



Grace
Lutheran Church



ANNUAL REPORT 2024

Bringing people together,
becoming disciples of Christ.



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ANNUAL CONGREGATIONAL MEETING

OPENING LITURGY

Confident in God's generosity and gathered into one by the Holy Spirit, let us praise God and give thanks ...

God, we praise you and give you thanks.
You are good, and your mercy endures forever.

You gave us a garden with good food to eat.
We praise you for food that nourishes us.

You rescued your people from slavery.
We praise you for freedom.

You gave us prophets to correct, rebuke and encourage us.
We bless you for your justice and mercy.

You gave us your Son, Jesus, to love, redeem and save us.
We praise you for his death and resurrection.

You gave us your Holy Spirit to be our Advocate and Comforter.
We bless you for the gifts of every tribe and nation.

Strengthen your church with every spiritual gift
and commission us again to be your servant people.

Multiply in us the fruit of the spirit:
love, joy, peace, patience, kindness, generosity, faithfulness, gentleness and self-control.

Send us in your love and mercy,
that the world may know you and praise you.

Now Thank We All Our God



1 Now thank we all our God with hearts and hands and voice - es,
2 Oh, may this boun - teous God through all our life be near us,
3 All praise and thanks to God the Fa - ther now be giv - en,



who won - drous things has done, in whom this world re - joic - es;
with ev - er joy - ful hearts and bless - ed peace to cheer us,
the Son, and Spir - it blest, who reign in high - est heav - en,



who, from our moth - ers' arms, has blest us on our way
and keep us all in grace, and guide us when per - plexed,
the one e - ter - nal God, whom earth and heav'n a - dore;



with count-less gifts of love, and still is ours to - day.
and free us from all harm in this world and the next.
for thus it was, is now, and shall be ev - er - more.

Evangelical Lutheran Worship, 840

Text: Martin Rinkhart, 1586-1649; tr. Cathering Winkworth, 1827-1878

Music: NUN DANKET ALLE GOTT, Johann Crüger, 1598-1662

Let us pray. Gracious God, you are the giver of every good gift. Bless us with all that we need for ministry in your name, that we might be a blessing to others. In the name of the one who broke bread and fed the multitudes, Jesus Christ, our Lord.

Amen.

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 2025 Budget
7. Motion to Adjourn
8. Closing Prayer
9. Sending Litany

Minutes of the 77th Annual Meeting

Call to Order

January 28, 2024

1. The meeting was called to order by Church Council President Munyer at 10:18am. 71 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 removed the proposed constitution (as this was approved last year) and add an agenda item in New Business: Call Committee Update. Motion made by Bill Barber and second by Bruce Olson to approve the agenda as amended. The motion was approved.

4. Approval of the 2023 Annual Meeting Minutes

Motion by Gary Schindler and second by Sherry Sebersen to approve the minutes of the annual meeting. The motion as approved.

5. Elections

President Munyer reviewed the list of nominations for church council. There were no additional nominations from the congregation. Bill Barber made a motion for a unanimous ballot. The motion was approved.

President Munyer asked to volunteers to be voting members to the Blue Earth River Conference, with the following members volunteering: Jerry Meyer, Lester Perschbacher, Judy Christenson, Becky Tennis Hanson, Corrine Tims, Vicar Ashley Kuhlman, Gary Schindler, Jeannie Schindler.

President Munyer asked for volunteers to be voting members to the Southeastern MN Synod Assembly. No members volunteered, President Munyer asked that members continue to consider this opportunity.

President Munyer asked for voting members to consider being delegates to St. John's Home at their Annual Meeting in December 2024. No members volunteered.

President Munyer reflected on the non-elected offices that are appointed by the council, and noted that Gary Schindler has stepped down from the Personnel Committee.

6. New Business

Stuart Ness shared The Call Committee update on the call process for an Associate Pastor. The Call Committee has spent many months putting together the Ministry Site Profile (MSP) which is essentially the resume of Grace – who we are and what God is calling us to do. The MSP was approved by the council earlier this month, and is being reviewed by the Synod. The team is preparing for interviewing, and has asked Markey Samp to be a youth representative in the interview process. A reminder that the interviewing process is confidential and the Call Committee is unable to share details about candidates. The hope to have an associate pastor by June, but could take longer than anticipated.

Dave Drommerhausen presented an overview of the proposed 2024 budget. Questions regarding staff budget going up, including insurance. It was answered that insurance premium had gone up, and the Personnel Team made the recommendation for raises 4% for staff members this year. It was questioned if the salary of a new pastor has been considered, and it was clarified that both Pastor Dean and Vicar Ashley are part-time and will be leaving this summer, and they will be replaced with a full-time associate pastor. It has been asked if the new heating system has had a deduction in cost. There has been savings over the years. President Munyer also reflected that some of the costs this year are one-time costs including the ELCA Youth Gathering, Call Committee Expenses and Moving Expenses for a new pastor. Motion made by Bill Barber and second by Stuart Ness to approve the 2024 budget. The motion was approved.

7. Adjournment

Motion made by Steve Bracker to adjourn the meeting. The motion was approved and the meeting adjourned at 11:08am.

8. Closing Prayer

Pastor Shane led the congregation in a closing prayer.

Council President Report

In Paul's letter to the Philippians, he writes- Rejoice in the Lord always; again I will say Rejoice.

Again, this year, the Grace congregation has set a course for continuing to serve the Lord in many ways. The Food for Backpacks has set a path to add more meals for the students of District 241. Involved churches have been helpful in fundraising for the program.

The Grace Foundation continues to be a good financial steward of our monetary resources- the Foundation is generous with their assistance to the Christian Education program, scholarships and Grace Youth opportunities.

We have faithful Altar Guild members, Sunday School teachers, devoted ushers, the Youth Ministry volunteers, the Mission Ministry Team and other volunteers who add so much to the daily life of Grace. Our music program under the direction of Aaron Bartz brings music to the forefront of the worship experience as does Carol Olson with her music talent and experience. We are happy to have a dedicated group of choir members and bell ringers. Such a talented group of people!

We have added Pastor Henry Burt to the ministry team. We are excited to see his role develop as we journey forward. Pastor Shane will continue to be a vital role at Grace. Our office staff of Deb Attig and Jenny Campos learn their duties and responsibilities. Darrin and Marsha and the Sunday Tech team are all vital to the function of Grace. We are sad to see Kandy Nelson and Lori Tuchtenhagen retire, too. Although Interim Pastor Cheryl was only with us for a short period, she was an asset and benefit to us.

We depend on you, the Grace Congregation, to help with Christ's message of reaching out to our friends, neighbors and to one another in the times of need, fellowship and celebration. Our mission is based on three components- faith, forgiveness and fellowship.

Paul wrote in Philippians 4:7- And the Peace of God which passes all understanding will keep your hearts and your minds in Christ Jesus.

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

Peace,
Jim Munyer
Council President

Lead Pastor Report

I have been a pastor for 17 years (oh no, pastor is going down memory lane!) and I think what's so interesting, that the church does two things really well: It seems to never change and at the same time it never stays the same. I know that doesn't probably make sense, but hear me out:

Grace has been on this land for nearing 80 years and we are now closer to the century mark! The building has looked the same but the people have not. Yes we still have some celebrated charter members but we also have new families and we welcome both equally as well as the personalities they bring. We are blessed to have had so many beautiful musicians but also celebrate each of their varied gifts. The worship space still looks remarkably the same but we also have, over the years, created purposeful spaces for young ones to be free to wiggle and move as well as created spaces for those in wheelchairs and assistive devices. Sunday School used to fill the classrooms and now we are a one room class in fellowship hall and yet the lessons remain the same: finding and celebrating faith.

The list goes on and on and I hope you see that we as a church are honoring the past while also shaping Grace to be relevant and meaningful for today. Just this last week I have been asked by two different Grace members if we have resources for bible studies: one in person and one that a family can do through their weekly zoom chats. Bible studies remain needed for faith, but we adapt the format to fit the lives we live.

I am so happy to have Pastor Henry on board here at Grace and the creativity we can help support and lead in faithful servanthood here at Grace. Thank you for building relationships and trust with me since 2016 and thank you for welcoming Pastor Henry so excitedly, we are looking forward to serving you in 2025.

Peace as we journey- PShane

Associate Pastor's Report

As I sit here in my office on a cold but sunny Monday afternoon, it is day eight on the job for me and already I could fill pages upon pages for this report. I have been welcomed in so wonderfully into the Grace Lutheran community as your new associate pastor. I have a wonderful staff to work with and I can honestly say that I look forward each morning to being a part of this workplace culture. Over my eight or so years of theological education and ministry, I have not been in a pastoral position as vibrant as this in terms of who I get to show up for and serve alongside.

There is so much ahead in store for all of us. A lot of that we may only have a glimpse of. Much more we will never anticipate. That is the beauty of God working in our lives. This I do know, though: Wednesday confirmation classes, Sunday worship and forums, and other parts of the weekly rhythm that I have come into will be staples on my end. I hope that my creativity and "outside" vision—coming from a multitude of other congregations and denominations, as well as my doctoral studies—will serve to complement what you are already doing so wonderfully at Grace. I am also excited to start thinking about new ways of engaging youth, adult, and intergenerational ministries. A large part of my work in these next few weeks will be getting to know you on an individual basis. What is life-giving to you? What do you desire in your faith life—both personally and in this congregation—that you would like to see emerge in these ministries? What don't you like? For these questions and others, I ask that you please take initiative in letting me know! If there is a book that you think might serve, say, a book club well, we can try that out! If there is a community event or an area for communal outreach that might be nice to have a group partake in, I am all ears!

Food, sports, music, trivia and games, and the fine arts come naturally to me. The beauty of my role, though, is that I get to be stretched by you all. I will learn about and learn to appreciate so many things that each of you brings to the table. And for that, I will be both a better minister and a better person. This is my first call. I will make SO many mistakes. I trust you will live into our congregation's namesake in those moments! Through it all, I am fortunate to be a part of this nurturing community that will help me develop immensely, I am sure.

On a personal note, this year brings much ahead for me with, God willing, a February 8 ordination, a dissertation defense sometime in late spring, and a PhD graduation on May 17. I can understand that having a part-time, aspiring-professor associate pastor was not what many of you had in mind during this call process. There can be some—or a lot—of anxiety in that. I am always happy to talk about this with you. Whether you hear it from me personally or through newsletters and updates, I hope you understand that I am firmly rooted in congregational ministry. My academic footing would have no basis without it. I mean this: I will do all that is in my power to be a fixture at Grace for the long haul. Let us go with God.

Pastor Henry Burt

Worship & Music

This past year, I was fortunate enough to continue leading the music programs at Grace. Our ensembles—choir, handbell choir, and various instrumental groups—have devoted countless hours practicing, growing, and refining their gifts so that they might serve as instruments of God’s Word. Whether singing at Sunday services, gathering midweek to rehearse, or offering special music during Christmas and Easter celebrations, their dedication and passion for enhancing worship inspires me every single day.

A major highlight of the year was welcoming a beautiful Kawai piano into our worship space. Through your generous contributions, we were able to invest in this wonderful addition, which truly fills the sanctuary with its rich sound. In addition to the piano, we have expanded our musical repertoire, featuring new pieces performed by both the adult choir and our Sunday School students.

We have also been blessed with new faces joining our music ministry—singers of all ages, instrumentalists from various backgrounds, and volunteers who lend their talents in areas like sound engineering and event coordination. This infusion of fresh energy and ideas has been a true gift, allowing us to explore diverse styles of music and continually improve our worship experience.

Thanks to thoughtful stewardship and generous support, we were able to upgrade our sound equipment, significantly improving the audio experience for both in-person and online worshippers. We owe a special thanks to Darin, whose installation expertise helped bring these new systems to life.

I’m excited to share plans for the coming year, which include inviting our wider community into Grace’s musical life. We hope to host performances by community choirs, organize concerts that welcome neighbors into our sanctuary, and provide additional opportunities for both seasoned musicians and newcomers to share their gifts.

Your continued support—through prayer, volunteering, or simply showing up—fuels this ministry. I look forward to all the music we will make together and the ways we will continue to glorify God through song in the year ahead.

Aaron Bartz, Music Director

Youth Ministry Committee Report

We had another great year with our Grace Youth and their friends and families! It is truly a joy to engage and spend time with our kids and to hear their unique perspectives on life and faith.

Many youth took part in the events we hosted in 2024. **The goal of our events is to create a fun experience/environment, serve our congregation and our community, while continually growing together as part of God's family.**

- **January:** Z-Tag & Pizza Supper –We broke through the winter doldrums with an exciting game of “Zombie Tag,” followed by pizza and snacks. **March:** BINGO & Silent Auction –Our
- second annual Bingo event was a hit! Silent Auction proceeds went towards expenses for our ELCA Youth Gathering trip. **September:** “Youth Booth” at Rally Sunday –We had
- outdoor games to play, and youth who stopped by let us know what events they’re looking forward to via an interest survey. **October:** “Light Up the Night” –We carved pumpkins and
- had a wonderful discussion about walking in and living God’s light. **November:** “Friendsgiving!” –We feasted with a potluck, played all kinds of games, and created four
- new faith-based pieces of art for the Youth Room. **December:** “Joyful Voices, Joyful Feast” –This was an event open to all Grace families! We Christmas caroled at St. John’s
- Lutheran Home and then enjoyed a catered pasta supper back at Grace.

ELCA Youth Gathering in New Orleans. From July 16th-21st, ten youth, along with Pastor Shane and adult leaders Erica Samp and Trisha Whelan, attended the ELCA Youth Gathering in New Orleans. During this exciting event, the group explored the vibrant city, learning about its diverse cultures and tasting delicious local foods. They joined 14,000 Lutherans in worshipping God each night, creating a powerful sense of community and faith. The experience was not only spiritually enriching but also an opportunity to make lasting memories and friendships.

God's work, our hands. If you feel called to be apart of our group –whether it's for one event, several, or joining the committee – please connect with us! We'd love to have a conversation.

A heartfelt, prayerful **thank you** to our Grace family for continued support of our youth!

The Youth Committee,
Jennifer Zoller
Erica Samp
Heather Earl
Erin Lonnemann

Scholarship Committee Report

The Scholarship Committee has a special responsibility in assisting students to further their education. Scholarship checks are issued directly to the institutions in which recipients are enrolled. Those who sponsor these scholarships provide incredible gifts to these recipients. We as a congregation are so thankful for your generosity!

2024 Scholarship Recipients

The Grace Foundation Scholarship – No Eligible Applicants

Donald Gross Elementary Education Scholarship – Olivia Wegner

Godtland Scholarship – Alex Palmer

LuVerne Godtland Education Scholarship – No Eligible Applicants

Gertrude Hanson Memorial Scholarship – Lilly Hyke

John and Alma Matthews Scholarship – Lilly Hyke

Janice M. and Henry J. Guse Scholarship – Jaylee Waters

Lindsey Loehr Diemer Memorial Scholarship – Alex Palmer

Lu Ryan Memorial Scholarship – Alex Palmer

Donna Ball Memorial Scholarship – Olivia Wegner

Donald Ball Memorial Scholarship – Olivia Wegner

Laurence McGill Memorial Scholarship – Jaylee Waters

Delores Ost Scholarship – Lilly Hyke

Vern Jahnke Scholarship – Lilly Hyke

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

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

The Grace Scholarship Committee,

Bob Ball

Sheila Calderon

Annette Godtland

Steve Lee

Pastor Henry Burt, Advisor

Sunday School Report

In 2024 Sunday School for children ages 4 years old through 6th grade (approximately 10-15 in attendance weekly) was a time filled with faith, learning and joy. For the first half of the year, our theme verse was 1st John 4:19, we loved because he first loved us. Each class began with singing and a devotional. We explored the fruits of the spirit (Galatians 5:22-23) through engaging Bible stories throughout the old and new testaments and interactive activities helping children understand how they can live out love, joy, peace, patience, and goodness in their daily lives inside and outside of church walls. Singing allowed children to connect with God through music, worship and dancing. We closed each session with snacks and prayer focusing on gratitude.

In the fall we continued with children ages 4 years old through 6th grade (approximately 20 to start the year, but typically had 10-15 in attendance weekly). The focus for the fall was on the Old Testament stories. We spent a month on the creation stories using the SPARK Bible stories, crafts, and activities. We then learned about Isaac, Rebekah, Jacob and Esau, and then the Christmas story. Each Sunday started with a snack (provided by various Circle groups whom we greatly appreciate!), opening music, reading the Bible story together, then doing an activity or craft that went with the story. The Sunday School children did special music for one Sunday in October. Starting in late October, we shifted to preparing for the Christmas program and spent the first half of Sunday School on the Bible lesson and the second half was spent learning the music for the Christmas program. The Sunday School students participated in the Christmas Program "A New and Glorious Morn" on Sunday, Dec. 15, along with the adult choir and a small orchestra, by singing for 5 of the 8 choral pieces and the Word was shared by the children. We thank everyone for their support of Sunday School (through treats, prayers, and volunteering) and look forward to another great year in 2025.

Submitted respectfully by Kate Dahl, Nicole Thompson, and Christie Ness

Food for Backpack Report

Team members: Dave Drommerhausen, Joel Erickson, Matt Moller, Corrine Tims, Pastor Shane and Becky Thofson(grant writer).

"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 can provide weekend backpack meals for 586 students in grades preK-7 and the Alternative Learning Center. That's over 25% of the students in Albert Lea District 241.

Grace Lutheran continues to support both Hawthorne and the Alternative Learning Center through your giving using giving envelopes, online donations and buying a backpack off of the Angel tree.

Grace administers the overall Food For Backpacks program. This portion pays half of the total costs for school district 241, which is over \$50,000 a year. This year we expanded our promoting of the program to the larger Albert Lea community. A new website along with information being sent out to neighboring churches and businesses. Participating businesses are: 112 on Broadway, Wedgewood Cove, Moose, Legion, Crossroads church, DAV, Sons of the Legion, Intellicents, Thompson Sanitation and Anytime Fitness. New grants were procured from the Cuppage Foundation and Freeborn County Coop Oil. The biggest accomplishment was from the Freeborn County Mental Health Collaborative who now sponsor half of the preschool at Brookside. United Way and The Freeborn County Communities Foundation continue to be a steady supporter of the program.

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. With a total budget of over \$106,000, these grants supplement the program so that half of the cost is covered. 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 108 students at Hawthorne.

Showing the children of our community that we care about them and their wellbeing 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.

David Drommerhausen

Mission Ministry Report

The Mission Team met each month on the second Sunday after services. The following information lists activities over the last year:

We worked with Vicar Ashley Kuhlman to organize the Lenten Olive wood heart project. Money collected from the sale of those hearts from Isreal was sent to Operation Palestine which supports educational programs in Isreal and Palestine.

Food insecurity was addressed through collections of food and funds during March for MN Food Share month and during November for the ELCA World Hunger effort.

A Voyagers Trip to Mason City (Frank Lloyd Wright Hotel and Music Man Museum) was planned but canceled due to lack of support.

Fair Trade Equal Exchange coffee, tea, cocoa, candy bars and olive oil were sold each month on the first Sunday of the month.

The team hosted one Red Cross blood drive during this year.

Donations were collected for Baby Care Kits and School Kits. Members sewed the bags for those school kits. The following was sent: 38 school kits; 17 baby kits; financial donations for shipping to Lutheran World Relief.

The monthly Youth for Christ treat ministry was continued.

Dissemination of the funds gathered in 2024 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
- \$250.00 to the program supporting the local Foster Care Program
- \$400.00 to the Campus Ministry at Winona State University
- \$300.00 to the Campus Ministry at Minnesota State University, Mankato
- \$300.00 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
- \$540.70 to International Health Partners (for hospital construction in Tanzania)

The Mission Team would be very happy to welcome new members to the team to do the work of Grace Lutheran as it serves friends and neighbors near and far.

Respectfully submitted,

JoAnn Bracker
Becky Tennis Hanson
Karen Hendrickson

Pat Palmer
Sherry Seberson
Jerry Vogt

Altar Guild Report

Reviewing the last few years, the number of active members has remained the same even with several attempts to increase membership. However, we have been able to cover the responsibilities of this ministry with the ingenuity and steadfast presence of team members – Linda Andersen, JoAnn Bracker, Karen Hendrickson, Doreen Pontow, Carol Thompson, Corrine Tims and Carlyn Tufte.

In respect of members' personal time and the importance of retaining a team concept, 2 formal meetings were held this year (March 17th and December 2nd) immediately following the Sunday morning worship service instead of previous years' scheduled evening meetings. Printed details were included under agenda items with discussion/questions the focus of our time together. Detailed changes of altar guide responsibilities were also printed and posted on the altar guild room bulletin board with additional communications continuing as emails and/or messages. Weekly Sunday morning sign-up schedules were continued (time designated for immediate pre-service preparation, i.e. communion, baptism, flowers). Non-immediate responsibilities were completed on another day of the week. There was continued coverage at funeral by altar guild. Have requested additional coverage from ushers at funerals when needed.

Regularly scheduled communion at the rail began on December 2nd and will continue the 1st Sunday service each month. Other weekly communion will be at the credence table as previously offered.

Communion services prepared (including funerals) - 62

Recorded numbers of communicants – 7866

2025 Goal: Update the Altar Guild Guide

With gratitude in this ministry,

Jane Madson, Lead

Personnel Committee Report

The Personnel Team met a few times over the course of 2024 as we prepared for staff changes and welcoming a new pastor. The committee often discusses confidential information, but the following was areas were discussed:

1. The retirement of Kandis Nelson and Lori Tuchtenhagen
2. The staff restructure following those retirements and approval of position descriptions.
3. The interviewing and hiring of the Engagement Director and Receptionist with Jenny Campos and Deb Attig in those roles respectively.
4. Ending our time with Pastor Dean and Vicar Ashley with many thanks for their service to Grace these past years.
5. The Call process for associate pastor to see if a part-time pastor would be a possibility with the recommendation to assess personnel needs in 3-6 months after Pastor Henry's call is approved.

Staff salaries and wages for 2025 pending approval by the council and congregation at the annual meeting.

The Personnel Team meets as needed and we thank you for the trust provided.

JD Carlson

Corrine Tims

Patricia Dahl

Jim Munyer – ex officio

Pastor Shane- ex officio

Usher's Report

Special Services

	<u>2022</u>	<u>2023</u>	<u>2024</u>
	In person/online	In person/online	In person/online
Mid-Week Lenten Service (average, 6 service)	677/2,155	53/206	66/242
Holy Week Attendance	427/924	617/713	621/1,562
Good Friday Service	95/307	81/119	96/229
Easter - 8:00 am	143/175	173/191	145/366
Easter - 10:00 am	227/186	269/217	200/327
Thanksgiving Eve	200/unknown	151/299	First Lutheran
Hope and Healing	1900	55/336	Unknown
	(online only)		
Christmas Eve 3:00 pm	83/320	158/421	200/unknown
Christmas Eve 5:00 pm	126/489	202/401	181/unknown
Christmas Eve 9:00 pm	80/241	90/426	121/unknown
Christmas Eve Total	289/1,050	450/1,248	502/unknown
Christmas Day	49/226	No worship	No worship

Weekly Attendance

Total Weekly Attendance (online & in person)	26,519	26,387	25,442
January-May & September-December (average)	326/683	145/317	143/343
June-August, Sunday (average)	125/230	90/57	133/579
All Weeks – 12 months (average)	226/466	170/356	166/324
Sundays in the Year	52	52	52
Record Sunday (2023 in person only)	Easter:370	Easter:442	Easter:345/693
Record Sunday (other than Easter)	347	280	326
	(10/30)	(10/29)	(10/27)
	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

As another year comes to a close, it marks a significant milestone—10 years of employment at Grace. Over the past decade, working here has been a rewarding experience, and I eagerly anticipate the years ahead. The community of members and staff at Grace contributes greatly to making this a wonderful workplace.

This past year, I tackled various projects, both large and small, throughout the building. One notable task involved repairing walls affected by crumbling and cracked plaster, an issue that occurs due to moisture retention in the exterior limestone, which can lead to damage on the interior.

A highlight of my work this year was the replacement of the sanctuary's sound system. Improving the audio quality in such an acoustically challenging space was a complex endeavor. After extensive analysis of the existing speakers, I determined that installing pendant speakers directed downward would best enhance sound distribution. The outcome has been impressive, with the new high-quality speakers installed within the light fixtures providing excellent sound with minimal feedback.

Additionally, we faced a challenge with bats in the facility. To address this issue, a professional company known as "The Bat Guys" provided an assessment and suggestions. Their proposal, while comprehensive, was costly and did not guarantee an issue resolution. Understanding the nature of such situations, I took proactive measures by sealing gaps between the stone and roofline in the sanctuary with trim and caulk. Since implementing this fix, we have seen a significant reduction in bat-related messes.

Being part of Grace is a privilege, and I take pride in confronting day-to-day challenges. I am dedicated to finding effective solutions and making Grace a welcoming environment for all.

Darin LaFrance

Ministerial Report

Worship Services

	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>
Total Sunday Worship Service	67	54	54	57	55
Total Weekday Worship Services	53	23	12	7	12
Total Services with Communion	120	77	66	64	67

Pastoral Acts

	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>
Children Baptized	5	9	8	7	3
Adults Baptized	0	0	0	0	0
Confirmation of 9 th Graders	16	15	16	10	13
Confirmation of Adults	0	0	0	0	0
Weddings	2	4	2	0	2
Reaffirmation of Wedding Vows	0	0	0	0	0
Funerals	18	12	18	23	15

Membership Report

	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>
Increases:					
a. By Baptism (Children)	5	9	8	7	3
b. By Baptism (Adult)	0	0	0	0	0
c. By Reaffirmation of Faith	16	15	16	10	13
d. By Letter of Transfer	14	0	5	0	5
e. By Adult Instruction	0	0	0	0	0
f. From Other Sources	0	0	0	0	0
g. By Confirmation (not previously baptized members)	0	0	0	0	0
TOTAL	35	35	29	17	21

	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>
Decreases:					
a. By Death	18	23	18	23	15
b. Inactive Member Reduction	0	0	0	0	0
c. By Transfer to ELCA Congregations	4	0	5	0	0
d. By Transfer to Other Lutheran Congregations	0	0	0	0	1
e. By Release to Non-Lutheran Congregations	0	0	0	0	0
f. For Other Reasons (or requested removal)	0	0	0	0	0
TOTAL	22	23	23	23	16

Ministerial Report Continued

Total Baptized Membership

Total Baptized Membership, December 31, 2023	1,605
Total Baptized Membership, December 31, 2024	<u>1,691</u>
Net for 2024	+86

Total Confirmed Membership, December 31, 2023	1,285
Total Confirmed Membership, December 31, 2024	<u>1,304</u>
Net for 2024	+19

2024 Baptisms: (3) Lyla Colvin, Hazel Potts, Carley Bowman

2024 Marriages: (2) Rachel Kleinschrodt & Connor Konan, Ajay Oman & Auston Larson

2024 Reaffirmation of Vows: (None)

2024 Deaths: (15) Doris Miller, James Veldman, Mildred Lyndorff, Deborah Madson, Raymond Gavle, Ray Ewing, Dorothy Michaelis, Ronald Hanna, Mark Hultgren, Marvel Dockwell, Charles VanWey, Alice Spilde, Pendra Nelson, Cheryl Wehrenberg, Kenneth Ayers

Grace Foundation, Inc.

Grace Foundation, Inc. 2024 Report

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 2024. 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 were able to continue our financial support of Vicar Ashley in her seminary education. She will have completed her seminary work in December. The board provided support for the youth to attend the National ELCA Youth Gathering in New Orleans, and also 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 2025, 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

Roy Page

Karen Hendrickson - Vice Chair

Jerry Dahl

Steve Schulz - Treasurer

Paul Andersen

Dale Buendorf - Secretary

Jim Munyer - Council President

Pastor Shane Koepke

Marsha Smith

Grace Foundation, Inc.

Balance Sheet as of December 31, 2024 and 2023

ASSETS				2024	2023
Current Assets					
	Security Bank Checking Account			18,646.69	\$ 21,836.58
	Schwab Cash Account			391.97	120.70
	Total Current Assets			19,038.66	21,957.28
Foundation Investments					
	Schwab Investments			330,981.60	307,749.19
	Total Foundation Investments			330,981.60	307,749.19
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			16,410.02	16,410.02
	Total Godtland Investments			120,779.42	120,779.42
Fixed Assets					
	H. Nelson Farm (Perpetuity)(At Appraised Market Value)			1,438,400.00	1,150,800.00
	Total Fixed Assets			1,438,400.00	1,150,800.00
	TOTAL ASSETS			\$ 1,909,199.68	\$ 1,601,285.89
LIABILITIES AND NET ASSETS					
Net Assets					
	Permanently Restricted Net Assets				
	Perpetuity Assets/Godtland		\$	580,823.17	\$ 580,823.17
	Farmland Market Value Increase			1,145,300.00	857,700.00
	Current Year Memorials			250.00	0.00
	Total Permanently Restricted Net Assets			1,726,373.17	1,438,523.17
	Temporarily Restricted Net Assets				
	Seminary Donations			0.00	0.00
	Scholarship Donations			0.00	0.00
	Total Temporarily Restricted Net Assets			0.00	0.00
	Unrestricted Net Assets				
	Unrestricted Net Assets (Income)			100,596.09	103,827.77
	Current Year Unrestricted Net Income (Loss)(Less Memorials)			8,935.89	(3,231.68)
	Unrealized Security Gains (Losses)			73,294.53	62,166.63
	Total Unrestricted Net Assets			182,826.51	162,762.72
	TOTAL LIABILITIES AND NET		\$	1,909,199.68	\$ 1,601,285.89
Note: In 2012, we went to recording farmland value using the County Assessor's market value.					
Appraised market value for farmland for 2025 is set at \$1,585,500.00					

Grace Foundation, Inc.

Income Statement, for the 12 months ended December 31, 2024 and 2023

Income	2024	2023
Checking Account Interest	\$ 47.47	\$ 88.96
Scholarship Donations	0.00	0.00
Mission Fund Interest - Godtland	1,234.51	1,011.60
CD Interest - Godtland	620.74	564.18
Schwab Interest/Dividends/CG Distributions	17,652.49	13,272.35
Farm Land Rent	36,015.00	34,287.50
Farm Land CRP	3,948.00	3,948.00
Wind Farm Rent	2,000.00	2,000.00
MIF 4KIDZ returned check	0.00	50.00
Memorials	250.00	0.00
Total Income	61,768.21	55,222.59
Investment Sales		
Investments Sold	14,980.00	38,297.00
Cost of Investments Sold	11,631.11	(41,013.70)
Gain (Loss) on Investments Sold	3,348.89	(2,716.70)
Expenses		
Student Grants		
Farmland Property Taxes	5,000.00	3,750.00
Farm Expenses	9,634.00	8,780.00
Safe Deposit Box Rent and bank charges	15.00	5376.00
Investment Expenses	68.95	40.00
Tax Preparation	1,625.60	1,579.95
Grace Lutheran Youth Summer Trips	550.00	48.52
Grace Lutheran VBS Expense	15,266.96	12,779.14
Grace Lutheran - Capital Campaign	0.00	133.14
Treasurer Salary	0.00	0.00
Baptismal MIF 4 Kidz	1,266.70	1,272.82
Ashley's Bonus	50.00	250.00
Ashley's Seminary Classes	0.00	1,000.00
Ashley's Rent	18,854.00	17,128.00
	3,600.00	3,600.00
Total Expenses	55,931.21	55,737.57
Net Income (Loss)	\$ 9,185.89	\$ (3,231.68)

Balance Sheet

ASSETS

Cash Accounts	Security Checking Account	\$120,763.63		
	Security Savings Account	\$4,878.05		
	Edward Jones	\$9,059.71		
	Edward Jones --CD's	\$261,000.00		
	Mission Investment Fund Account	\$28,339.78		
	Edward Jones --CD's Hawthorne FFB	\$2,011.84		
	Edward Jones --CD's FFB Grant Fund	\$5,029.60		
	Edward Jones --CD's Hawthorne FFB	\$15,000.00		
	Edward Jones --CD's FFB Grant Fund	\$45,000.00		
	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 Fund	\$40,000.00		
TOTAL ASSETS			\$612,542.18	\$612,542.18

LIABILITIES AND FUNDS

LIABILITIES	Federal Payroll Taxes Payable	\$1,809.41		
	State Payroll Taxes Payable	\$130.00		
Total Liabilities			\$1,939.41	\$1,939.41

FUND BALANCES

Undesignated Fund	General Fund	\$242,657.44		
			\$242,657.44	
Undesignated Fund Total			\$242,657.44	\$242,657.44

Designated Education	Education Ministry Fund	\$2,054.98		
	Library Fund	\$2,504.29		
	Sunday School Offering	\$58.00		
Designated Education Total			\$4,617.27	

Designated Missions		\$3,389.47		
	Backpack Admin/Interest	\$41.44		
	Hawthorne Fund	\$232.43		
	Hawthorne Backpack Fund	\$21,943.29		
	Food for Backpacks Grant Fund	\$96,647.07		
	Heifer Fund	\$618.22		
	Missionary for a Day Fund	\$185.09		
	Local Food Shelves	\$193.95		
	Mission Giving	\$989.50		
Designated Missions Total			\$124,240.46	

Designated Parish Nurse	Prayer Shawl Fund	\$646.91		
	Visitation Fund	\$1,623.29		
Designated Parish Nurse Total			\$2,270.20	

Balance Sheet Continued

Designated Property	Building Fund	\$21,271.39	
	Memorials Fund	\$4,311.27	
	Prayer Garden Fund	\$2,232.45	
	Thrivent Choice Fund	\$3,648.66	
	Altar Guild Expense Fund	\$3,407.29	
	WELCA Sewing Fund	\$1,080.98	
	WELCA General Fund	\$3,024.65	
	Kotchen Remodel	\$3,000.00	
Designated Property Total			\$41,976.69
Designated Scholarships	Godtland Scholarship Fund	\$41,769.93	
	Guse Nursing Scholarship Fund	\$24,414.95	
	Hanson Scholarship Fund	\$1,317.88	
	Loehr Scholarship Fund	\$500.00	
	Mathews Scholarship Fund	\$5,095.00	
	Lu Ryan Scholarship Fund	\$11,739.71	
	Don Gross Education Scholarship Fund	\$694.38	
	Laurence O. McGill Scholarship Fund	\$15,530.00	
	Don and Donna Scholarship Fund	\$18,332.75	
	Delores Ost Scholarship Fund	\$48,191.64	
	Vern Jahnke Scholarship Fund	\$9,982.49	
Designated Scholarships Total			\$177,568.73
Designated Worship	Choir Robe Fund	\$912.35	
	Music Fund	\$7,048.63	
	Organ Fund	\$1,010.24	
	Grand Piano Fund	\$5.00	
Designated Worship Total			\$8,976.22
Designated Youth	Camp Scholarship Fund	\$5,634.14	
	Foundation Camp Scholarship & VBS	\$50.00	
	Youth Fund	\$2,440.76	
	Youth Event	\$170.86	
Designated Youth Total			\$8,295.76
Designated Funds Total		\$367,945.33	\$367,945.33
TOTAL LIABILITIES AND FUNDS			\$612,542.18

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		\$538,856.13		
	Endowments, Special Gifts		\$0.00		
	PPP/ERC		\$0.00		
	Fees and Miscellaneous		\$15,132.45		
	Interest Income		\$15,641.40		
Undesignated Income			\$569,629.98		
EXPENSE	Mission to Others			\$42,164.49	
	Pastoral Ministry			\$352,959.10	
	Congregation Ministries			\$54,089.53	
	Church Upkeep			\$125,519.31	
	Budgeted Expense			\$574,732.43	
	Fees and Miscellaneous			\$3,046.75	
Undesignated Expense				\$577,779.18	
		OPEN BAL	INCOME	EXPENSE	CLOSE BAL
UNDESIGNATED FUNDS		\$250,806.64	\$569,629.98	\$577,779.18	\$242,657.44
DESIGNATED FUNDS		OPEN BAL	INCOME	EXPENSE	CLOSE BAL
	Designated Education	\$4,609.91	\$175.00	\$167.64	\$4,617.27
	Designated Missions	\$88,395.63	\$144,499.55	\$108,696.18	\$124,199.00
	Designated Parish Nurse	\$1,605.77	\$3,258.29	\$2,593.86	\$2,270.20
	Designated Property	\$34,731.68	\$15,343.86	\$8,098.85	\$41,976.69
	Designated Scholarships	\$175,502.99	\$13,315.74	\$11,250.00	\$177,568.73
	Designated Worship	\$66,347.57	\$6,027.73	\$63,399.08	\$8,976.22
	Designated Youth	\$10,820.30	\$37,140.51	\$39,665.05	\$8,295.76
DESIGNATED FUNDS		\$382,013.85	\$219,760.68	\$233,870.66	\$367,903.87
TOTAL FUNDS		OPEN BAL	INCOME	EXPENSE	CLOSE BAL
Undesignated & Designated		\$632,820.49	\$789,390.66	\$811,649.84	\$610,561.31
Respectfully submitted, Grace Lutheran Finance Team					

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 to 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.

New Business—Proposed Budget

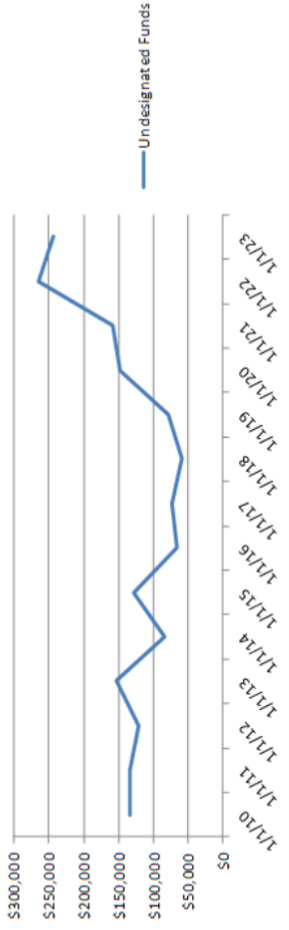
Line	GRACE LUTHERAN CHURCH				Line
1	BUDGETED OFFERING	BUDGET 2024	ACTUAL 2024	PROPOSED 2025	1
2	ENVELOPES	\$594,537	\$506,478	\$623,465	2
3	INITIAL OFFERING	\$375	\$445	\$430	3
4	LOOSE OFFERING	\$9,000	\$12,157	\$9,000	4
5	LOVE OFFERING	\$700	\$1,122	\$752	5
6	LENTEN OFFERING	\$3,291	\$4,310	\$4,310	6
7	EASTER	\$4,018	\$3,622	\$3,622	7
8	THANKSGIVING	\$1,000	\$1,465	\$833	8
9	CHRISTMAS	\$8,000	\$9,258	\$6,000	9
10	ENVELOPE INCOME TOTAL	\$620,921	\$538,856	\$648,412	10
11	ENDOWMENTS/SPECIAL GIFTS		\$10,000		11
12	PPP/ERC		\$0		12
13	BUDGETED INCOME TOTAL	\$620,921	\$548,856	\$648,412	13
14					14
15	MISSION TO OTHERS	BUDGET 2024	ACTUAL 2024	PROPOSED 2025	15
16	SOUTHEASTERN MINNESOTA SYNOD	\$40,732	\$35,349	\$39,731	16
17	BLUE EARTH RIVER CONFERENCE	\$400	\$321	\$400	17
18	GOOD EARTH VILLAGE	\$1,000	\$2,000	\$1,000	18
19	LUTHERAN SOCIAL SERVICE	\$1,000	\$1,000	\$1,000	19
20	ST JOHN'S LUTHERAN HOME	\$400	\$800	\$400	20
21	MISSION GIVING	\$3,105	\$2,694	\$3,028	21
22	MISSION TO OTHERS TOTAL	\$46,637	\$42,164	\$45,559	22
23					23
24	PASTORAL MINISTRY	BUDGET 2024	ACTUAL 2024	PROPOSED 2025	24
25	STAFF SALARIES	\$153,057	\$142,293	\$151,777	25
26	STAFF WAGES	\$153,725	\$136,790	\$168,137	26
27	PENSION AND HEALTH INSURANCE	\$28,646	\$20,681	\$25,920	27
29	STAFF HEALTH INSURANCE	\$47,231	\$34,168	\$31,353	29
31	STAFF SOCIAL SECURITY	\$14,042	\$10,033	\$12,862	31
32	TOTAL PAYROLL & BENEFITS	\$396,701	\$343,965	\$390,049	32
33	STAFF DEVELOPMENT & EXPENSES	\$1,000	\$647	\$1,000	33
34	ROSTERED AUTO ALLOWANCE	\$1,500	\$1,154	\$1,500	34
35	ROSTERED PROFESSIONAL EXPENSES	\$4,500	\$3,458	\$4,500	35
36	STAFF MILEAGE	\$200	\$0	\$200	36
37	CONFERENCE & SYNOD ASSEMBLY	\$1,600	\$457	\$1,600	37
38	GUEST SPEAKERS/ORGANISTS	\$3,000	\$2,100	\$3,000	38
39	HOSPITALITY EXPENSES	\$100	\$1,178	\$900	39
41	PASTORAL MINISTRY TOTAL	\$408,601	\$352,959	\$402,749	41

New Business—Proposed Budget Continued

43	CONGREGATION MINISTRIES	BUDGET 2024	ACTUAL 2024	PROPOSED 2025	43
44	EDUCATION MINISTRY TEAM	\$5,300	\$3,061	\$5,300	44
45	LIBRARY MINISTRY	\$250	\$0	\$250	45
46	LIFE & GROWTH MINISTRY TEAM	\$1,000	\$0	\$1,000	46
47	MISSION MINISTRY TEAM	\$250	\$78	\$250	47
48	STEWARDSHIP MINISTRY TEAM	\$500	\$16	\$500	48
49	WORSHIP & MUSIC MINISTRY TEAM	\$6,085	\$7,893	\$6,085	49
50	YOUTH MINISTRY TEAM	\$6,500	\$2,164	\$6,500	50
51	ADMINISTRATION	\$24,605	\$24,109	\$25,200	51
52	ADVERTISING	\$2,000	\$1,551	\$2,000	52
54	MISCELLANEOUS	\$0	\$0	\$0	54
55	CALL PROCESS	\$2,800	\$1,818	\$0	55
56	PASTOR MOVING EXPENSE	\$5,000	\$2,500	\$5,000	56
57	L.E.A.D.	\$150	\$246	\$150	57
58	ALTAR GUILD	\$1,260	\$1,419	\$1,900	58
59	TECHNOLOGY MINISTRY TEAM	\$6,390	\$6,985	\$12,275	59
60	PARISH NURSE/VISITATION	\$2,250	\$2,250	\$1,000	60
61	CONGREGATION MINISTRIES TOTAL	\$64,340	\$54,090	\$67,410	61
62					62
63	CHURCH UPKEEP	BUDGET 2024	ACTUAL 2024	PROPOSED 2025	63
65	NEW EQUIPMENT	\$4,110	\$3,229	\$4,000	65
66	MAINTENANCE	\$35,187	\$55,143	\$49,450	66
67	PROPERTY & LIABILITY INSURANCE	\$26,180	\$39,920	\$44,414	67
68	UTILITIES	\$35,866	\$27,227	\$34,830	68
69	CHURCH UPKEEP TOTAL	\$101,343	\$125,519	\$132,694	69
70					70
71		BUDGET 2024	ACTUAL 2024	PROPOSED 2025	71
72	BUDGETED EXPENSE TOTAL	\$620,921	\$574,732	\$648,412	72

Undesignated Funds

Undesignated Funds



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
12/31/2020	2021	\$148,309
12/31/2021	2022	\$159,023
12/31/2022	2023	\$265,561
12/31/2023	2024	\$242,657

Undesignated Balance	Opening	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
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	
2024	\$250,806.54	\$246,711.40	\$225,764	\$251,838	\$251,604	\$246,458	\$239,139	\$239,358	\$234,798	\$234,798	\$238,009	\$227,390	\$242,657	

* \$62,026 Vern Janke special gift 2019

* \$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	\$70,463	\$122,245	\$176,402	\$319,772	\$367,734	\$409,143	\$447,716	\$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	\$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	\$201,591	\$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	\$201,591	\$239,318	\$278,904	\$394,438	\$422,626	\$451,683	\$492,159	\$518,445	\$550,884	\$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	\$93,599	\$135,359	\$186,342	\$265,205	\$310,526	\$380,117	\$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	\$75,968	\$123,221	\$176,088	\$222,172	\$260,416	\$322,687	\$362,180	\$401,865	\$444,462	\$491,722	\$559,597	
2024 Income/month	\$47,672	\$29,020	\$78,825	\$51,379	\$45,923	\$40,736	\$47,370	\$38,176	\$44,343	\$44,880	\$39,941	\$61,365	\$569,630.08
2024 YTD income	YTD	\$76,692	\$155,517	\$206,896	\$252,818	\$293,554	\$379,101	\$423,444	\$468,324	\$508,265	\$569,630		

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	\$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	\$112,272	\$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	\$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	\$53,797	\$58,075	\$642,919.92
2022 YTD expense	YTD	\$102,712	\$152,509	\$206,028	\$269,320	\$320,033	\$372,702	\$421,145	\$468,035	\$521,048	\$584,845	\$642,920	
2023 Expense/month	\$38,576	\$47,810	\$46,985	\$45,154	\$45,973	\$47,773	\$53,841	\$44,766	\$47,618	\$53,773	\$49,749	\$52,354	\$574,351.36
2023 YTD expense	YTD	\$86,386	\$133,371	\$178,525	\$224,498	\$272,251	\$326,092	\$370,857	\$418,476	\$472,249	\$521,998	\$574,351	
2024 Expense/month	\$51,767	\$49,967	\$52,751	\$51,613	\$51,068	\$48,056	\$47,151	\$48,181	\$38,898	\$41,669	\$50,559	\$46,098	\$577,779.18
2024 YTD expense	YTD	\$101,734	\$154,485	\$206,098	\$257,166	\$305,222	\$352,373	\$400,554	\$439,453	\$481,122	\$531,681	\$577,779	
YTD Giving vs Expense	YTD	\$-4,095	\$-20,947	\$26,074	\$-234	\$-5,146	\$-7,320	\$219	\$-10,005	\$5,445	\$3,211	\$-10,619	\$15,267

Undesignated/Designated Funds

BALANCE SHEET AS OF:	12/31/24	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	\$612,542	\$634,958	\$565,602	\$430,919	\$667,881	\$480,080	\$326,545	\$625,427	\$325,763	\$274,485	\$199,412
LIABILITIES	\$1,939	\$2,138	\$2,089	\$2,912	\$3,646	\$3,673	\$6,055	\$42,129	\$42,957	\$42,698	\$37,462
UNDESIGNATED FUNDS	\$242,657	\$250,807	\$265,561	\$159,023	\$148,309	\$78,591	\$59,159	\$73,800	\$75,285	\$129,608	\$67,553
DESIGNATED FUNDS											
EDUCATION	\$4,617	\$4,610	\$4,250	\$4,003	\$3,968	\$3,964	\$3,210	\$2,366	\$1,289	\$4,953	\$3,289
MISSIONS	\$299	\$11,370	\$12,719	\$15,969	\$7,846	\$9,668	\$19,036	\$6,959	\$5,876	\$4,586	\$5,023
PARISH NURSE	\$2,270	\$1,606	\$1,888	\$1,689	\$1,469	\$1,344	\$1,456	\$1,344	\$1,088	\$1,815	\$1,999
PROPERTY	\$41,977	\$26,142	\$34,377	\$26,650	\$19,661	\$25,454	\$24,879	\$30,944	\$109,212	\$13,736	\$9,870
WORSHIP	\$8,976	\$66,348	\$8,823	\$8,951	\$10,751	\$12,646	\$11,348	\$5,846	\$5,150	\$5,020	\$8,449
YOUTH	\$8,296	\$10,820	\$13,353	\$15,522	\$13,687	\$12,765	\$13,441	\$26,299	\$4,065	-\$3,381	-\$7,506
STANDARD DESIGNATED FUNDS	\$66,435	\$120,896	\$75,411	\$72,784	\$57,383	\$65,843	\$73,370	\$73,757	\$126,680	\$26,729	\$21,125
OTHER DESIGNATED FUNDS											
CAPITAL CAMPAIGN	\$0	\$0	\$0	\$0	\$295,327	\$155,040	\$71,805	\$357,288	\$0	\$0	\$0
SCHOLARSHIPS	\$177,569	\$175,503	\$141,714	\$137,814	\$105,025	\$123,768	\$89,874	\$61,185	\$61,660	\$60,345	\$62,668
WELCA/FFB GRANTS	\$118,864	\$80,538	\$60,919	\$39,268	\$35,348	\$31,198	\$12,029	-\$1,898	\$106	\$105	-\$297
THRIVENT CHOICE	\$5,077	\$5,077	\$19,909	\$19,118	\$22,843	\$21,968	\$14,252	\$19,166	\$19,076	\$14,999	\$10,902
TOTAL DESIGNATED FUNDS	\$367,945	\$382,014	\$297,953	\$268,983	\$515,926	\$397,817	\$261,330	\$509,497	\$207,522	\$102,179	\$94,397

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					
01/01/23	OPENING BALANCE			\$265,561					
2023	INCOME		\$559,597			2023	Difference	w/o PPP	
2023	EXPENSES	\$574,351					-\$14,754	-\$14,754	
12/31/23	CLOSING BALANCE			\$250,807					
01/01/24	OPENING BALANCE			\$250,807					
2024	INCOME		\$569,630			2024	Difference	w/o PPP	
2024	EXPENSES	\$577,779					-\$8,149	-\$8,149	
01/31/24	CLOSING BALANCE			\$242,657					
UNDESIGNATED FUNDS									
YEAR	2018	2019	2020	2021	2022	2023	2024	2025	BUDGET
OFFERING	\$651,549	\$617,776	\$624,737	\$530,138	\$679,277	\$552,705	\$538,856	\$648,412	
ENDOWMENTS/PPP	\$0	\$62,026	\$93,947	\$98,543	\$62,631	\$0	\$10,000	\$0	
MISC INCOME	\$11,374	\$6,041	\$16,613	\$4,791	\$7,549	\$6,893	\$20,774	\$0	
TOTAL INCOME	\$662,923	\$685,844	\$735,297	\$633,472	\$749,457	\$559,597	\$569,630	\$648,412	
MISSION TO OTHERS	\$45,505	\$46,408	\$46,900	\$40,222	\$50,664	\$40,328	\$42,164	\$45,559	
PASTORAL MINISTRY	\$505,421	\$472,938	\$478,291	\$436,832	\$444,763	\$352,830	\$352,959	\$402,749	
CONGREGATION MINISTRIES	\$55,855	\$58,251	\$48,972	\$50,599	\$48,195	\$47,295	\$54,090	\$67,410	
CHURCH UPKEEP	\$78,726	\$85,394	\$77,161	\$93,435	\$95,473	\$131,965	\$125,519	\$132,694	
MISC EXPENSES	\$5,184	\$3,421	\$14,254	\$1,670	\$3,824	\$1,933	\$3,047	\$0	
TOTAL EXPENSE	\$690,691	\$666,412	\$665,579	\$622,758	\$642,920	\$574,351	\$577,779	\$648,412	

A MESSAGE FROM PRESIDING BISHOP ELIZABETH EATON



Dear friends in Christ,

All around us, we see signs of God's love and goodness. A person who has stepped away from church for many years steps back into a congregation, feeling the call of the Holy Spirit. Young adults feeling isolated in a digital-first world start gathering in person in a small group, enjoying the warmth of a hug and a new friend asking about their week. A mother plants a garden, and it yields fruits and vegetables, giving her nutritious food for her kids and extra produce to sell at the local market. Everywhere we look, we see signs of Christ's love. In Psalm 93, we read: "More majestic than the thunders of mighty waters, more majestic than the waves of the sea, majestic on high is the Lord! Your decrees are very sure; holiness befits your house, O Lord, forevermore" (4-5).

God's love is a majestic thing, and it moves us to share it in word and deed. The ministries of our congregations, our synods and the ELCA churchwide organization are all working together to share God's love with people in our neighborhoods, across our country and around the world.

I am so grateful for you, dear church. Your generosity to each of these three expressions of the church — your congregation, your synod and the churchwide organization — has bolstered the church's ability to share the message of God's love to people who are longing for it. Through your

"More majestic than the thunders
of mighty waters, more majestic
than the waves of the sea,
majestic on high is the Lord!
Your decrees are very sure;
holiness befits your house, O
Lord, forevermore."

—Psalm 93:4-5

financial resources, your time volunteering and accompanying others, and your voices, you've helped carry this message of God's majestic love. Thank you, dear church. As we look ahead to the coming year, I encourage you to stand steadfast in God's promises, sure of God's love and goodness.



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

Southeastern Minnesota Synod ELCA Looking Toward Ministry in 2025



For no matter how many promises God has made, they are “Yes” in Christ. And so, through him the “Amen” is spoken by us to the glory of God. (2 Corinthians 1:20, NIV)

The Use of the Means of Grace, a teaching document of our denomination, emphasizes the importance of baptism happening in the midst of the gathered assembly. In baptism, we claim the promises of God for the baptized, and the gathered assembly has the distinct privilege of hearing those promises for themselves, too.

Baptism happens in community because the promises of baptism are for the community.

Indeed, in the rite of baptism, members of the congregation participate as the newly baptized is welcomed among them. Promises to accompany the newly baptized in the journey of faith are spoken aloud.

In baptism, we remember the promises of God as we hear them spoken, again and again, by those in our midst.

I spent a number of years in a faith tradition that emphasized the power of personal testimony. Individuals would testify to the work and power of God in their lives and the lives of those they knew. In these spaces of testimony, we collectively remembered the promises of God. The faith of those gathered was buoyed as they were reminded of God’s work in the world.

Testimony. Reclaiming of the promises. These essential practices in the Christian faith keep us grounded and assured in who God is and what God does, especially in times when it is hard to see. We hear the promises of God over and over again because we often need to be reminded of them. We need to be reminded that in Christ, all God’s promises are “Yes!” Practicing faith in community strengthens us to reply, “Amen!”

As we look ahead to the coming year, I want to pay particular attention to our claiming, naming, and proclaiming of God’s promises for us and all of creation. There may be days in which our faith wobbles, when the promises of God seem a far cry from fulfillment. On those days, harkening back to our baptisms, we benefit from hearing the promises of God proclaimed by our communities loud enough for others to hear. *(continued)*

2024 HIGHLIGHTS

- 42 congregations were engaged in call process
- 13 Rostered Ministers were welcomed to the synod
- 1 new worshipping community was created: the Nuer Community Lutheran Church
- 3 Power+Boundaries workshops were hosted to equip lay people, church staffs, and Rostered Ministers
- A Chrism Mass Advent Worship was offered to leaders for the first time



In the first part of 2025, members of the Office of the Bishop will intentionally collect stories of God's work in the world from members throughout the synod. Our hope is to create a library of stories told by all kinds of voices that give testimony to what God has done and hopes of what God will yet do.

How have the promises of God been fulfilled in your life? In the lives of those you love? In the aspects of creation you explore? In the life of your congregation or larger community? What testimony can you share for the sake of building up the community of faith?

The life of discipleship is, in the words of the late Rev. Eugene Peterson, "a long obedience in the same direction." It is an obedience best undertaken in community with a chorus of believers surrounding us crying, "Yes!" and "Amen!" as we lift our voices to do the same.

May this year in ministry be one in which we claim and proclaim the fulfillment of all the promises of God so that our faith might grow and the world might live more fully into abundant life.

How is the Spirit inviting your congregation to join the chorus of "Yes!" and "Amen!"?

In Christ,

Rev. Regina Hassanally

Bishop Regina Hassanally



2024 HIGHLIGHTS

- Synod Assembly took place with roughly 360 people in attendance, celebrating the theme: **"Every Congregation Connected"**
- Fall Theological Retreat took place with 145 attendees (including Rostered Ministers and congregation staff) in La Crosse, WI, with the theme **"Will You Be My Neighbor? Called to Community"**
- Gatherings were hosted to support leaders who are new to the synod, in their first years of ministry, and retired



Elections-Nominations for 2025 Leadership

PRESENT COUNCIL MEMBERS: Constitution allows for 7-10 members on council

- | | | | |
|---------------------------|-----------|------------------------------|-----------|
| 1. Dave Drommerhausen | Jan. 2025 | 6. Virginia Sorenson | Jan. 2025 |
| 2. Jim Munyer (President) | Jun. 2025 | 7. | |
| 3. Robert Jacobson | Jan. 2026 | 8. | |
| 4. Gerry Vogt | Jun. 2024 | 9. | |
| 5. Jerry Meyer | Jan. 2026 | 10. Adele Rosnow (Secretary) | Jan. 2026 |

PRESENT GRACE FOUNDATION, INC. DIRECTORS:

- | | | | |
|----------------------|-----------|--|-----------|
| 1. Paul Anderson | Jan. 2025 | 6. Steve Schulz | Jan. 2026 |
| 2. Jerry Dahl | Jan. 2025 | 7. Marsha Smith, Bookkeeper | |
| 3. Karen Hendrickson | Jan. 2025 | 8. Alex Johnston, Advisory | |
| 4. Bruce Olson | Jan. 2025 | 9. Dale Buendorf, Farm Land Advisory | |
| 5. Roy Page | Jan. 2025 | 10. Jim Munyer, Council Rep., ex officio | |

VOTING MEMBERS TO BLUE EARTH RIVER CONFERENCE ASSEMBLY

(Sunday, February 16th, 2025 from 1:00pm—4:00pm, location to be announced)

- | | |
|----|-----|
| 1. | 7. |
| 2. | 8. |
| 3. | 9. |
| 4. | 10. |
| 5. | 11. |
| 6. | 12. |

VOTING MEMBERS TO SOUTHEASTERN MN SYNOD ASSEMBLY

(May 30-31, 2025, Mayo Clinic Event Center in Mankato, MN)

- | | |
|----|----|
| 1. | 3. |
| 2. | 4. |

Elections-Nominations for 2025 Leadership

DELEGATES TO SAINT JOHN'S LUTHERAN COMMUNITY, Annual Meeting, December 2025

1. Pastor Shane Koepke
- 2.
- 3.

NON ELECTED OFFICES, APPOINTED BY THE COUNCIL

SCHOLARSHIP COMMITTEE FOR 2024:

- | | |
|---------------------|----------------------------------|
| 1. Robert Ball | 4. Steve Lee |
| 2. Sheila Calderon | 5. |
| 3. Annette Godtland | 6. Pastor Henry Burt, ex officio |

NOMINATING COMMITTEE FOR 2025

(Traditionally outgoing members of the council are the nominating committee)

- | | |
|-----------------|----|
| 1. Adele Rosnow | 4. |
| 2. | 5. |
| 3. | |

FINANCE COMMITTEE

- | | | | |
|-----------------------|----------|-----------------------------|----------|
| 1. Dave Drommerhausen | Jan 2025 | 3. Ginny Loberg | Jan 2026 |
| 2. Tonia Palmer | Jan 2026 | 4. Marsha Smith, Bookkeeper | |

PERSONNEL COMMITTEE:

- | | | | |
|------------------|----------|-------------------|----------|
| 1. Paul Godtland | Jan 2025 | 3. Gary Schindler | Jan 2026 |
| 2. Corrine Tims | Jan 2025 | 4. JD Carlson | Jan 2027 |

Elections-Nominations for 2025 Leadership

***FOR CHURCH COUNCIL: 3 year term (January 2025 to January 2028)**

- | | | | |
|------------------|-----------|---------------|-----------|
| 1. Jen Zoller | Jan. 2028 | 4. Jerry Dahl | Jan. 2028 |
| 2. Doreen Pontow | Jan. 2028 | 5. | |
| 3. Erica Samp | Jan. 2028 | | |

***FOR CHURCH COUNCIL (Youth): 1 year term (January 2025 to January 2026)**

1. Markey Samp
- 2.

***GRACE FOUNDATION: 3 year term (January 2025 to January 2028)**

- 1.
- 2.
- 3.
- 4.
- 5.

Notes

Notes