

ANNUAL REPORT 2023



ANNUAL CONGREGATIONAL MEETING

OPENING LITURGY

Son of God, Eternal Savior

Recognizing that our faith is a living, busy, active and mighty thing, may the grace of our Lord Jesus Christ and the communion of the Holy Spirit be with each of you.

And also with you.

Teach us to love you with all our heart, soul, mind and strength.

Receive our prayer, O God.

Descend on our hearts, that we may love others in the ways Jesus loves us.

Receive our prayer, O God.

Empower us to be enthusiastic in pursuing your vision for our congregation.

Receive our prayer, O God.

Move us to engage issues in our community in Christlike ways, and to pursue deep and authentic relationships with those with whom we serve and partner.

Receive our prayer, O God.

Strengthen us to face the barriers we encounter in doing your work, learning to work with others amid disagreement.

Receive our prayer, O God.

Give us the ability to adapt to the cultural, economic and social changes that occur in the neighborhoods we serve.

Receive our prayer, O God.

Guide us to be a healthy congregation that learns from its failures as well as its successes and offers wisdom to others.

Receive our prayer, O God.

As we strive to become the church that we proclaim to be, raise up leaders who focus on the gospel of freedom, forgiveness and reconciliation as given to us through God's indescribable act of love in the death and resurrection of Jesus Christ. Renew us daily in our baptism, that we may discover vitality in our relationships with you, each other and those we serve in the world.

Amen.

1 Son of God, e - ter - nal Sav - ior, source of life and truth and grace,
2 As you, Lord, have lived for oth - ers, so may we for oth - ers live.
3 Come, O Christ, and reign a - mong us, King of love and Prince of peace;
4 Son of God, e - ter - nal Sav - ior, source of life and truth and grace,

Word made flesh, whose birth a - mong us hal - lows all our hu - man race,
Free - ly have your gifts been grant - ed; free - ly may your ser - vants give.
hush the storm of strife and pas - sion, bid its cru - el dis - cords cease.
Word made flesh, whose birth a - mong us hal - lows all our hu - man race:

you our head, who, throned in glo - ry, for your own will ev - er plead:
Yours the gold and yours the sil - ver, yours the wealth of land and sea;
By your pa - tient years of toil - ing, by your si - lent hours of pain,
by your pray - ing, by your will - ing that your peo - ple should be one,

fill us with your love and pit - y, heal our wrong, and help our need.
we but stew - ards of your boun - ty held in sol - emn trust will be.
quench our fe - vered thirst of plea - sure, stem our self - ish greed of gain.
grant, oh, grant our hope's fru - i - tion: here on earth your will be done.

Evangelical Lutheran Worship, 655

Text: Somerset C. Lowry

Music: IN BABILONE, Oude en Nieuwe Hollandse Boerenlities en Contradansen, 1710;

arr. Julius Röntgen

Text and music are in the public domain. May be reproduced without restriction.

Agenda

1. Call to Order
2. Opening Prayer
3. Approval of Today's Agenda
4. Approval of 2023 Annual Meeting Minutes (Page 1)
5. Elections
6. New Business
 - Proposed 2024 Budget
 - Proposed Constitution
7. Motion to Adjourn
8. Closing Prayer
9. Sending Litany



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Minutes of the Seventy-Sixth Annual Meeting

January 29, 2023

Call to Order

1. The meeting was called to order by Church Council President Munyer at 10:06am. 75 members were in attendance.
2. **Opening Prayer:**
Pastor Shane led the congregation in an opening prayer.
3. **Approval of the Agenda for the Meeting**
President Munyer requested to add an agenda item: Pastor Shane presentation after New Business item. Motion by Jeanne Schindler and second by Bill Barber to approve the agenda as amended. The motion was approved.
4. **Approval of the 2022 Annual Meeting Minutes**
Motion by Deb Attig and second by Sandy Fredrickson to approve the minutes of the annual meeting. The motion was approved.
5. **Elections**
President Munyer reviewed the list of nominations for church council - three year terms. There were no additional nominations from the congregation. Bill Barber made a motion for a unanimous ballot. Gary Schindler seconded the motion. The motion was approved.

President Munyer asked for nominations for church council – one year terms. Virginia Sorenson nominated Sandy Fredrickson. Lowell Peterson seconded the motion. Sherry Sebersen nominated herself. Bruce Olson seconded the motion. Bill Barber made a motion to cease nominations. Stewart Ness seconded the motion. A voice vote was taken, with a division of the house. President Munyer made a call for tellers, and Karen Hendrickson, Deb Attig and Gerry Vogt volunteered. Ballots were handed out and counted, with Sherry Sebersen winning the nomination.

President Munyer reviewed the nominations for Grace Foundation. There were no additional nominations. Bill Barber made a motion to accept the nominations. Gerry Vogt seconded the motion. The motion was approved.

President Munyer asked for volunteers to be voting members to the Blue Earth River Conference Assembly, with the following members volunteering: Vicar Ashley Kuhlman, Jerome Meyer, Lester Perschbacher, Dennis Ratz, Lori Tuchtenhagen, President Munyer.

President Munyer asked for volunteers to be voting members to the Southeastern MN Synod Assembly. The only volunteer was President Munyer, and he asked that members continue to consider this appointment.

President Munyer asked for volunteers to be delegates to St. John's Home. The following members volunteered: Jerry Vogt, Gary Schindler, Jeanne Schindler, and Pastor Shane removed himself from the list.
6. **New Business:**
President Munyer invited all congregation members to ask any questions they have, any time.
David Drommerhausen presented an overview of the proposed 2023 budget, with corrections. He invited and answered questions. Motion by David Drommerhausen and second by Bill Barber to approve the budget. The motion was approved.
Pastor Shane reviewed the process for updating and ratifying the church constitution. He summarized the changes that have been proposed, and clarified that final ratification will take place at the summer congregational meeting. The council made a motion to accept the constitutional changes, Bill Barber seconded the motion. Discussion – answered questions about the process and various items in the constitution. The motion was approved.
7. **Adjournment**
Motion by Deb Attig and second by Sherry Sebersen to adjourn the meeting. The motion was approved and the meeting adjourned at 11:30am.
8. **Closing Prayer**
Pastor Shane led the congregation in a closing prayer.

Council President Report

In Psalms 33: 20-22, the writer tells us,

“Our soul waits for the Lord; he is our help and shield. Yea, our heart is glad in him, because we trust in His holy name. Let thy steadfast love, O Lord, be upon us, even as we hope in thee.

This year the Grace congregation has kept a steady course with the numerous committees in full operation. The Mission Ministry is active and continually seeks new and innovative ways to help others in time of need. The Food for Backpacks has grown larger and is providing for families in need of food. The Personnel Committee remains vigilant in keeping our personnel files in order. Also, the Grace Foundation continue to be good stewards of the God’s creation and helping pay tuition for Vicar Ashley’s seminary education. The Foundation is generous with scholarships, the Grace Youth trips and Christian Education.

We have faithful Altar Guild members, Sunday School teachers and our Youth Ministry team. We have numerous volunteers who are there to help. As you can see Grace has many members who seek to find their place in the work of the Church. If you have an interest or believe you can contribute in a meaningful way- try it by being a member of a group!

We are pleased and happy to have Aaron Bartz with us in the music area. Aaron has a wonderful talent and ability which enriches our musical worship. As you are aware, we have a new Grand piano, arriving in February, which will be a positive enhancement to the worship experience.

We will be sorry to lose Pastor Dean and Vicar Ashley in early Spring. It is a bittersweet time but God has a plan for them and for the Grace congregation. Our Call Committee is diligently working with gathering information and with the Synod to call a new full time pastor. We are thankful for Pastor Shane’s leadership and his ability to be a positive and energetic pastor.

As you can see, it has been a busy and active year. The mission of Grace Lutheran Church is dependent upon you, its members. We rely on members to be the faith component of an active church.

As Paul wrote in Philippians 4:13-

“We can do all things in Him who strengthens us.”

Thank you for allowing me and the Church Council the opportunity to serve the Grace congregation in a meaningful way.

Peace,
Jim Munyer

Lead Pastor Report

Hi all. We made it! We have made it through what I see as the first full year, post pandemic. I say post, but it's not really done. We have simply learned to live with another variable in our midst. Congratulations to all of us and thanks be to God for our ability to survive and thrive in difficult and uncertain times.

In the Bible, Jesus sends the disciples out to serve in his name, but before they go, he "breathes" on them and says "receive the Holy Spirit." It's found in John 20:22. It's a little weird, isn't it? He "breathes" on them. We just don't do that. And Jesus didn't do that any other place that I could find. But there it is.

What's happening here is that the Holy Spirit is being shared with them. The Holy Spirit, friends, is the person of God (remember: Father, Son and Holy Spirit) that goes with us into the world, inspires us, guides us, never abandons us. We trust, then, that the Holy Spirit rests on us, too! Where we go, so does the Holy Spirit.

2024 leads us into new adventures. Our Strategic Planning team is helping us set goals and structure for the next few years. We will say goodbye to Pastor Dean and Vicar Ashley, we will welcome a new Associate Pastor. We will thank members who have served and welcome new servants into positions of leadership on council, committees and teams. We know that change is all around, but let's not forget that the Holy Spirit walks with us through that change, surprising us again and again with the promise of new life and renewed purpose for us in the church.

A little catchphrase says "We GROW through what we GO through. And while that's not in the Bible, Jesus never seems to avoid change. Jesus often walks into life and acknowledges the change and then finds a way to work through it, finding life-giving opportunities at every step.

Will we misstep? Sure, we are human after all, but we will continue to trust that the Holy Spirit continues to bless us individually and as a congregation. Thanks be to God for the gift of the Holy Spirit, inspiring us to see life and growth along the pathways we journey.

Peace to you friends,
PShane

Associate Pastor's Report

"Bubbles up, they will point you towards home
No matter how deep or how far you roam
They will show you the surface, the plot and the purpose
So when the journey gets long
Just know that you are loved, there is light up above
And the joy is always enough, bubbles up"
Lyrics to "Bubbles Up" by Jimmy Buffett (2023)

It seemed fitting to start my final annual report with lyrics from my favorite balladeer. The world took note as the end of a beautiful life and career sunsetted when we said "Fare thee well" to Jimmy Buffett. The song "Bubbles Up" refers to how a diver can be reoriented while underwater. Follow the bubbles, and you'll find your way to safety and home. There have been times when I have needed to breathe for a minute just to see which end is up.

This has been another busy, somewhat chaotic year for your Part-time Interim Associate Pastor. It's not been a bad year, just a bit chaotic as I have continued to seek balance between Grace, family, school, and my Practicum (a required internship for Marriage and Family Therapy students).

During this past year, I have had the opportunity to spend more time with Grace's amazing 7th, 8th, and 9th grade Confirmation students every Wednesday night as we explore faith and life together through scripture, projects, discussions, and other activities. They are so insightful when they give themselves the freedom to wonder without fear of judgment.

In July, I led my 5th (and final) service trip to West Virginia with Appalachia Service Project. It is always a gift to see adult leaders and students give so freely of themselves and serve in ways they didn't know they could. Almost as wonderful is seeing how generously they are supported financially and in prayer by their congregation.

This past summer, it was a privilege to serve while Pastor Shane took his sabbatical if for no other reason than to see Vicar Ashley continue to demonstrate her capacity for service and leadership—especially when I was out of town and temporarily sidelined by a detached retina. She is a talented intern and will be a wonderful pastor. I appreciate the support and encouragement Grace has offered her throughout her ministry here.

Getting ready to move on is hard sometimes, but it's easier when I see the dedicated members of the Youth Ministry Commission take leadership and coordinate events that are fun and service-focused for the community of young people I've come to love.

Grace is a good congregation, and I am thankful for the time you've allowed me to serve as my congregational ministry career sunsets and I move into my new phase of life and service. My "What's next" is a career as a Licensed (hopefully!) Marriage and Family Therapist. I am hopeful for the many ways Grace will be invited and encouraged to wonder and live out your unique "What's next?" as well.

Pastor Dean Smith

Vicar's Report

This fall I took a history course of early Christianity (Jesus's Ascension to the Reformation in the 1500's). Our final project in that course was to answer the question, "What do you see as God's mission for the world?" I found myself reflecting on Jesus's commission to the disciples at the end of Matthew's Gospel:

¹⁹"Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit ²⁰and teaching them to obey everything that I have commanded you. And remember, I am with you always, to the end of the age." - Matthew 28:19-20

Jesus doesn't commission us to stay put, but to go OUT to make disciples. To share the Good News in all places and to share God's love with all neighbors. The early church didn't stay put and expect everyone to come to them, but they went out to share this Good News with all people. We're called to build a church together to worship together, to support one another, and to learn alongside each other. But God doesn't call us to remain in the church building. Instead, the Holy Spirit invites (and sometimes pushes) us to go be the church beyond these walls and into the world: with our jobs, families, neighbors, strangers on the streets, everywhere. To share God's love and be God's hands in all places and all that we do so others may experience God's Good News too.

As you prepare for a new associate pastor and start dreaming of what is next for Grace – I pray that you keep Jesus's commission in your hearts. That you recognize that this commission isn't just for those who are pastors or church leaders, but that Jesus calls all of us in this mission. Including you. I challenge you to think of new or different ways that Christ is calling you to participate in God's mission here at Grace, but also outside these walls. Where is the Holy Spirit pushing you?

This spring God is calling me outside these walls as I complete my internship and say goodbye to all of you at Grace. I will spend this summer and fall completing my last semester of seminary, interviewing with the synod for approval and navigating where God is calling me, and hopefully be seeking out my first call in early 2025. Although these next few months will be a season of goodbyes for me, God is still at work. And I am so excited to witness how the Holy Spirit continues to work through all of you here at Grace.

Vicar Ashley Kuhlman

Worship and Music Report

Overview of the Year This year at Grace Lutheran Church, we've experienced several exciting developments within our music department. A key highlight was the successful research and acquisition of a new piano for the sanctuary, made possible through the generous contributions of our congregation. The arrival of the piano, expected around Eastertime, marks a significant enhancement to our musical capabilities. Our community's commitment to music was further demonstrated by the enthusiastic participation of volunteers in singing and performing. We deeply appreciate and continuously welcome volunteers to share their musical gifts with us.

Choir and Music Groups The choral and bell ensembles have dedicated themselves to learning new and challenging music, contributing to an enriching worship experience. The Grace Choir's performance of four pieces during the Christmas Eve service was a testament to their hard work and passion. Equally commendable was the Bell Choir's accomplishment in performing a complex 5-octave bell piece on a 3-octave kit. Each volunteer's dedication and effort provided a beautiful soundscape for our congregation in worship and played a crucial role in enhancing musical skills and expanding our repertoire.

Challenges and Achievements This year's journey was not without its challenges, but the determination and spirit of our volunteers turned these into opportunities for growth and excellence. The successful implementation of musical pieces and the integration of new instruments stand as significant achievements of our music department.

Future Goals and Plans Looking forward, the new year is poised for growth and development in our music ministry. We aim to nurture and expand the capabilities of our current groups, while also exploring opportunities to incorporate additional soloists and ensembles. Our vision is to create an inclusive space where more members of our community can contribute musically.

In conclusion, this year has been a remarkable journey of musical exploration and community participation at Grace Lutheran Church. We eagerly anticipate the continued growth of our music department and the enrichment it brings to our worship and community life.

Parish Nurse Report

The position of Parish nurse is designed to provide whole person health promotion with an emphasis on spiritual care. The major accountabilities and job activities of the parish nurse role are integrator of faith and health, health educator, personal health counselor, referral agent, developer of support groups trainer of volunteers and health advocate. This past year as I met with pastor and counsel member, we looked at the role that I play at here at Grace which can look very different from other congregations that utilize a parish nurse or faith community nurse.

At Grace, my strong area is meeting with members in their own homes or in care facilities, where I become an extension of Grace to those that are homebound or unable to attend church. During my visits we talk about the happenings at church, youth activities and future plans. Folks have such a great need to feel connected to a family that they were so close to at one time and now no longer able to be present. Spiritual care is offered as we share the sacrament of communion, pray, read scripture and discuss their need for pastoral care. If pastoral care is desired, I present this to the pastors for follow up. Communication is so important and our homebound certainly deserve to have their needs heard by the pastor if requested. It is also important to ask you or family members to offer updates as to hospitalizations, moves to care facilities, returns back to their homes or even moves to locations out of town. You can imagine with our members on the move its makes it difficult to keep track of everyone.

The parish nurse continues to serve the congregation with 10 hours weekly and you will find that the only day that I am available at the church are most Mondays. I am very compassionate about this job and the people I care for. Not only do I send out numerous greeting cards and make many phone calls, along with scheduled visits, you may also find me delivering garden flowers when in bloom, seasonal treats, small gifts and food items when in need. Making numerous referrals to local agencies while offering links to social service, food shelf and Salvation Army. I have done such things as link individuals to pick up a vehicle after repairs, linked individuals in the community for events, appointments, or purchase groceries. There was a time that I brought a sewing machine in for repairs and then delivered to another individual as a gift. I have not only offered referrals for medical care and treatment, but have attended clinic appointments, provided link for emergency care along with finding source of medical equipment and delivering for in home use. I am also very willing to show up to hold the hand of someone dying while providing comfort for the family members.

Many of these times are above and beyond my scheduled Monday work hours, though I will say it fills my heart knowing that I can share love and kindness to others.

1 Peter 5:2-3

Be shepherds of God's flock that is under your care, watching over them – not because you must, but because you are willing, as God wants you to be; not pursuing dishonest gain, but eager to serve; not lording it over those entrusted to you, but being examples to the flock.

Lori Tuchtenhagen
Parish Nurse

Youth Ministry Committee Report

It has been a busy and fun year for Grace's young people. They are curious, energetic, and eager to grow as a community.

This spring, we did a lot of work preparing for the trip to West Virginia—a week of service for 7th-12th graders. 16 students and 7 adult leaders worked hard repairing homes in Cabell County, West Virginia. Thanks to Todd Earl, Stephanie Hallman, Mike Leiste, Matt Moller, Erica Samp, Hillary Stockwell, and Pastor Dean for being leaders on this trip. Thank you, Grace community, for supporting the team with your donations and prayers.

Fundraisers this spring included BINGO Night, the Easter breakfast, and the Buy A Kid Lunch fundraiser.

This fall, our young people were busy!

- August: Back to School bonfire with s'mores, hot dogs, and games on the front lawn
- September: A shopping contest to buy supplies for the Humane Society of Freeborn County, a movie, and a discussion about creation care
- October: A fright-astic trip on a haunted hayride!
- November: A shared Friendsgiving meal with amazing food, fun games, and holiday card-making
- December: Christmas caroling at Thorne Crest and cocoa and games at church

Looking forward to 2024:

- Erica Samp, Trisha Whelan, and Pastor Shane will lead the trip to New Orleans for the ELCA Youth Gathering in July with 15 students. Keep your eyes open for BINGO Night, a Dinner Theatre event, and other ways to support our travelers this spring!
- There will be a full schedule of activities throughout the year for our 6th – 12th grade students.
- Grace has been so supportive for the young people of this community! We're very thankful for these kids, their families, and the ways they are growing and serving!

The Youth Ministry Committee,
Heather Earl
Erica Samp
Jen Zoller
Pastor Dean Smith, Advisor

Scholarship Committee Report

The Scholarship Committee has one of the best responsibilities—giving money to students to help them further their education.

At the committee meeting on April 5, 2023, the committee agreed that it is a best practice for scholarship checks to be issued directly to the institutions in which recipients are enrolled. Generally, that has been the practice, but the committee has officially adopted this as policy going forward.

Those who sponsor these scholarships provide incredible gifts to the students who receive them. Thanks be to God for your ongoing generosity!

2023 Scholarship Recipients

The Grace Foundation Scholarship – Logan Strom

Donald Gross Elementary Education Scholarship – Ava Jensen

Godtland Scholarship – Whitney Mullenbach

Gertrude Hanson Memorial Scholarship – Gracie Palmer

John and Alma Matthews Memorial Scholarship – Lucas Everett

Janice M. and Henry J. Guse Scholarship – Gracie Palmer

Lindsey Loehr Diemer Memorial Scholarship – Judd Moller

Lu Ryan Memorial Scholarship – Lucas Everett

Donna Ball Memorial Scholarship – Ella Bordeaux

Donald Ball Memorial Scholarship – Judd Moller

Laurence McGill Memorial Scholarship – Kaitlyn Klocke

Delores Ost Scholarship – Michaela Attig

Vern Jahnke Memorial Scholarship – Kailey Boettcher

The Grace Foundation Scholarship for non-traditional students – No Eligible Applicants

Congratulations to all of the recipients! May God bless your academic pursuits!

This year, our committee lost an enthusiastic advocate and friend in Julie Drommerhausen. We are thankful for her years of commitment to Grace's ministry and continue to pray for her family and the many people whose lives she touched.

The Grace Scholarship Committee,

Bob Ball

Sheila Calderon

Julie Drommerhausen

Annette Godtland

Steve Lee

Pastor Dean Smith, Advisor

Sunday School Report

The Sunday School verse of the year is from First John 4:19 "We love because God first loved us." This fall our Pre-K through 5th grade Sunday school students have been learning about each of the fruits of the Spirit. Over 7 weeks, we studied stories from the Bible to help us better understand our role as Christians in Love, Joy, Peace, Patience, Kindness, Goodness, Faithfulness, Gentleness and Self-Control. We worked together in small groups, reading the Bible, singing songs of praise, and completing activities to help us better understand how we can exhibit and share the fruits of the Spirit in our everyday lives at school, home and in the community. We finished 2023 by preparing for our beautiful Christmas pageant on December 17, 2023.



Food for Backpack Report

Team members: Dave and Julie Drommerhausen, Joel Erickson, Janece Jeffrey, Corrine Tims, Pastor Shane

“For I was hungry, and you gave me food, I was thirsty, and you gave me drink, I was a stranger and you welcomed me.” Matthew 25:35

With the generosity of our Grace members, our friends from many other area churches, our community, and our school social workers, we are able to provide weekend backpack meals for 564 students in grades preK-7 and the Alternative Learning Center.

This much needed program has continued to cover the pre-school at Brookside. A quick story...Katie, our social worker called me one day this fall and said that 2 of her students had asked if they could please have a packet of food for their preschool siblings. I know, heartbreaking. So, I told her to just give them an extra packet each week until we could figure something out. That same week the director of the #241 preschool called to ask if they could somehow be included in the FFB program and that they now have 84 families that are in need. The preschool director and teachers are thrilled to be included and they are so helpful in getting the food to these little dears each week.

We continue to use JA Foods out of Michigan to supply us with a variety of 4 meal packets. Of course, food and shipping costs have increased; it now costs \$181 to feed one student for the school year. We have applied for and received generous grants from The Otto Bremer Trust, The United Way and The Freeborn County Communities Foundation. Late this year we received a one-time gift of \$25,000 from Mayo clinic. I also wish to Thank all of you who donated to this cause in honor of my wife's (Julie) passing. With a total budget of over \$102,000, these grants supplement the program so that half of the cost is covered, with the exception of the preschool, which is fully funded by grant monies. Six other area churches—Zion Lutheran, Hayward Lutheran, Ascension Lutheran, First Lutheran, United Methodist, and Crossroads, along with Grace support the elementary schools, the middle school and the ALC. Grace, partnered with Zion, supports 96 students at Hawthorne.

Showing the children of our community that we care about them and their well-being helps them to have a feeling of belonging and a sense of security. We care about them and we want them to be successful learners. Thank you again for your donations, your volunteer time and your prayers. Blessings abound.

Dave Drommerhausen
Team member

Mission Ministry Report

The Mission Ministry team typically met on the second Sunday of the month. The team focused on actions that supported neighbors locally, across the state and across the world. The following are projects that have been pursued over the past year:

- The Ministry Team collected food and funds for local food shelves during March for MN Food Share month. It collected funds for the ELCA World Hunger project in November. An Advent food project also collected food for local use.
- Fair Trade Equal Exchange coffee, tea, cocoa, candy bars and olive oil were sold the first Sunday each month.
- Facilitated the collection of funds for disasters that occurred in the US this past year
- Donations were gathered to assemble baby kits and school kits for Lutheran World Relief.
- Funds were used to provide supplies for the Five Sisters Project in Wells.
- Grace hosted one blood drive for the Red Cross.
- A trip to Osage to see a production of Church Basement Ladies was planned but cancelled due to limited response.
- The Youth for Christ 'treat' ministry was continued monthly.
- Dissemination of the funds gathered in 2023 through the undesignated giving (half of one percent of this amount) and through Missionary for a Day will be as follows:
 - \$300.00 Loaves and Fishes
 - \$300.00 to Youth for Christ
 - \$400.00 to Ecumenical Food Pantry at First Presbyterian Church
 - \$400.00 to the Salvation Army
 - \$300.00 to the Welcome Pantry at Freeborn County United Way
 - \$300.00 to the Food for Backpack Program
 - \$200.00 to the program supporting the local Foster Care Program
 - \$300.00 to the Campus Ministry at Winona State University
 - \$300.00 to the Campus Ministry at Minnesota State University, Mankato
 - \$500.00 to the Five Sisters Project (program in Wells for women and families in crisis)
 - \$200.00 to the Tiger Den program at Southwest Middle School
 - \$500.00 to International Health Partners (for hospital construction in Tanzania)

The Mission Ministry team invites others to consider becoming a part of the team as it prepares to move into the activities of 2024.

Respectfully submitted by the Mission Ministry Team

Rick & Ginny Loberg

Becky Tennis Hanson

Karen Hendrickson

Jerry Vogt

JoAnn Bracker

Isaiah 6:8 – Then I heard the voice of the Lord saying, “Whom shall I send? And who will go for us?” And I said, “Here am I. Send me!”

Altar Guild Report

Looking back at the last few years, the most outstanding change that has occurred is declining membership. With the responsibilities of the Altar Guild being very similar to the past, the situation has become challenging. We participated in a Helping Hands program held at Grace. At that time, we outlined what our responsibilities were in story board format. We have also tried a person-to-person approach. Currently the schedule has been restructured from a monthly to a weekly commitment. This is more feasible but does not solve the issue.

Preparations for the Sacraments of Communion and Baptism are time sensitive and need to be completed immediately before the church service. Scheduled church services dates are posted in the Sacristy, so members have the option to choose the service date/time that works best for them. We work in pairs. On the service date/time, members come to church 45 minutes before the service begins to complete the final preparations for communion, baptism, and flowers care/display. Post-service, 15-20 minutes are spent cleaning the vessels and putting the chancel and sacristy in order. Having additional congregational hands (men and women) to complete these responsibilities would be helpful. In 2023, communion was prepared for 60-plus services.

Not addressed in this report are the additional weekly responsibilities that also need to be completed and the role we have at funerals.

Communication among us has transitioned to increased use of emails, messaging and weekly notes left in the Sacristy. We had one formal meeting during 2023.

Respectfully submitted,
Jane Madson

Personnel Committee Report

The Personnel Committee spent the majority of 2023 updating the Personnel Handbook. Major changes included providing vacation and sick leave for part-time staff and clarifying the role of the Lead Pastor, Personnel Committee, and Congregation Council in hiring and addressing staff concerns. In addition, the Committee recommended to the council salary increases for 2024 and developed position descriptions for the Lead Pastor and Associate Pastor. Finally, the Committee gathered and presented a roster of prospective Call Committee members that was reviewed and approved by the Congregation Council.

Members of the Personnel Committee include:

Gary Schindler – Chair

Pastor Shane Koepke – Lead Pastor

Jim Munyer – President Congregational Council

Corrine Tims

Paul Godtland

David Larson

To God be the Glory,

Gary Schindler

Chair Personnel Committee

Ushers' Report

SPECIAL SERVICES

	<u>2021</u>	<u>2022</u>	<u>2023</u>
Mid-Week Lenten Services (average, 6 services)		in person/online 677/2,155	in person/online 53/206
Holy Week Attendance	425	427/924	617/713
Good Friday Service	395	95/307	81/119
Easter 8:00am	80	143/175	173/191
Easter 10:00am	147	227/186	269/217
Thanksgiving Eve	45	200/unknown	151/299
Blue Christmas	260	1900	55/336
	(online only)	(online only)	
Christmas Eve 3:00pm	143	83/320	158/421
Christmas Eve 5:00pm	189	126/489	202/401
Christmas Eve 10:00pm in 2021 & 9:00pm in 2022 & 2023	120	80/241	90/426
Christmas Eve Total	452	289/1,050	450/1,248
Christmas Day	164	49/226	No Worship
	(online only)		

WEEKLY ATTENDANCE

Total Weekly Attendance (online and in person)	32,607	26,519	26,387
January-May and September-December (average)	385	326/683	145/317
June-August, Sunday (average)	493	125/230	90/57
All Weeks - 12 months (average)	627	226/466	170/356
Sundays in the Year	52	52	52
Record Sunday (2023 is in person record only)	1,097	Easter: 370	Easter: 442
Record Sunday (other than Easter)	411	347	280
	(10/31)	(10/30)	(10/29)
	Confirmation	Confirmation	Confirmation

Anyone interested in ushering (1 month at a time, 3 times a year) please talk to Rick Loberg. It's a great way to serve your fellow members and welcome folks to Grace.

Please have peace,
Rick Loberg, Director of Ushers

Building, Equipment and Grounds

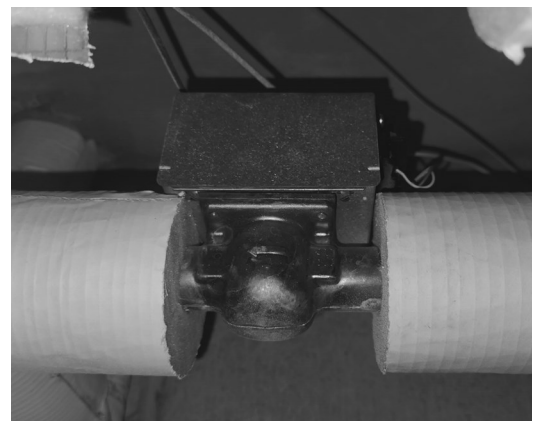
This year working at Grace has been a great experience for me, learning many different aspects of my role. I have spent a lot of time on many different jobs throughout the building, to maintain equipment and replace parts as needed, including preventive maintenance". I focused on these types of jobs this year to ensure new and used equipment stays in good working condition, to prevent any major unexpected repairs.

The boilers are 6 years old. I serviced and replaced different parts throughout each boiler to keep them performing with high efficiency and to prolong their lives. Maintaining the heating system includes the many mechanical parts that supply heat to each room in the building. The canopy entrance/office addition already had a hydronic heating system that was installed when built. As it was an older system, many of the mechanical parts needed to be replaced. It's now working better than ever!

The Toolcat (our snow removal machine) is now also 6 years old. As of January 2024 the Toolcat and the attachments are paid off!! I have made repairs and replaced parts as needed on the Toolcat and attachments.

Another job was moving the audio/video station from the balcony to the main floor of the Sanctuary. We moved the station to allow improved management of audio in the Sanctuary. Many different variables affect the acoustics in that space, including the number of people attending worship, and the person speaking.

For the new year we have a highly prioritized plan for upcoming additions and projects. While It's still being finalized, we will share it when it is ready. I would like to thank the staff, volunteers, and all the parishioners that make Grace a great place to work. -Darin LaFrance



Balance Sheet

ASSETS

Cash Accounts	Security Checking Account	\$225,456.93		
	Security Savings Account	\$4,865.88		
	US Bank Checking Account	\$0.00		
	US Bank Savings Account	\$0.00		
	First Farmers and Merchants Bank	\$0.00		
	Edward Jones	\$3,005.14		
	Edward Jones --CD's	\$252,000.00		
	Mission Investment Fund Account	\$28,170.39		
	Thrivent Savings Account	\$0.00		
	Ameritrade Account	\$0.00		
	Martin Luther Fund Checking Account	\$0.00		
	Ryan Scholarship Mission Fund Acct	\$11,559.89		
	Guse Scholarship Mission Fund Acct	\$28,899.68		
	Delores Ost Scholarship Mission Fund Acct	\$41,000.00		
	Godtland Scholarship Mission Investment Fu	\$40,000.00		
TOTAL ASSETS			\$634,957.91	\$634,957.91

LIABILITIES AND FUNDS

LIABILITIES	Federal Payroll Taxes Payable	\$1,949.52		
	State Payroll Taxes Payable	\$188.00		
	Retained Earnings	\$0.00		
	Member Pretax Contribution	\$0.00		
	Mission Investment Fund Loan	\$0.00		
Total Liabilities			\$2,137.52	\$2,137.52

FUND BALANCES

Undesignated Fund	General Fund	\$250,806.54		
			\$250,806.54	
Undesignated Fund Total			\$250,806.54	\$250,806.54

Designated Education	Education Ministry Fund	\$2,029.98		
	Library Fund	\$2,521.93		
	Sunday School Offering	\$58.00		
Designated Education Total			\$4,609.91	

Designated Missions	Congregation Member Mission Fund	\$0.00		
	Martin Luther Fund	\$5,893.42		
	Hawthorne Fund	\$232.43		
	Hawthorne Backpack Fund	\$19,495.56		
	Food for Backpacks Grant Fund	\$57,530.07		
	Chart your Course Fund	\$0.00		
	BizWiz	\$0.00		
	World Hunger	\$0.00		
	International Health Partners	\$540.70		
	Heifer Fund	\$1,720.09		
	Missionary for a Day Fund	\$185.09		
	Local Food Shelves	\$2,167.95		
	Mission Giving	\$630.32		
Designated Missions Total			\$88,395.63	

Designated Parish Nurse	Prayer Shawl Fund	\$581.44		
	Parish Nurse Fund	\$1,024.33		
Designated Parish Nurse Total			\$1,605.77	

Balance Sheet Continued

Designated Property	Building Fund	\$17,641.39	
	Memorials Fund	\$3,166.27	
	Prayer Garden Fund	\$2,067.98	
	Thrivent Choice Fund	\$5,077.20	
	WELCA Cookbook Fund	\$0.00	
	Altar Guild Expense Fund	\$3,266.84	
	Sound System Fund	\$0.00	
	Capital Campaign	\$0.00	
	WELCA Sewing Fund	\$524.61	
	WELCA Stewardship Fund	\$0.00	
	WELCA General Fund	\$2,987.39	
	Chapel	\$0.00	
Designated Property Total			\$34,731.68
Designated Scholarships	Godtland Scholarship Fund	\$40,921.75	
	Guse Nursing Scholarship Fund	\$25,484.44	
	Hanson Scholarship Fund	\$1,567.88	
	Loehr Scholarship Fund	\$500.00	
	Mathews Scholarship Fund	\$5,570.00	
	Lu Ryan Scholarship Fund	\$11,517.50	
	Don Gross Education Scholarship Fund	\$1,154.38	
	Egland Scholarship Fund	\$0.00	
	Lisa Vogelsang Scholarship Fund	\$0.00	
	Laurence O. McGill Scholarship Fund	\$17,530.00	
	Don and Donna Scholarship Fund	\$16,332.75	
	Delores Ost Scholarship Fund	\$43,941.80	
	Vern Jahnke Scholarship Fund	\$10,982.49	
Designated Scholarships Total			\$175,502.99
Designated Worship	Choir Robe Fund	\$912.35	
	Music Fund	\$6,603.63	
	Organ Fund	\$1,010.24	
	Grand Piano Fund	\$57,821.35	
Designated Worship Total			\$66,347.57
Designated Youth	Camp Scholarship Fund	\$5,834.14	
	Foundation Camp Scholarship & VBS	\$50.00	
	Youth Fund	\$4,895.36	
	Youth Event	\$660.53	
	Youth Fundraiser	-\$619.73	
Designated Youth Total			\$10,820.30
Designated Funds Total		\$382,013.85	\$382,013.85
TOTAL LIABILITIES AND FUNDS			\$634,957.91

Income and Expenditures

Income and Expenditures Composite Grace Lutheran Church 918 Garfield Avenue Albert Lea, MN

UNDESIGNATED FUNDS	OPEN BAL	INCOME	EXPENSE	CLOSE BAL
INCOME Budgeted Offering		\$552,704.62		
Endowments, Special Gifts		\$0.00		
PPP/ERC		\$0.00		
Fees and Miscellaneous		\$2,123.96		
Interest Income		\$4,768.55		
Undesignated Income		\$559,597.13		

EXPENSE Mission to Others			\$40,327.95	
Pastoral Ministry			\$352,829.75	
Congregation Ministries			\$47,294.82	
Church Upkeep			\$131,965.48	
Budgeted Expense			\$572,418.00	
Fees and Miscellaneous			\$1,933.36	
Undesignated Expense			\$574,351.36	

	OPEN BAL	INCOME	EXPENSE	CLOSE BAL
UNDESIGNATED FUNDS	\$265,560.77	\$559,597.13	\$574,351.36	\$250,806.54

DESIGNATED FUNDS	OPEN BAL	INCOME	EXPENSE	CLOSE BAL
Designated Education	\$4,249.76	\$450.00	\$89.85	\$4,609.91
Designated Missions	\$68,465.75	\$97,628.53	\$77,698.65	\$88,395.63
Designated Parish Nurse	\$1,888.27	\$405.00	\$687.50	\$1,605.77
Designated Property	\$59,458.56	\$12,479.89	\$5,076.77	\$66,861.68
Designated Scholarships	\$141,714.28	\$38,788.71	\$5,000.00	\$175,502.99
Designated Worship	\$8,822.76	\$28,126.35	\$2,731.54	\$34,217.57
Designated Youth	\$13,353.42	\$27,850.64	\$30,383.76	\$10,820.30
DESIGNATED FUNDS	\$297,952.80	\$205,729.12	\$121,668.07	\$382,013.85

TOTAL FUNDS	OPEN BAL	INCOME	EXPENSE	CLOSE BAL
Undesignated & Designated	\$563,513.57	\$765,326.25	\$696,019.43	\$632,820.39

Respectfully submitted, Grace Lutheran Finance Team

Grace Foundation, Inc.

The purpose of the Grace Lutheran Foundation continues to be to receive from Grace Lutheran members or from the public, gifts, bequests or properties as may from time to time be given. Such gifts are invested with proper regard for their safety and interest according to the will of the congregation membership and designation of the donors. Interest accrued from funds and investments returns, including realized and unrealized capital gains controlled by the foundation, may be designated by the board to be used for missions, education or other specific projects of Grace Lutheran Church and its Gospel outreach.

We are grateful for the collaborative work of Perry Loge and Marsha Smith and for the in-house audit that was completed for the year ending 2023. The foundation's main source of income was, again, the farmland rental monies. We are entering a new contract for a term of one year. We also have income from a contract with Bent Tree Phase Two Wind Farm project through Alliant Energy for the right to pursue installing wind turbines on our property.

Monetary support was again given in the form of scholarships to students from our congregation attending a Lutheran college. We are thankful we are able to continue to financially support Vicar Ashley in her seminary education. The board provided support for the youth mission trip to Appalachia in West Virginia and other support for the youth. The Foundation opens a Mission Investment Fund account valued at \$50 for every newly baptized member.

As we look ahead to 2024, we prayerfully consider the needs of Grace Lutheran Church and consider the needs of Grace Lutheran Church and continue to provide appropriate financial support for the congregation, its ministry programs and gospel outreach.

Sincerely in Christ,

The Grace Foundation Board:

Bruce Olson - Chair
Karen Hendrickson - Vice Chair
Steve Schulz - Treasurer
Dale Buendorf - Secretary
Pastor Shane Koepke

Roy Page
Jerry Dahl
Paul Andersen
Jim Munyer - Council President
Marsha Smith

Grace Foundation, Inc. Balance Sheet

GRACE FOUNDATION, INC.
Balance Sheet
As of December 31, 2023 and 2022

ASSETS	2023	2022
Current Assets		
Security Bank Checking Account	\$ 21,836.58	\$ 34,043.96
Schwab Cash Account	120.70	201.63
Total Current Assets	<u>21,957.28</u>	<u>34,245.59</u>
Foundation Investments		
Schwab Investments	<u>307,749.19</u>	<u>271,066.09</u>
Total Foundation Investments	<u>307,749.19</u>	<u>271,066.09</u>
Godtland Investments		
Mission Investment CD	20,000.00	20,000.00
Mission Investment CD	20,000.00	20,000.00
Mission Investment CD	10,000.00	10,000.00
Security Bank CD	54,369.40	54,369.40
Security Bank CD	<u>16,410.02</u>	<u>16,410.02</u>
Total Godtland Investments	<u>120,779.42</u>	<u>120,779.42</u>
Fixed Assets		
H. Nelson Farm (Perpetuity)(At Appraised Market Value)	<u>1,150,800.00</u>	<u>959,000.00</u>
Total Fixed Assets	<u>1,150,800.00</u>	<u>959,000.00</u>
TOTAL ASSETS	\$ <u>1,601,285.89</u>	\$ <u>1,385,091.10</u>
LIABILITIES AND NET ASSETS		
Net Assets		
Permanently Restricted Net Assets		
Perpetuity Assets/Godtland	\$ 580,823.17	\$ 580,823.17
Farmland Market Value Increase	857,700.00	665,900.00
Current Year Memorials	<u>0.00</u>	<u>0.00</u>
Total Permanently Restricted Net Assets	<u>1,438,523.17</u>	<u>1,246,723.17</u>
Temporarily Restricted Net Assets		
Seminary Donations	0.00	0.00
Scholarship Donations	<u>0.00</u>	<u>0.00</u>
Total Temporarily Restricted Net Assets	<u>0.00</u>	<u>0.00</u>
Unrestricted Net Assets		
Unrestricted Net Assets (Income)	103,827.77	98,319.92
Current Year Unrestricted Net Income (Loss)(Less Memorials)	(3,231.68)	5,507.85
Unrealized Security Gains (Losses)	<u>62,166.63</u>	<u>34,540.16</u>
Total Unrestricted Net Assets	<u>162,762.72</u>	<u>138,367.93</u>
TOTAL LIABILITIES AND NET ASSET	\$ <u>1,601,285.89</u>	\$ <u>1,385,091.10</u>

Note: In 2012, we went to recording farmland value using the County Assessor's market value.
Appraised market value for farmland for 2024 is set at \$1,438,400.00

Grace Foundation, Inc. Income Statement

GRACE FOUNDATION, INC.

Income Statement

For the 12 months ended December 31, 2023 and 2022

Income	2023	2022
Checking Account Interest	\$ 88.96	\$ 25.61
Scholarship Donations	0.00	0.00
Mission Fund Interest - Godtland	1011.60	1037.34
CD Interest - Godtland	564.18	484.18
Schwab Interest/Dividends/CG Distributions	13,272.35	11,440.28
Farm Land Rent	34,287.50	30,858.75
Farm Land CRP	3,948.00	3,948.00
Wind Farm Rent	2,000.00	2,000.00
MIF 4KIDZ returned check	50.00	
FSA Treasury 310 Misc Pay	0.00	144.00
Total Income	55,222.59	49,938.16
Investment Sales		
Investments Sold	38,297.00	0.00
Cost of Investments Sold	-41,013.70	0.00
Gain (Loss) on Investments Sold	(2,716.70)	0.00
Expenses		
Student Grants	3,750.00	2,500.00
Farmland Property Taxes	8,780.00	9,204.00
Farm Expenses	5376.00	15.00
Safe Deposit Box Rent	40.00	40.00
Investment Expenses	1,579.95	2,117.22
Tax Preparation	48.52	0.00
Grace Lutheran Youth Camp Expense	12,779.14	8,285.98
Grace Lutheran VBS Expense	133.14	0.00
Grace Lutheran - Capital Campaign	0.00	0.00
Treasurer Salary	1,272.82	1,186.36
Baptismal MIF 4 Kidz	250.00	400.00
Ashley's Bonus	1,000.00	0.00
Ashley's Seminary Classes	17,128.00	17,081.75
Ashley's Rent	3,600.00	3,600.00
Total Expenses	55,737.57	44,430.31
Net Income (Loss)	\$ (3,231.68)	\$ 5,507.85

Ministerial Report

WORSHIP SERVICES

	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
Total Sunday Worship Services	67	54	54	57
Total Weekday Worship Services	53	23	12	7
Total Services with Communion	120	77	66	64

PASTORAL ACTS

Children Baptized	5	9	8	7
Adults Baptized	0	0	0	0
Confirmation of 9 th Graders	16	15	16	10
Confirmation of Adults	0	0	0	0
Weddings	2	4	2	0
Reaffirmation of Wedding Vows	0	0	0	0
Funerals	18	12	18	23

MEMBERSHIP REPORT

Increases:

a. By Baptism (Children)	5	9	8	7
b. By Baptism (Adults)	0	0	0	0
c. By Reaffirmation of Faith	16	15	16	10
d. By Letter of Transfer	14	0	5	0
e. By Adult Instruction	0	0	0	0
f. From Other Sources	0	0	0	0
g. By Confirmation (not previously baptized members)	0	0	0	0

TOTAL

35	35	29	17
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Decreases:

a. By Death	18	23	18	23
b. Inactive Member Reduction	0	0	0	0
c. By Transfer to ELCA Congregations	4	0	5	0
d. By Transfer to Other Lutheran Congregations	0	0	0	0
e. By Release to Non-Lutheran Congregations	0	0	0	0
f. For Other Reasons (or requested removal)	0	0	0	0

TOTAL

22	23	23	23
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TOTAL BAPTIZED MEMBERSHIP

Total Baptized Membership, December 31, 2022	1,621
Total Baptized Membership, December 31, 2023	1,605
NET FOR 2022	-16

Total Confirmed Membership, December 31, 2022	1,298
Total Confirmed Membership, December 31, 2023	1,285
NET FOR 2023	-13

Ministerial Report Continued

2023 BAPTISMS: (7) Zayden Knutson, Charlie Talamantes, Everleigh Bolinger, Alrik Norland, Belle Braund, Bentley Scheib, Charley Bolinger

2023 MARRIAGES: (None)

2023 REAFFIRMATION OF VOWS: (None)

2023 DEATHS: (23) Joyce Schreiber, Charlotte Anderson, Arlene Hobbiebrunken, LaVerne Sebersen, Patricia Erickson, Louise Berg, John Knutson, Wilhem Groskurth, Rachelle Bizjak, Marian Ziebell, MaryLou Jacobson, Arthur Wipplinger, Evelyn Egland, Susan Ranney, Brady Hanson, Joel Westcott, Paul Field, Barbara Sanderson, Sharon Meyer, Patricia Johnson, Julie Drommerhausen, Norris Sigurdson, Janiece Gordon

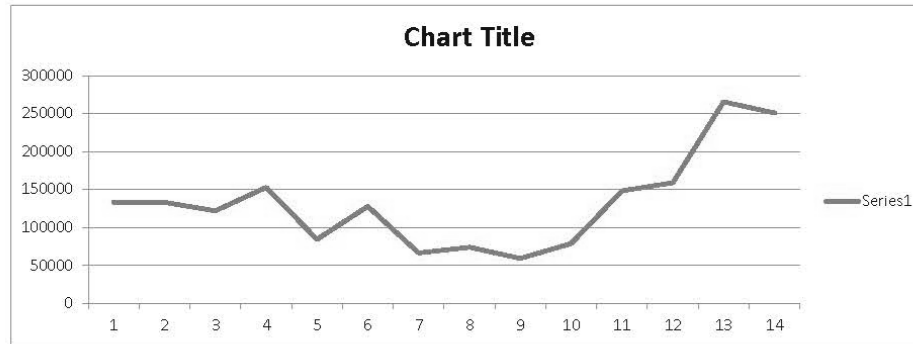
New Business — Proposed Budget

Line	GRACE LUTHERAN CHURCH				Line
1	BUDGETED OFFERING	BUDGET 2023	ACTUAL 2023	PROPOSED 2024	1
2	ENVELOPES	\$553,989.00	\$529,378.92	\$594,537.00	2
3	INITIAL OFFERING	\$432.00	\$415.00	\$375.00	3
4	LOOSE OFFERING	\$8,203.00	\$10,086.51	\$9,000.00	4
5	LOVE OFFERING	\$1,900.00	\$889.00	\$700.00	5
6	LENTEN OFFERING	\$5,230.00	\$3,290.50	\$3,291.00	6
7	EASTER	\$4,775.00	\$4,018.00	\$4,018.00	7
8	THANKSGIVING	\$20.00	\$365.00	\$1,000.00	8
9	CHRISTMAS	\$8,120.00	\$4,261.69	\$8,000.00	9
10	ENVELOPE INCOME TOTAL	\$582,669.00	\$552,704.62	\$620,921.00	10
11	ENDOWMENTS/SPECIAL GIFTS		\$0.00		11
12	PPP/ERC		\$0.00		12
13	BUDGETED INCOME TOTAL	\$582,669.00	\$552,704.62	\$620,921.00	13
14					14
15	MISSION TO OTHERS	PROPOSED 2023	ACTUAL 2023	PROPOSED 2024	15
16	SOUTHEASTERN MINNESOTA SYNOD	\$38,223.00	\$36,257.42	\$40,732.00	16
17	BLUE EARTH RIVER CONFERENCE	\$400.00	\$307.00	\$400.00	17
18	GOOD EARTH VILLAGE	\$1,000.00	\$0.00	\$1,000.00	18
19	MISSION GIVING	\$2,913.00	\$2,763.53	\$3,105.00	19
20	LUTHERAN SOCIAL SERVICE	\$1,000.00	\$1,000.00	\$1,000.00	20
21	ST JOHN'S LUTHERAN HOME	\$400.00	\$0.00	\$400.00	21
24	MISSION TO OTHERS TOTAL	\$43,936.00	\$40,327.95	\$46,637.00	24
25					25
26	PASTORAL MINISTRY	PROPOSED 2023	ACTUAL 2023	PROPOSED 2024	26
27	STAFF SALARIES	\$164,988.00	\$137,097.55	\$153,057.00	27
28	STAFF WAGES	\$105,725.00	\$120,742.48	\$153,725.00	28
29	HOSPITALITY EXPENSES	\$500.00	\$436.20	\$100.00	29
31	STAFF DEVELOPMENT & EXPENSES	\$1,250.00	\$96.12	\$1,000.00	31
33	ROSTERED AUTO ALLOWANCE	\$1,500.00	\$1,736.40	\$1,500.00	33
34	ROSTERED PROFESSIONAL EXPENSES	\$4,500.00	\$2,137.31	\$4,500.00	34
35	PENSION AND HEALTH INSURANCE	\$43,736.00	\$38,542.28	\$28,646.00	35
36	STAFF HEALTH INSURANCE	\$32,645.00	\$38,985.88	\$47,231.00	36
37	STAFF MILEAGE	\$300.00	\$0.00	\$200.00	37
38	STAFF SOCIAL SECURITY	\$12,653.00	\$8,900.13	\$14,042.00	38
39	CONFERENCE & SYNOD ASSEMBLY	\$1,500.00	\$1,455.40	\$1,600.00	39
40	GUEST SPEAKERS/ORGANISTS	\$600.00	\$2,700.00	\$3,000.00	40
42	PASTORAL MINISTRY TOTAL	\$369,897.00	\$352,829.75	\$408,601.00	42

New Business Continued

43				43	
44	CONGREGATION MINISTRIES	PROPOSED 2023	ACTUAL 2023	PROPOSED 2024	44
45	EDUCATION MINISTRY TEAM	\$6,600.00	\$2,610.77	\$5,300.00	45
46	LIBRARY MINISTRY	\$250.00	\$0.00	\$250.00	46
47	LIFE & GROWTH MINISTRY TEAM	\$1,250.00	\$320.00	\$1,000.00	47
48	MISSION MINISTRY TEAM	\$250.00	\$43.92	\$250.00	48
49	STEWARDSHIP MINISTRY TEAM	\$900.00	\$0.00	\$500.00	49
50	WORSHIP & MUSIC MINISTRY TEAM	\$4,570.00	\$4,784.29	\$6,085.00	50
51	YOUTH MINISTRY TEAM	\$5,900.00	\$3,170.22	\$6,500.00	51
52	ADMINISTRATION	\$23,160.00	\$21,908.83	\$24,605.00	52
53	ADVERTISING	\$2,700.00	\$1,409.00	\$2,000.00	53
55	MISCELLANEOUS/75th Anniversary	\$0.00	\$51.34	\$0.00	55
56	CALL PROCESS	\$1,000.00	\$37.59	\$2,800.00	56
57	PASTOR MOVING EXPENSE	\$0.00	\$0.00	\$5,000.00	57
58	L.E.A.D.	\$150.00	\$29.10	\$150.00	58
59	ALTAR GUILD	\$2,000.00	\$1,319.02	\$1,260.00	59
60	TECHNOLOGY MINISTRY TEAM	\$9,173.00	\$9,158.95	\$6,390.00	60
61	PARISH NURSE/VISITATION	\$2,400.00	\$2,451.79	\$2,250.00	61
62	CONGREGATION MINISTRIES TOTAL	\$60,303.00	\$47,294.82	\$64,340.00	62
63					63
64	CHURCH UPKEEP	PROPOSED 2023	ACTUAL 2023	PROPOSED 2024	64
66	NEW EQUIPMENT	\$4,000.00	\$1,450.89	\$4,110.00	66
67	MAINTENANCE	\$45,694.00	\$72,451.37	\$35,187.00	67
68	PROPERTY & LIABILITY INSURANCE	\$21,383.00	\$25,222.31	\$26,180.00	68
69	UTILITIES	\$37,456.00	\$32,840.91	\$35,866.00	69
70	CHURCH UPKEEP TOTAL	\$108,533.00	\$131,965.48	\$101,343.00	70
71					71
72		PROPOSED 2023	ACTUAL 2023	PROPOSED 2024	72
73	BUDGETED EXPENSE TOTAL	\$582,669.00	\$572,418.00	\$620,921.00	73

Balance as of:	Start of	Undesignated Funds	
12/31/2010	2011	\$133,180	
12/31/2011	2012	\$132,963	
12/31/2012	2013	\$121,808	
12/31/2013	2014	\$152,700	
12/31/2014	2015	\$84,166	
12/31/2015	2016	\$127,719	
12/31/2016	2017	\$66,515	
12/31/2017	2018	\$73,800	
12/31/2018	2019	\$59,159	
12/31/2019	2020	\$78,591	\$PPP/ERC
12/31/2020	2021	\$148,309	\$93,947.00
12/31/2021	2022	\$159,023	\$98,542.50
12/31/2022	2023	\$265,561	\$62,631.06
12/31/2023	2024	\$250,807	\$0.00



Undesignated Balance	Opening	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
2018	\$73,800.35	\$47,118	\$26,638	-\$1,170	\$7,274	-\$7,047	-\$11,665	\$30,753	\$17,488	\$9,737	\$30,749	\$22,295	\$59,159	
2019	\$59,159.35	\$41,705	\$12,557	\$8,044	\$6,254	\$90,965	\$80,720	\$69,676	\$47,761	\$57,824	\$47,246	\$30,856	\$78,591	
2020	\$78,590.60	\$62,177	\$60,002	\$58,192	\$79,014	\$181,529	\$156,450	\$142,760	\$133,364	\$122,883	\$104,745	\$88,845	\$148,309	
2021	\$148,309.13	\$257,049	\$235,258	\$217,876	\$211,642	\$271,915	\$253,151	\$236,232	\$229,239	\$202,532	\$185,493	\$160,493	\$159,023	
2022	\$159,023.40	\$161,912	\$149,910	\$141,874	\$139,338	\$154,908	\$149,517	\$176,438	\$188,635	\$179,889	\$175,052	\$154,186	\$265,561	
2023	\$265,560.77	\$266,723.88	\$255,143	\$255,411	\$263,124	\$263,235	\$253,726	\$262,156	\$256,884	\$248,950	\$237,773	\$235,285	\$250,807	

* \$62,026 Vern Janke special gift 2019

\$98,542.50 PPP 2021

* \$93,947 PPP 2020

\$123,480 Special Giving 2022

\$62,631 ERC 2022

GRACE NOTES FIGURES														
Income		Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
2019 Income/month		\$36,491	\$33,972	\$51,782	\$54,157	\$143,371	\$47,961	\$41,409	\$38,568	\$59,504	\$41,206	\$31,788	\$105,634	\$685,843.53
2019 YTD income	YTD	\$36,491	\$70,463	\$122,245	\$176,402	\$319,772	\$367,734	\$409,143	\$447,712	\$507,216	\$548,422	\$580,210	\$685,844	
2020 Income/month		\$38,911	\$64,772	\$54,436	\$76,209	\$155,912	\$26,181	\$38,649	\$43,218	\$44,644	\$34,059	\$40,765	\$117,540	\$735,297.10
2020 YTD income	YTD	\$38,911	\$103,683	\$158,119	\$234,329	\$390,241	\$416,422	\$455,071	\$498,288	\$542,932	\$576,992	\$617,757	\$735,297	
2021 Income/month		\$162,755	\$38,836	\$37,727	\$39,586	\$115,534	\$28,188	\$29,057	\$40,476	\$26,285	\$32,449	\$31,355	\$51,223	\$633,472.06
2021 YTD income	YTD	\$162,755	\$201,591	\$239,318	\$278,904	\$394,438	\$422,626	\$451,683	\$492,159	\$518,445	\$550,894	\$582,249	\$633,472	
2022 Income/month		\$54,170	\$39,430	\$41,760	\$50,983	\$78,863	\$45,321	\$79,590	\$60,640	\$38,162	\$48,159	\$42,931	\$169,449	\$749,457.29
2022 YTD income	YTD	\$54,170	\$93,599	\$135,359	\$186,342	\$265,205	\$310,526	\$390,117	\$450,757	\$488,918	\$537,077	\$580,008	\$749,457	
2023 Income/month		\$39,739	\$36,229	\$47,253	\$52,867	\$46,084	\$38,244	\$62,271	\$39,494	\$39,685	\$42,596	\$47,260	\$67,875	\$559,597.13
2023 YTD income	YTD	\$39,739	\$75,968	\$123,221	\$176,088	\$222,172	\$260,416	\$322,687	\$362,180	\$401,865	\$444,462	\$491,722	\$559,597	
Expenses		Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
2019 Expense/month		-\$53,945	-\$63,121	-\$56,295	-\$55,948	-\$58,659	-\$58,206	-\$52,454	-\$60,483	-\$49,442	-\$51,784	-\$48,178	-\$57,899	-\$666,412.28
2019 YTD expense	YTD	-\$53,945	-\$117,065	-\$173,360	-\$229,308	-\$287,967	-\$346,173	-\$398,627	-\$459,110	-\$508,551	-\$560,335	-\$608,513	-\$666,412	
2020 Expense/month		-\$55,325	-\$66,948	-\$56,245	-\$55,387	-\$53,397	-\$51,260	-\$52,339	-\$52,614	-\$55,125	-\$52,197	-\$56,665	-\$58,076	-\$665,578.57
2020 YTD expense	YTD	-\$55,325	-\$122,272	-\$178,518	-\$233,905	-\$287,302	-\$338,562	-\$390,901	-\$443,515	-\$498,640	-\$550,838	-\$607,503	-\$665,579	
2021 Expense/month		-\$54,015	-\$60,627	-\$55,109	-\$45,819	-\$55,261	-\$46,953	-\$45,976	-\$47,469	-\$52,993	-\$49,488	-\$56,355	-\$52,693	-\$622,757.79
2021 YTD expense	YTD	-\$54,015	-\$114,642	-\$169,752	-\$215,571	-\$270,832	-\$317,784	-\$363,760	-\$411,229	-\$464,222	-\$513,710	-\$570,065	-\$622,758	
2022 Expense/month		-\$51,281	-\$51,432	-\$49,797	-\$53,519	-\$63,292	-\$50,713	-\$52,669	-\$48,443	-\$46,908	-\$52,996	-\$63,797	-\$58,075	-\$642,919.92
2022 YTD expense	YTD	-\$51,281	-\$102,712	-\$152,509	-\$206,028	-\$269,320	-\$320,033	-\$372,702	-\$421,145	-\$468,053	-\$521,048	-\$584,845	-\$642,920	
2023 Expense/month		-\$38,576	-\$47,810	-\$46,985	-\$45,154	-\$45,973	-\$47,753	-\$53,841	-\$44,766	-\$47,618	-\$53,773	-\$49,749	-\$52,354	-\$574,351.36
2023 YTD expense	YTD	-\$38,576	-\$86,386	-\$133,371	-\$178,525	-\$224,498	-\$272,251	-\$326,092	-\$370,857	-\$418,476	-\$472,249	-\$521,998	-\$574,351	
YTD Giving vs Expenses	YTD	\$1,163	-\$11,581	\$269	\$7,713	\$111	-\$9,509	\$8,430	-\$5,272	-\$7,934	-\$11,177	-\$2,488	\$15,522	

Undesignated/Designated Funds

BALANCE SHEET AS OF:

	12/31/23	12/31/22	12/31/21	12/31/20	12/31/19	12/31/18	12/31/17	12/31/16	12/31/15	12/31/14
TOTAL FUNDS & LIABILITIES	\$634,957.91	\$565,602	\$430,919	\$667,881	\$480,080	\$326,545	\$625,427	\$325,763	\$274,485	\$199,412

LIABILITIES	\$2,137.52	\$2,089	\$2,912	\$3,646	\$3,673	\$6,055	\$42,129	\$42,957	\$42,698	\$37,462
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UNDESIGNATED FUNDS	\$250,806.54	\$265,561	\$159,023	\$148,309	\$78,591	\$59,159	\$73,800	\$75,285	\$129,608	\$67,553
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DESIGNATED FUNDS

EDUCATION	\$4,609.91	\$4,250	\$4,003	\$3,968	\$3,964	\$3,210	\$2,366	\$1,289	\$4,953	\$3,289
MISSIONS	\$11,370.00	\$12,719	\$15,969	\$7,846	\$9,668	\$19,036	\$6,959	\$5,876	\$4,586	\$5,023
PARISH NURSE	\$1,605.77	\$1,888	\$1,689	\$1,469	\$1,344	\$1,456	\$1,344	\$1,088	\$1,815	\$1,999
PROPERTY	\$26,142.48	\$34,377	\$26,650	\$19,661	\$25,454	\$24,879	\$30,944	\$109,212	\$13,736	\$9,870
WORSHIP	\$66,347.57	\$8,823	\$8,951	\$10,751	\$12,646	\$11,348	\$5,846	\$5,150	\$5,020	\$8,449
YOUTH	\$10,820.30	\$13,353	\$15,522	\$13,687	\$12,765	\$13,441	\$26,299	\$4,065	-\$3,381	-\$7,506
STANDARD DESIGNATED FUNDS	\$120,896.03	\$75,411	\$72,784	\$57,383	\$65,843	\$73,370	\$73,757	\$126,680	\$26,729	\$21,125

OTHER DESIGNATED FUNDS

CAPITAL CAMPAIGN	\$0.00	\$0	\$0	\$295,327	\$155,040	\$71,805	\$357,288	\$0	\$0	\$0
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SCHOLARSHIPS	\$175,502.99	\$141,714	\$137,814	\$105,025	\$123,768	\$89,874	\$61,185	\$61,660	\$60,345	\$62,668
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WELCA/FFB GRANTS	\$80,537.63	\$60,919	\$39,268	\$35,348	\$31,198	\$12,029	-\$1,898	\$106	\$106	-\$297
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THRIVENT CHOICE	\$5,077.20	\$19,909	\$19,118	\$22,843	\$21,968	\$14,252	\$19,166	\$19,076	\$14,999	\$10,902
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TOTAL DESIGNATED FUNDS	\$382,013.85	\$297,953	\$268,983	\$515,926	\$397,817	\$261,330	\$509,497	\$207,522	\$102,179	\$94,397
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Undesignated Fund Balance

CHURCH'S CHECKBOOK REGISTER								
DATE	DESCRIPTION	CHECKS	INCOME	BALANCE				
01/01/18	OPENING BALANCE			\$86,927				
2018	INCOME		\$662,923		2018	Difference	w/o PPP	
2018	EXPENSES	\$690,691				-\$27,768	-\$27,768	
12/31/18	CLOSING BALANCE			\$59,159				
01/01/19	OPENING BALANCE			\$59,159				
2019	INCOME		\$685,844		2019	Difference	w/o PPP	
2019	EXPENSES	\$666,412				\$19,431	-\$42,595	
12/31/19	CLOSING BALANCE			\$78,591				
01/01/20	OPENING BALANCE			\$78,591				
2020	INCOME		\$735,297		2020	Difference	w/o PPP	
2020	EXPENSES	\$665,579				\$69,719	-\$24,228	
12/31/20	CLOSING BALANCE			\$148,309				
01/01/21	OPENING BALANCE			\$148,309				
2021	INCOME		\$633,472		2021	Difference	w/o PPP	
2021	EXPENSES	\$622,758				\$10,714	-\$87,828	
12/31/21	CLOSING BALANCE			\$159,023				
01/01/22	OPENING BALANCE			\$159,023				
2022	INCOME		\$749,457		2022	Difference	w/o PPP	
2022	EXPENSES	\$642,920				\$106,538	-\$79,574	
12/31/22	CLOSING BALANCE			\$265,561				
DATE	DESCRIPTION	CHECKS	INCOME	BALANCE				
01/01/23	OPENING BALANCE			\$265,561		0 Months 2023		
2023	INCOME		\$559,597		2023	Difference	w/o PPP	
2023	EXPENSES	\$574,351				-\$14,754	-\$14,754	
01/31/23	CLOSING BALANCE			\$250,807				
01/01/23	OPENING BALANCE			\$265,561		Annualized 2023		
2023	INCOME		\$559,597		2023	Difference	w/o PPP	
2023	EXPENSES	\$574,351				-\$14,754	-\$14,754	
12/31/23	CLOSING BALANCE			\$250,807				
UNDESIGNATED FUNDS								
YEAR	2018	2019	2020	2021	2022	2023	Budget	2024
OFFERING	\$651,549	\$617,776	\$624,737	\$530,138	\$679,277	\$552,705		\$620,921
ENDOWMENTS/PPP	\$0	\$62,026	\$93,947	\$98,543	\$62,631	\$0		\$0
MISC INCOME	\$11,374	\$6,041	\$16,613	\$4,791	\$7,549	\$6,893		\$0
TOTAL INCOME	\$662,923	\$685,844	\$735,297	\$633,472	\$749,457	\$559,597		\$620,921
MISSION TO OTHERS	\$45,505	\$46,408	\$46,900	\$40,222	\$50,664	\$40,328		\$46,637
PASTORAL MINISTRY	\$505,421	\$472,938	\$478,291	\$436,832	\$444,763	\$352,830		\$408,601
CONGREGATION MINISTRIES	\$55,855	\$58,251	\$48,972	\$50,599	\$48,195	\$47,295		\$64,340
CHURCH UPKEEP	\$78,726	\$85,394	\$77,161	\$93,435	\$95,473	\$131,965		\$101,343
MISC EXPENSES	\$5,184	\$3,421	\$14,254	\$1,670	\$3,824	\$1,933		\$0
TOTAL EXPENSE	\$690,691	\$666,412	\$665,579	\$622,758	\$642,920	\$574,351		\$620,921

Grace Gifting Policy

Grace Lutheran Church Gift Policy Summary

*This document is a brief summary of the **full** Gift Policy adopted by Grace Lutheran Church, intended to offer an overview of how this congregation will handle cash and non-cash gifts offered over and above regular giving. **Donors are encouraged to bless this congregation's present and future with gifts free of restrictions.** The full policy is available in the church office or on www.gracealbertlea.org*

The Finance Committee of Grace Lutheran Church has responsibility for reviewing gifts and shall make decisions and/or form recommendations to the Church Council regarding acceptance and use of gifts offered to the congregation, using the guidelines of the current Gift Policy.

The Finance Committee will consider gifts of cash, gifts through beneficiary designation (e.g., bank accounts, annuities, endowments, life insurance policies, etc.), marketable securities, bequests, real estate, other non-cash gifts and in-kind donations.

As a general rule, Grace Lutheran will convert all gifts to cash.

Valuation of non-cash gifts to Grace Lutheran shall be the responsibility of the donor or the donor's estate.

Unrestricted gifts with a value less than \$25,000 shall be used in the general fund.

Unrestricted gifts with a value equal to or greater than \$25,000 shall have the acceptance and use decisions recommended by the Gift Policy as follows:

This congregation shall offer a contribution of 10% of the total gift to the Mission Giving Fund for distribution by the Mission Team, 45% of the total gift will go to the endowment fund, and the remaining 45% will go the general fund.

Gifts with specific donor-defined restrictions will be considered on a case-by-case basis by the Finance Committee in consultation with the Church Council. Donors who choose to restrict the use of a gift to Grace are strongly encouraged to complete a Restriction and Release Form.

Memorial and honorary gifts of any size given to Grace Lutheran shall be handled according to section VII of the Gift Policy.

Donors are encouraged to consult with their personal tax advisor, estate attorney and/or financial advisor for specific tax, legal, and investment information. Grace Lutheran does not provide any tax, legal, or investment advice.

Southeastern Minnesota Synod ELCA

2023 Ministry Report



As another year has drawn to a close, we give thanks for what has been and look forward with anticipation and hope.

In 2023, the ministry of the Southeastern Minnesota Synod continued in earnest. Sixty-two congregations engaged in the call process even as some continue their call process into the new year. We were delighted to welcome 21 new rostered ministers into various settings within the synod.

For the first time in several years, we hosted a visit from a global companion synod. Bishop Atahualpa Hernandez of the Evangelical Lutheran Church of Colombia (IELCO) spent a week visiting our synod's leaders, members, and ministries. It was a joy to spend time with him and learn from IELCO's excellent diaconal ministry among the most vulnerable in Colombia.

Our 2023 Synod Assembly, held in May, welcomed Dr. Susan Brower as the keynote speaker. Dr. Brower helped us understand demographic trends across the state and our communities. In May of 2024, we will use this information as a springboard for the focus of our next Synod Assembly. We will welcome Dr. Matt Bloom to share as we consider how each of us can impact our congregations and communities.

As I consider the ministry of the synod in 2024, I am drawn to the phrase *every congregation connected*. In 2023, congregations took advantage of the connections we have with each other; this was especially evident in the continued increase of collaborations between individual congregations. Throughout the synod, congregations have strengthened ministry through partnering with neighboring congregations.

As we draw on the strength of our internal connections, we have an opportunity to engage afresh with the communities our congregations are already a part of. What opportunities are there to be the church for the community beyond our buildings? What is already happening that we can come alongside? What needs of our neighbors currently need to be met?

One of the gifts of being a congregation of the Southeastern Minnesota Synod is that no congregation must go it alone. We are part of a network with congregations and connections that strengthen us and multiply the impact we have in the communities to which we are called.

May the Spirit open our hearts and minds to all the ways God continues to invite us to participate in God's good work in the world!

In Christ,

Bishop Regina Hassanally

semnsynod.org

A MESSAGE FROM PRESIDING BISHOP ELIZABETH EATON



Dear friends in Christ,

Over the past year we have continued to experience changes in the world around us. Even as our church finds ways to adapt to this changing world, we find hope in the unchanging and always present promise of God's love through Jesus Christ. We change and adapt not to conform to the world but because we believe that the gift of God's Son is for the world, and that our congregations and worshiping communities are places to gather and be sent into the world, where we will tell the story of God's love in word and deed.

The ministries of our congregations, our synods and the churchwide organization provide ways for the church to move beyond the boundaries of structures and geography and to share God's love with people in our neighborhoods, our cities, our country and beyond. We engage in this ministry knowing that our church walks by faith, trusting in God's promise in the gospel, and that we exist by and for the proclamation of this gospel word. In John 15:5, Jesus reminds us, "I am the vine; you are the branches. Those who abide in me and I in them bear much fruit, because apart from me you can do nothing." We are connected by the promise that we do all through Christ and can do nothing apart from him.

God gives the Holy Spirit, who uses gospel proclamation — in preaching and sacraments, in forgiveness and in healing conversations — to create and sustain this faith. Just as we rely on God to sustain our faith, we rely on each other to sustain the ministries that offer God's love to the world. Through your generosity to each expression

of this church — your congregation, your synod and your churchwide organization — you add to our collective voice proclaiming God's love for all.

I am grateful for your generosity over this last year. My gratitude spreads far beyond your generous financial gifts. You've shared your gifts of time through countless hours of volunteering, serving and accompanying. You've shared the gifts of your voices as we've tried to discover and learn how God is calling us to be the church now and into the future. And, finally, dear church, you have shared the gift of the realness of God's love with the world around you. Be well, dear church, and stand steadfast in the promise of God's love and grace as you take that promise with you into the world.

A handwritten signature in dark ink that reads "Elizabeth A. Eaton". The script is fluid and cursive.

The Rev. Elizabeth A. Eaton
Presiding Bishop
Evangelical Lutheran Church in America

"I am the vine; you are the branches. Those who abide in me and I in them bear much fruit, because apart from me you can do nothing." —John 15:5

