained staff/volunteers who regularly update our membership database (Shepherd's Staff), which includes our Spiritual Gifts inventory. If you haven't taken the Spiritual Gifts assessment yet, please do so and turn in the results to the office.

Diane Stef and Garda Falt

Property Management Ministry

Find below a list of completed 2008/2009 projects, a list of members and/or teams needed to help Property Management, projected 2009 projects and the projected goals for our 5-year plan. Funding of the Capital (facility) Improvement account (funds put aside for future projects) is at a very low state and will continue to deplete unless increased funding is put back into effect. Regular maintenance of our facility runs approximately \$55,000 a year. Any additional facility improvements usually requires funds from the Capital (facility) Improvement account.

For example: Sanctuary wood floor repair and refinishing, pew wood refinishing, carpet replacement, modernization of the Sunday school/Preschool facility, North planter terrace and re-landscaping.

It is our goal to be of service to the congregation by maintaining Trinity's large facility and ensure the beauty of the church and grounds. We are currently working on improving the communication with the Preschool, Council, congregation members and ministry teams, hoping to implement a system that will encourage everyone to submit a "Smart Plan" for improvements and projects. This will provide projected costs and give us information and background to answer questions or address concerns. In the coming year, a goal is to increase our numbers on "Work Days," working with the TLC Youth Groups and promoting school credit for community service requirements. This plan includes making a weekly appearance at the CHAOS meeting about one month prior to the date and letting the kids and parents know how important they are to our congrega-

tion and how easily they can become involved on "Work Day." The Property Management Committee thanks you for your support and encourages your involvement. Please feel free to join any of our regularly-scheduled meetings every second Saturday of the month at 8AM in the TLC Coffee shop.

2008/2009 PM Projects completed:

1. Three Work Days to clean up and beautify the church facility and grounds: August 23, 2008, November 22, 2008, and March 28, 2009;
2. Constitution revision request submitted to Council which incorporates PM function;
3. Locks installed on two Library Doors;
4. Moved annual IT service contract from FTI to Megabit Networks for computer, server and network needs; replaced one office workstation computer;
5. Replaced Fire System backflow valve to pass annual inspection;
6. Broke ground in April 2008 for Trinity sign and installation of sign complete;
7. Van Maintenance

Teams/Members Needed - Continuing to solicit congregational volunteers for:

1. Teams/Members to create and establish archive of blueprints and current, up-to-date set diagram/schematics for facility (mechanical, electrical, water/soil, irrigation, audio/visual media center including sound board).
2. Teams/Members to establish annual inspection list criteria for Trinity facility and preventive maintenance list with schedule and instructions.
3. Team/Member to review facility/storage usage and recommend potential long term solutions. Also evaluate Sunday school growth and solutions.

2009/2010 PM Recommended Projects requiring Capital Improvement funding:*

1. Parking Lot pavement seal (\$11,600: \$2,900 repairs, \$700 crack fill, \$8,000 two seal coats and paint)
2. Parking Lot drainage improvement in 1st Bay - \$15,950
3. Upgrading temperature control thermostats with newer step back industrial units - cost to be researched
4. Optically inspect sewer system for potential blockage areas - cost approx \$250
5. Narthex East-facing double doors need repair and maintenance - cost approx \$875

Other items to be considered for a projected 5-year plan:

1. Phone System upgrade
2. Sanctuary wood floor repair and reseal
3. Establish landscape plans (includes North planter bank re-landscaping, terrace and irrigation)
4. Concrete recycle bin enclosure behind kitchen
5. Electric Sub-Panel for upstairs Sunday School East room
6. Address extra storage concerns and needs

*To God's Glory,
The Property Management Team*

Publications:

Trinity's monthly and weekly publications, the *Trumpet* and *Trinity Week*, respectively, belong to you the members and are used to communicate what's happening at Trinity. Please send prayer requests, articles, comments, or information to publications@tlcventura.org; deadlines are noted in each edition of the *Trinity Week*. If you have gifts in desktop publishing or are interesting in learning how to help create these publications, please call the church office.

Diane Stef

Staffing Committee

There are five members of Trinity Lutheran Church on the Staffing Committee. Two of the committee members are members of the Church Council; they include, Council President, Scott Barradas and Vice President, Suzie Dell. Non-Council members include three elected by the congregation. The chairman of the Staffing Committee is elected by the Committee and this year's Chair is Jim Aguirre. Also serving on the Committee is John Hammett and Anne (Voorhies) Garcken. Pastor, Dave Hall is a regular meeting attendee. On occasion, presentations and information updates are delivered by the Parish Administrator and/or other church leaders.

TLC STAFF: Full-time; Part-time, and Contract

Here are the names of those engaged on a regular basis in the fulfillment of exceptional work at TLC:

- Irene Acosta, Nursery Care (part time)
- Danielle Askay, Youth Minister
- Steve Beckham, Pastor for Education and Spiritual Development
- Marti Bolton, Secretary
- Lisa Christensen, Preschool Office Manager
- Nancy Graham, Parish Administrator
- Linn Griffin, Facility Maintenance Technician
- Dave Hall, Senior Pastor
- Tilford Jackson, Accompanist (contract)
- Timothy Leon, Organist, Choir Director (contract)
- Karine Masterson, LOGOS (contract)
- Tishia Millner, Nursery Care (part time)
- Janet Tramel, Minister of Children's Education

The staffing committee follows the congregational Constitution as a framework of its responsibilities. Some of the important responsibilities include: make wage and salary recommendations and prepare the staffing budget; administer pastor evaluations and monitor other staff reviews; review and update job descriptions and evaluation guidelines to be consistent with letters of call, personnel contracts and administration requirements; initiate call committees and prepare letters of call; review and be current with workers compensation, major medical, and other insurance matters; interface with the Parish Administrator and act as a liaison between Staff members, working with each other and the congregation to resolve problems and give support and encouragement; draft policies and procedures which are reviewed and approved by the church Council, including updating the Employee Handbook, e-mail policy, vacation policy, benefit qualifications, etc.

The Staffing Committee meets on the second Tuesday of each month in the Church library. If you wish to address the Staffing Committee call the chairman, Jim Aguirre, at 805-525-7049 to be placed on the agenda. Thank you to all who assisted in making the Staffing Committee work so well.

Respectfully,
Staffing Committee

In service to Trinity's office, facility and grounds:

Volunteer service is often unrecognized and can be a thankless ministry. While we often hesitate to publicly thank folks for fear of omitting someone, we will do our best here and ask for the forgiveness of anyone we may have overlooked. The office staff would like to publicly recognize our many *regular* volunteers, including Ernie Bachofer (handyman), Bernice Baird (Connect Cards, telephones), Rosemary Bielschmidt (restocks pews), Loretta Burton (monthly Trumpet crew), Glenda Chittenden (weekly offering counter), John Crowley (weekly offering counter, changes outdoor sign), Lorraine Engelsgaard (updates envelope and magazine subscriptions, visitor letters, printing), Garda Falt (membership updates, telephones, folds Trumpet), Lu Farmer (weekly bulletin collation, printing, puts up song numbers in Sanctuary), Caroline Felber (monthly Trumpet crew), Bill Flothmeier (answers our call for special needs); Nancy Hammett (weekly accounts payable, records weekly giving, prepares annual giving statements), Bob Hanneman (weekly bulletin collation), David Harriger (answers financial questions, trains in QuickBooks ☺), Bob Johnson (daily parking lot cleaning), Gloria

Johnston (weekly bulletin collation, telephones, gardening, treats office staff to homemade cookies and soups) Tom Johnston (telephones, bulletin collation, prunes roses), Dianne Maggio (telephones), Frank Maggio (prunes roses, and answers our call for special needs); Marianne Pitcher (special correspondence needs), Darlene Scaman (restocks pews), Diane Stef (publisher of both the monthly *Trumpet* and the weekly *Trinity Week, membership updates, newspaper articles, seasonal banners*), Elaine Stinson (bulletin collation), Carmen Tarin (monthly *Trumpet* crew), and Nancy White (monthly *Trumpet* crew). Some of these tireless servants are here daily, most we see weekly and a few we see each month as they prepare the *Trumpet* mailing. We also see many of these same faces as they serve on various ministry teams, but for their loving service in the office, we extend a very special thank you! *Thank you one and all! You are such a blessing to us!*

Nancy Graham and Marti Bolton

TLC Website UPGRADE TEAM:

An informative website is an important outreach for a church. Trinity has many activities and ministries and congregation members and visitors want to know what is happening at our church and when.

The TLC Website Upgrade Team had two goals: To increase the amount of on-line information available about TLC and to enable any team or ministry to contribute content to our website. To achieve this we have created a new TLC website at Wordpress.com You access the TLC website at its usual address: www.tlcventura.org, but you will find a new layout and navigation scheme that is structured to allow more content.

The best part is that any ministry or team can create their own web pages on our site without any programming skills. Wordpress works through templates – you simply fill out forms on-line and these are turned into web pages. Training on Wordpress is easy - if your team or ministry wants to have a dynamic presence on the TLC website, simply contact us for further details.

Thanks for all the hard work by our team members.

Paul Muller, Crist Costa, Deanna Ruedy, Lisa Christenson

Team Ministry Transition Report

We worship and witness inspired by God's Word

In October 2006, our congregation shifted to a new Team Ministry organization to replace several of our Standing Committees. In January, the congregation gave preliminary approval to the Congregation Constitution changes needed to put our organization in synch with our ministry.

Here, in FAQ mode is a review of this shift.

Q: *Has the organizational change been smooth and effective?*

A: Yes, few problems have been noted, several new ministries have been launched and there is a vibrant spirit of service throughout our congregation.

Q: *How has the role of the church Council changed?*

A: It has not changed. The Council is still responsible for defining our mission (the boundary of our ministry) and makes all policy, financial and personnel decisions.

Q: *Has the role of the Staff changed?*

A: The Staff has become responsible for all ministries in their assigned area. They also submit annual spending plans to the Council, monitor spending and approve all invoices for payment.

Q: *Are the Staff members the team leaders?*

A: No, the congregation is responsible for the success of our ministries. Staff members may guide them but the team has responsibility for seeing that their ministry is effective and pleasing to God.

Q: *Why is this important?*

A: Our members can now serve wherever and whenever the ministry attracts them. No more meetings because "someone has to do this" or because the church "needs" this done.

Q: *What are the Five Areas of Ministry?*

A: (1) Worship & Creative Arts, (2) Education & Youth, (3) Spiritual Development, (4) Social Activities &

Events, and (5) Administration. For a detailed listing of existing ministries, see the Team Ministry At Trinity brochure in the narthex.

Q: *What is a SMART Plan; why is it important?*

A: The SMART Plan defines the what, why, who, when and how of a ministry. A complete plan makes it easier to attract team members and connect with other ministries. For help writing a SMART Plan consult with a Staff member, see the Team Ministry At Trinity Brochure or go to www.tlcventura.org.

Q: *How do I connect with existing ministry teams?*

A: Contact a Staff member.

Q: *How do I launch a new ministry?*

A: Write a SMART Plan, talk with a Staff member, and recruit a team of people who share your passion. Make it happen! Go forth and serve!

Q: *Where's the accountability in Team Ministry?*

A: Team Ministry is a permission giving program so that all may minister according to their spiritual gifts. Accountability begins with the ministry team and the writing of a clear complete SMART Plan. Staff members review SMART Plans and advise the team. If necessary the SMART Plan may be reviewed by the Senior Pastor or the church Council. Plans that do not fit our mission will not be accepted or funded.

Q: *How do I obtain funding for a ministry?*

A: Funds for 2008 have been allocated to ministries in our Annual Commitment To Ministry Spending Plan and may or may not be available this year~ talk with the Staff Contact Person. If funds are not presently available, funds can be raised using the Fundraising Policy recently approved by the Church Council. Classes and events can also be self-funded by the participants.

Q: *Who do I contact to discuss Team Ministry further?*

A: Pastor Dave, Pastor Steve, Nancy Graham, or any member of Council