



Annual Meeting Agenda

February 9, 2025

1. Welcome / Opening Prayer
2. 2024 Annual Meeting Minutes – p. 3
3. Mission Leadership Team, Staff, Congregational, and Other Reports – p.5
4. Treasurer's Report and Financial Summary – p. 18
5. 2025 Operating Budget Presentation & Adoption – p. 19
6. Nominations Team Report
7. Elections
8. Adjournment / Closing Prayer

Chapter 10.

CONGREGATION MEETING

C10.01. The annual meeting of this congregation shall be held at a time specified in the bylaws.

C10.02. A special Congregation Meeting may be called by the pastor, the Mission Leadership Team, or the president of this congregation, and shall be called by the president of the congregation upon the written request of 10 percent of the voting members. The president of the Mission Leadership Team shall call a special meeting upon request of the synodical bishop. The call for each special meeting shall specify the purpose for which it is to be held and no other business shall be transacted.

C10.03. Notice of all meetings of this congregation shall be given at the services of worship on the preceding two consecutive Sundays and by mail or electronic means, as permitted by state law, to all [voting] members at least 10 days in advance of the date of the meeting.

C10.04. 10 percent or 75 voting members, whichever is least shall constitute a quorum.

C10.05. Voting by proxy or by absentee ballot shall not be permitted.

C10.06. All actions by the congregation shall be by majority vote except as otherwise provided in this constitution.

C10.07. Robert's Rules of Order, latest edition, shall govern parliamentary procedure of all meetings of this congregation.

Resurrection Lutheran Church Annual Meeting Minutes - February 11, 2024

1. Quorum confirmed by Secretary Kelly Fownes and call to order by President Kaleif Olson at 11:45am
2. Opening prayer by Interim Pastor Lamont Koerner
3. Rules adopted to use show of hands for voting
4. 2023 Annual Meeting Minutes approval
 - a. Motion by Jay Hickey and second by Leslie Donovan
 - b. Approved by show of hands
5. Reports shared by MLT and staff - no comments made
6. Treasurer's Report and financial summary presented by Brian Tri
 - a. Bank account report is clarified and amended by Brian for a mistake in the packet
 - b. Rooftop HVAC project was paid off in 2023
 - c. Giving increased in 2023, but move outs may present a challenge for 2024
 - d. Expenses are to the necessary: mortgage, staff, and operations
 - i. Lower expenses to end the year because of staffing changes
 - ii. Increases for staffing next year as full staffing is expected
 - e. Deficit budget was presented with optimism for increased giving
 - f. Audit team was given opportunity to comment - no members present
 - g. Motion for approval of 2024 budget
 - i. Motion made by Mike Jensen, seconded by Leslie Donovan
 - ii. Discussion followed:
 1. Patrick Donovan asked about plans for the land
 - a. Opportunity to explore
 - b. Not being actively explored
 - c. On the discussion list for MLT
 - iii. Motion passed by show of hands
7. Nominations report - handout
 - a. Spotlight on search for a new Treasurer - asked for those interested
 - b. Motion to elect the nominated positions on the Nomination Committee report made by Greg Lowe, seconded by Jim Asplund
 - c. Motion passed by show of hands
8. Pastoral Transition Team Report
 - a. Pastor Justin Grimm from the St. Paul Area Synod was present and gave an overview of the Ministry Site Profile and Call process
 - b. Dave Paulsen, as representative of Transition Team, presented the Ministry Site Profile with the explanation of how they came to the final document
 - c. Jerod Rauk, also part of the Transition Team, joined Dave to take questions from the congregation regarding the Ministry Site Profile
 - d. Motion to accept the Ministry Site Profile as written made by Ken Kerns, seconded by Justin Hummel
 - e. Discussion
 - i. Ron Freimark spoke about the challenges we have ahead and the hope for strong administrative leadership from the pastor

- f. Motion passed by show of hands
- 9. Pastoral Call Committee
 - a. Nominated Call Committee
 - i. Shawnee Kruger
 - ii. Judy Hauch
 - iii. Jered Rauk
 - iv. Cory Ireland
 - v. Christina Womack
 - vi. Chris Erikstrup
 - b. Kalief Olson installed the Call Committee
 - c. Pastor Lamont prayed for the Call Committee
- 10. New Business
 - a. None
- 11. Motion to adjourn by Patrick Donovan, seconded by Leslee Donovan
 - a. Motion passed by voice vote at 11:53am

2024 Annual Report

Mission Leadership Team

I'm honored to write this update on behalf of our MLT. What a year it has been! MLT has been hard at work and we hope that you as a congregation have felt connected and well informed as we navigated all the change that 2024 brought us. I really want to thank the MLT for being such a strong and supportive group, always stepping up when called on and providing prayerful and sound guidance, laughs when needed, and a treasure of talent which has proven so beneficial to Resurrection. Our team this year was Kaleif Olson (Past President), Andy Craig (Vice President), Jenna Wertish (Secretary), Justin Hummel, and Ken Kerns.

We started off the year in the midst of change. We leaned on Pastor Lamont Koerner to help guide us through the challenges and I think we can all agree, he was the right person for the job and we could not have been where we are today without his guidance. We also thank Brad Kolstad for again stepping in to lead us in music while we searched for a new music director. Thank you to Pastor Rich Larson who filled in when Lamont needed to move on and helped us for a couple months. Thank you also to Sue Guck and Sarah Storvick. They not only were part of the change, but they were a key part of the transition. One last call out is to the staff who remained through this change and step-up in many ways. A big thanks to Deacon Marie Baker, Erin Swenson-Hatzung, and Heather Hultgren! Through this change, the MLT was supported by many people in our congregation, and I won't be able to name everyone, but wanted to give special thanks to Pastor Ron and Jay Hickey who were always there to support the MLT through the changes we worked on.

This year we were successful in hiring a Music Director, calling a Pastor, filling our Office Administrator role and our Director of Adult Faith Formation and Community Life. It's all a blur, and it took a lot of work and effort by many at Resurrection to make this all come together. We can count our blessings that each role is now filled with great new additions to our Resurrection family! Welcome Brice, Mark, Kristin, and Shawn!!!

Both our Pastoral and Music Director call teams did an amazing job of finding and interviewing candidates! I've been part of call processes in the past and this was by far the smoothest and fastest I've ever seen a Pastor called. We are truly blessed! Pastor Call team: Shawnee Krueger, Jerod Rauk, Chris Erikstrup, Christina Womak, Judy Houck, and Cory Ireland. Music Director Call Team: Kaleif Olson, Ken Kerns, Mike Jensen, and Kristen Ireland.

When Pastor Brice came on board in September, he was brought up to speed very quickly and within a few short months, he had helped us fill our Office Admin and Director of Faith Formation and Communication Life positions. His leadership and connections in the synod have proven to be invaluable.

Besides the changes in staffing, MLT worked very closely with our Land team (Bob Eno, Cheryl Hauch, and Paul Sponholz) to determine what is the best way we can be stewards of the land we have. The team helped us reduce taxes on the part of our land which was not tax exempt. They also guided us through conversations with Station 19 (our architecture firm) to give us great insights into how much land we actually need both now and into the future. Currently we are exploring potential opportunities for the land to the West of our building site. There is no plan to do anything with the land to the South of the church at this time. The hope is that we can use our excess land to live out our Resurrection goals and values while also helping us financially. More to come as this plan continues to develop into something that can be presented to and voted on by the congregation.

I will keep the tradition going that Shawnee and Kaleif both spoke to in their annual reports; which other past presidents probably touched on as well. There are so many ways to get involved and share your time and talents to help serve at Resurrection. Without strong congregation involvement churches struggle. I feel like we are in a good place with regard to volunteer time, but there are areas still lacking. Ushers, communion servers, greeters, hospitality servers, music and tech support, site maintenance (electricians, plumbers,

construction, etc) all are welcome talents which can be utilized here to keep our church operating. Please reach out to anyone on MLT or on the staff if you just want to learn what is needed.

I'm excited for what 2025 has in store for us now that we are running at full strength!

Blessings to all,

Greg Jeseritz – MLT President

A Word from Your Pastor

(Annual Meeting - February 9, 2025)

Over the past few years, "transition" has been a recurring theme at Resurrection. From the sudden shift to *life* during COVID, to the uncertainty of reconnecting with friends and neighbors, and ultimately, adapting to a "new normal," you have navigated significant changes together. You've said goodbye to beloved staff members embarking on new adventures and retirements, while also warmly welcoming staff members into key roles, including myself. Indeed, movement and change have been constants, but Resurrection has weathered them together. As people of the Resurrection, we remain anchored in the promise that life always springs forth, even in the midst of change.

While transition can often feel unsettling, it also holds the hope and promise of new beginnings. It opens doors to fresh perspectives, renewed energy, and exciting possibilities. I am overjoyed to report that our staff is now complete and eager to serve, dream, and collaborate alongside with you. Erin, Heather, and Deacon Marie have been exceptional stewards of this community's history, helping us newcomers integrate and build connections. It's an honor to partner with them, and with all of you.

Having been in my role as your pastor for nearly five months. I have been welcomed with open arms and warm smiles—not only for myself but for my family as well. You've embraced us as part of the Resurrection family, and we feel more at home here. Though my time here is still in its early stages, I am deeply committed to learning-learning your stories, learning how this community lives and serves, and yes, learning names (I'm getting there...but I love it when you wear name tags!).

As our staff builds relationships with one another and with you, we are beginning to dream together. We are exploring how to transform the hopes and dreams of this congregation into meaningful ministry. Our staff is passionate about creating intentional opportunities for growth, connection, and faith formation. But we cannot do this alone. The vibrant volunteers of Resurrection are the heart and soul of this community. There is truly a place for everyone to engage and serve. From Sunday School to the Mission Leadership Team, Senior High Ministry to Music. If you haven't yet found your space, know that we are eager to help you discover it.

As we embark on this next chapter together, I remain confident that God is holding us in the palm of their hands. I trust that the Spirit will continue to move among us, and I am certain that our Savior will journey with us as we live out our vibrant lives of faith.

Found with you, in Christ
PB

Faith Outfitter Children's and Family Ministry

2024 Annual Report

Deacon Marie Baker, Director of Children and Family Ministry

Our mission as Faith Outfitters is to equip children and their families to participate in a vibrant life of faith wherever they live, work, play, and learn. We do this through learning opportunities, celebrating milestones, serving the community, and camps.

For the 2024-25 school year 24 families are registered for Sunday School (preschoolers through grade 5) and more that attend without registration. All children are welcome to attend Sunday School each week. We have a number of amazing volunteers that lead each Sunday, which includes adults as well as many High School and Middle School students! We are blessed by so many amazing Faith Outfitters who dedicate their time and energy to sharing their gifts and joining together with children on this journey of faith. As part of our faith learning we also look outside the walls of Resurrection and find ways to give and serve in the greater community, this year we have donated our Sunday School offering each week to the Friends of TASAAGA.

Guided Hands Puppet Ministry, a team of youth puppeteers, led by volunteers, is a blessing to the Resurrection community. They perform for Sunday School several times throughout the year and occasionally they perform during Sunday morning worship services.

Faith Outfitters continues to offer a series of faith-building events including Bible Expedition, Trek to the Table Communion preparation workshop, ADVENTure, Prayers and PJs, Ad-LENT-ure, Good Friday Experiential stations, and summer camps. Our service in the community included meal-packing at Feed My Starving Children several times throughout the year, packing snack bags for Open Door Pantry, collecting school supplies for InterFaith Action and more.

Our Vacation Bible Adventure continues to be a high-energy week that draws in many members and nonmembers and was led by more than 40 youth and adult volunteers. Our VBA offering went to Open Cupboard this year, we brought in 91 pounds of food. During "Scuba," we dived into friendship with God through songs, games, Bible stories, skits, crafts, and snacks.

Our partnership with Camp WAPO offers valuable ministry through their multiple camp offerings. Resurrection students who attended in 2024 explored the theme "Always" described in two ways: In a world marked by constant change, this theme serves as a powerful reminder of God's unwavering love for us. We hold fast to the promise. The theme was based on verses from Hebrews 13:8 and 1 Thessalonians 5:16-18.



Lake Wapogasset
LUTHERAN BIBLE CAMP, INC.



Camp Wapo



Ox Lake



**Wilderness
Canoe Base**

715.268.8434

lakewapo.org

Congregational Report 2024

Thank you for being a Partner Congregation! We are deeply grateful for the ongoing support and dedication of so many congregations that enable thousands of individuals each year to experience community and deepen their faith at Camp Wapo, Ox Lake, and Wilderness Canoe Base. We celebrate a year full of impactful moments with campers and retreat guests, and we are thankful for the generosity of our donors, the prayers of our supporters, and the commitment of YOU - our partner congregations.

Summer 2024 This summer, we had the privilege of welcoming nearly 4,000 campers and families to Camp Wapo, Ox Lake, and Wilderness Canoe Base, and over 11,000 guests year-round. Our summer staff was exceptional - demonstrating flexibility, resilience, and taking on key leadership roles. They met every challenge with energy, grace, and servant hearts. We are always seeking passionate young adults to join our team, and we encourage you to send anyone who might be a great fit our way! We're now hiring for summer 2025—if you know someone who would be interested, please reach out! You can contact Michael at michaelw@campwapo.org or Mari at maris@campwapo.org, or visit lakewapo.org/employment to apply.

Site Plans Strategic Initiative We continue to make progress on our Strategic Initiative, centering on comprehensive site plans. This important work will guide our decision-making process and help us prioritize deferred maintenance and program development. We're excited about several projects scheduled for this winter and spring that will have an immediate impact on the upcoming summer. These plans are designed to enhance and support transformative outdoor ministry experiences for everyone who comes to our camps.

Donor Engagement In 2024, partnership giving remained steady, while annual giving fell short of our intended goal. However, designated giving saw an increase, leading to an overall rise in contributions compared to 2023. We are currently in the leadership phase of the Room for More campaign to complete the dining hall/meeting space project at Camp Wapo. Soon, we will launch a congregational effort, reaching out to you - our partner churches. Joel Abenth, Director of Donor Engagement, will be working closely with congregations, individuals, and families who wish to support the camp in various ways. If you'd like to explore how you can contribute, please contact Joel at joela@campwapo.org.

Retreats and Events in 2024 Our non-summer season has been filled with a variety of retreats. Notable highlights include hosting large groups of students from the University of Minnesota-Duluth and Wheaton College just before the summer season kicked off at Wilderness Canoe Base, as well as two big middle school fall retreats at Camp Wapo. We offer a range of options for both programmed retreats and facility rentals if you're looking to organize your own event. Retreat opportunities can be found at lakewapo.org/news-events. For more details or to schedule your retreat, please contact Ryan at ryanb@campwapo.org. Additionally, we welcomed over 500 guests for our Memorial Day Pancake Extravaganza, celebrated the 22nd year of the Wapo Golf Tournament, and hosted over 1,200 guests and volunteers during Advent, including 8 performances of the 35th annual Christmas Dinner Theater, "A Stranger for Christmas."

Rhythms of Faith This summer we were thrilled to be selected as an exemplary ministry site participating in the Rhythms of Faith Project, a nationwide research initiative seeking to use the camp experience as a catalyst for family faith practices. This project is coordinated by Wheaton College's Center for Leadership Development (HoneyRock) and Sacred Playgrounds, and funded by Lilly Endowment Inc. The results from our part of the research and across all the camps that participated are so affirming of the work we do in outdoor ministry and how it impacts families, churches and communities. We'll continue to share those results throughout 2025.

2025 Theme Inspired by Romans 15:13, our 2025 theme is **Breathe**. *"May the God of hope fill you with all joy and peace as you trust in him, so that you may overflow with hope by the power of the Holy Spirit."*

Whether it is singing around the campfire, in community with others, or in moments of quiet reflection, the Holy Spirit is our constant companion, leading us, comforting us, and helping us grow in faith and courage.

We look ahead with eager anticipation and a sure sense of hope. See you at camp in 2025!

2024 Annual Report
Youth and Family Ministry
Erin Swenson-Hatzung

This year has been a truly remarkable one for youth and family ministry at Resurrection Lutheran Church. It has been inspiring to witness our youth living out their faith with such energy and passion, and we are excited to see how God is working through their lives.

Our 6th-8th grade confirmation ministry has been a vibrant part of our community, with 33 youth, 5 adult leaders, and 1 high school leader meeting each week. Every Wednesday night, the sanctuary is filled with laughter, games, learning, and meaningful small group discussions. This year, our focus has been on faith practices, equipping our youth with tools to experience God's presence daily. Topics such as Bible reading, worship, mountaintop experiences, and service have sparked rich conversations. Additionally, this group has shown incredible commitment to serving others. They've helped pack meals at FMSC, purchased Christmas gifts for three sponsored families through Solid Ground, and organized a Trunk or Treat event that welcomed over 450 people from both our church and the broader community.

Last summer, 26 middle school youth, along with three high school leaders and parent volunteers, participated in the Summer Stretch ministry. Each month, our youth partnered with organizations such as Saint Therese of Woodbury, Second Harvest, FMSC, and Global Health Ministries to serve our community, deepening their understanding of how God calls us to share our gifts and love with others.

On October 13th, 15 students took a significant step in their faith journey, affirming their baptisms during the Rite of Confirmation service. It was a powerful moment of commitment, and we are so proud of these young people as they continue to grow in their faith.

Our high school youth also remain an integral part of our ministry. Every Wednesday evening, they come together for worship, games, devotion, prayer, and time to share their highs and lows. In July, they embarked on an unforgettable adventure to Buena Vista, Colorado, where they challenged themselves physically, mentally, and spiritually. Activities like whitewater rafting, rock climbing, and hiking allowed them to witness God's awe-inspiring creation. Evenings around the campfire were filled with worship, Bible study, and reflection on the adventure God calls each of us to embrace.

Many of our high school youth are also stepping into leadership roles, sharing their gifts with others. It's been a joy to see them teach younger students on Sundays, lead worship, share God's story through puppet ministry, and more. Additionally, a dedicated team of four high school youth is honing their leadership skills, working on vision and planning for the high school ministry. We are so grateful for the ways God is using their gifts to bless our church community.

Families have also had the chance to come together throughout the year, building relationships and growing in faith. We hosted family nights filled with fellowship, games, food, and learning. One highlight was a service night where 60 people of all ages worked together to serve 4 different organizations. We also offered a session on Strengths-Based Connections with Merri Guggisberg, helping families deepen their bonds. Our All-Church BINGO night brought together over 50 people from all generations, fostering meaningful inter-generational relationships.

It has been an extraordinary year of ministry, and we are deeply thankful for the generous support of our congregation. Your commitment makes all of this possible, and we look forward to what God has in store for us in the year ahead.

Director of Adult Ministries and Community Life

Kristin Tranby

What a joy it has been to join the Resurrection staff as the Director of Adult Ministries and Community Life! Since starting in November, I have seen the MANY ways that the congregation shows up – every day -- to live out the mission and vision of Resurrection. Although I'm still getting a handle on the job, here is a brief recap of what we've done so far (and some hopes for the future too!)

Connecting - We gather together in many ways!

- Bible study group meets on Monday evenings to dig into God's word
- LAFF (Lutheran Adult Fellowship and Fun) meets monthly to connect and grow in faith and fellowship
- Meals and More meets monthly to eat, share recipes and devotions
- Mom's Group meets on Wednesday evenings to connect about parenting and growing in faith
- Senior Life meets twice a month for Bible study and fellowship
- Stitch and Share meets monthly to serve through gifts of sewing and quilting
- Women's Bible study meets weekly on Tuesday mornings
- We have started conversations about a Women's Retreat for 2025
- If you have an idea for a new group, I would love to hear it!

Thank you to everyone who leads and participates in these groups! This is one way that we are the church together!

Growing - We pray together in many ways!

- The prayer chain emails prayer requests weekly as we hold our congregation members in prayer
- We had a service of Hope and Healing on December 15 (and hope to continue these on a more regular basis)
- The prayer team will start to meet more regularly in 2025 to discuss ways to hold our community in prayer. Please let me know if you would like to join!
- We have taken steps to begin praying for people during worship and will look to include interactive prayer in our worship space this year

Thank you to everyone who prays for our church and our world! This is one way that we are the church together!

Serving – We welcome and serve together in many ways!

- Our Sunday morning hospitality continues to be a key component to making visitors and congregation members feel welcomed and cared for on Sunday mornings

- Confirmation small groups help lead worship monthly – Sunday mornings are intergenerational spaces (We will look at more ways to intentionally include people of all ages to serve and welcome on Sunday mornings!)

Thank you to everyone who carves out time on Sunday mornings to serve and welcome. This is one way that we are the church together!

If you would like to get involved with any of the groups listed above, please contact the following:

- Bible study group – Brian Jordahl
- LAFF (Lutheran Adult Fellowship and Fun) – Deb Daly
- Meals and More – Jennifer Murray
- Mom’s Group – Michelle Sponholz or Kristin Tranby
- Prayer Team / Prayer Chain – Melissa Craig
- Senior Life – Ron Freimark
- Stitch n’ Share - Nancy Roeloffs or Kathy Moraski
- Women’s Bible Study – Deb Daly
- Women’s Retreat – Kristin Tranby
- Sunday morning hospitality – Kristin Tranby

I am grateful to be doing ministry alongside all of you and look forward to the year ahead.

-Kristin

Subject: Worship Ministry Annual Report

I joined the team at Resurrection as Director of Worship on December 9, 2024, so this report will be brief. In my short time in this role, I've focused on building meaningful relationships with staff, volunteers, and members.

Staff

Our staff meetings, held on Tuesdays, have been a great opportunity for collaboration and creativity. The team has worked very well together, and I've enjoyed discovering my place within the group.

Volunteers

I've had the privilege of working closely with key volunteers such as Brad and Marcia Kolsted and Mike Jensen, who have been incredibly supportive in helping me get up to speed. I've met with them individually to receive training on stage setups, sound management, presentation systems, the music library, and volunteer coordination.

Members

I have felt a strong connection with the congregation during our worship services. The support and encouragement I've received from members have been heartwarming, and I am grateful for their warm welcome into the church community.

I look forward to continuing to serve and grow alongside this wonderful team.

Best regards,
Shawn Vaughan
Director of Worship

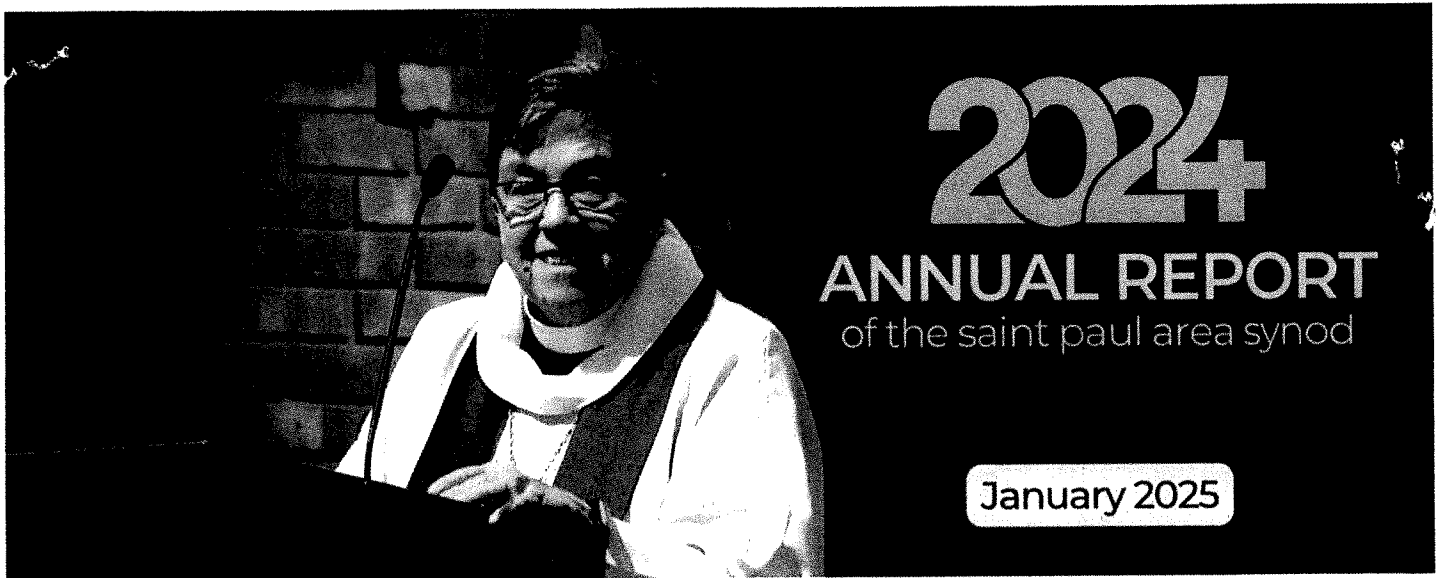
Congregational Benevolence Annual Meeting Report 2024

Benefactor	Donations	Amount	Group	Date
Open Cupboard*	Food	250 pounds	Confirmation	2/2024
Open Door Pantry†	Food	40 snack packs	Sunday School	1/2024
Glamour Gals Foundation	Valentine Cards for Nursing Home Residents	21 Cards	High School	2/2024
Global Health Ministries	Hospice/Newborn kits	52 kits (\$520)	Confirmation	4/2024
Family Partnership	Homemade play-doh	48 bags	Confirmation	4/24
Neighbors Inc	Laundry Packs	100 bags	Confirmation	4/24
Bridge for Youth	Homeless kits	24 kits	Confirmation	4/24
Camp Noah	Fleece Tie Blankets	9 blankets	Confirmation	4/24
Congregation members	Prayer Shawls	4 shawls	Prayer Shawl Ministry	On going
Friends of Tsaga	Monetary	\$300	Sunday School	5/24
Open Cupboard	Food	650 pounds	First Sunday Food Drive	6/24 (for Jan.-June)
Open Cupboard	Food	90 pounds	VBS	6/24
Open Cupboard	Food	80 pounds	Trunk or Treat	10/24
Open Door Pantry†	Mobile Lunch packs	48 packs	Faith Outfitters Sunday School	11/24
Open Cupboard	Food	75 pounds	Youth Ministry	11/19/24
Open Cupboard	Fppd	108 pounds	First Sunday Food Drive	12/4/24
Solid Ground	Gifts for Homeless Families	\$750	Youth Ministry	12/9

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TOTALS				
*Open Cupboard Total	Food	1055 lbs		
†Open Door Pantry Total	Food	40 snack packs & 48 mobile lunch packs		

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*"Protect me, O God, for I take refuge in you: I have said to the Lord,
"You are my Lord, my good above all other." Psalm 16:1 (ELW translation)*

As we come to the close of 2024, these are complicated days in our world. I think most congregations in this synod are faring better than many other organizations and institutions when it comes to focusing on a core mission, living out their values, and being financially stable. Yet, anxiety is widespread and lots of people are angry and disappointed, fearful and disenchanting. All these dynamics create a perfect context for witnessing to the good news from God. We have much work to do but we know that we work best when we act as **church together** in this synod.

This past year the synod staff and the Synod Council adopted this mission statement and core values:

***As followers of Jesus, we are called to accompany faith communities
and equip leaders for God's mission in the world.***

Our core values are – authenticity, connection, compassion, and curiosity.

This understanding of our mission allows us to focus staff time and budget dollars to create the most lasting impact in our common work. The core values thread through the way we interact as synod staff and the way we show up in conversations with congregations and the wider public.

In summer 2024, I hosted five Listening Sessions to hear directly from Lutherans like you where you find hope in your congregation and also the worries that weigh on you. Over 100 persons participated and 50 people joined a Zoom presentation to hear what I had learned.

Here are two strategic steps we are taking as a synod to respond to all that I heard: In 2025 we will inaugurate a year and a half emphasis on worship renewal in congregations. This will be funded in part by an ELCA Churchwide grant with an emphasis on inviting our neighbors to join us in worship experiences. Secondly, as a synod, we will encourage and support efforts to make respectful conversations a hallmark of congregational life. You'll hear more about both initiatives in early 2025.

During 2024, the synod staff over saw call processes and transitions with more than 30 congregations. Several of those included the calling of multiple rostered ministers. This means that nearly a third of the congregations in the synod were in a time of transition this past year. I am grateful for all who have served on a call committee, for our interim pastors, and for faithful members who trust that we are always being called forward into God's mission for us as the church.

I was privileged to ordain four persons in 2024, including Pastor Wesley Kimball, serving as associate pastor at All Saints in Cottage Grove; Pastor Pepe Demarest, serving as pastor for the Recovery Church in St. Paul

Sunday Attendance 2024

Average 9 a.m. attendance: 54

Average 10:30 a.m. attendance: 61

Total average per Sunday: 115

Average YouTube “attendance:” 50

Does not include midweek Lenten services, Holy Week liturgies, Christmas Eve, or Easter 7:30 a.m.

2024 RLC Treasurer Report

2024 Financial Summary

RLC had an operating income of \$14,087 in 2024, but this result was driven by a few critical factors:

- Member giving dropped and remains lower than the prior 5-year average.
- Expenses were lower due to staff turner (will be \$88,000 higher fully staffed).

Our operating account ended the year with more than a month's worth of operating expenses (mortgage compliance requirement). The mortgage has 8 years remaining before it is paid off. Our line of credit is not currently utilized – nor should it be with giving levels too low for repayment.

	<u>2024</u>	<u>2023</u>	<u>2022</u>	<u>2021</u>	<u>2020</u>
INCOME & EXPENSE					
Offering / Receipts	\$638,893	\$673,382	\$659,917	\$673,717	\$706,185
Operating Expenses	\$624,806	\$698,644	\$721,668	\$711,491	\$699,551
Net Gain / (Loss)	\$14,087	(\$25,262)	(\$61,751)	(\$37,774)	\$6,634
Government Proceeds	\$0	\$0	\$87,848	\$0	\$60,000
Actual Gain / (Loss)	\$14,087	(\$25,262)	\$26,097	(\$37,774)	\$66,634
BANK ACCOUNTS	2024	2023	2022	2021	2020
Checking Balance	\$91,262	\$65,035	\$77,080	\$49,059	\$105,273
Savings Balance	\$81,547	\$71,373	\$567,976	\$567,960	\$653,419
Certificate of Deposits	\$350,000	\$350,000	\$0	\$0	\$0
COMBINED BALANCES	\$522,809	\$486,408	\$645,056	\$617,019	\$758,692
MORTGAGE & LOANS	2024	2023	2022	2021	2020
Loan-Rooftop Units (10yr)	\$0	\$0	\$134,763	\$141,272	\$148,779
Mortgage-120 (Fixed 14)	\$329,326	\$362,576	\$391,752	\$419,676	\$448,674
Mortgage-121 (10/14)	\$331,534	\$365,209	\$394,794	\$423,135	\$452,618
Mortgage-122 (5/14)	\$333,636	\$363,632	\$393,169	\$421,725	\$451,608
COMBINED MORTGAGE	\$994,496	\$1,091,417	\$1,314,478	\$1,405,808	\$1,501,679

2025 Financial Outlook

The budget presented for 2025 shows a deficit that will reduce operating cash throughout the year to a critical level. While budgetary concerns are not new, there are more severe impacts to the financial outlook for RLC if we do not act soon.

There are four key areas that RLC should address throughout 2025:

- **GIVING:** Member giving is RLC's only source of income outside of nominal interest income. Giving levels are lower than needed and we have a risk in the concentration of giving that comes from 10-20 families. Continued stewardship focus is needed to offset current expenses.
- **EXPENSES:** Our expenses are centered around ministry, staff, building facilities & maintenance, and the mortgage (monthly payment = \$12,579). Reducing expenses in any manner that impacts our staff, ministry, or programs is counter to our mission statement.
- **BUILDING:** Our church building is over 20 years old and increasingly requires repairs or improvements. Decisions will be needed on when to undertake these projects and whether to use restricted funds from the Oehlke estate or save those funds for future building expansion.
- **LAND:** RLC is blessed with a large property. Unfortunately, the county assesses property tax on the land that is not an active part of our ministry. Decisions on the best stewardship of our resources are needed soon, taking near-term needs and long-term opportunities into account.

As a community of faith, we know that God will provide and guide us as we determine the best path forward individually and collectively. We are also blessed with lay leaders and a staff that will communicate with the congregation and allow us to "Live Resurrection" into the future.

2025 Budget Summary

(with prior year comparisons)

	2025 Budget	2024 Actual	2023 Actual
REVENUE			
400 Offerings			
400.101 Regular Giving	\$ 230,000	\$ 220,926	\$ 152,418
400.102 Simply Giving	\$ 330,000	\$ 386,874	\$ 500,955
400.103 Stock Donations	\$ 35,000		\$ -
400.104 Thrivent Choice	\$ 1,200	\$ 790	\$ 1,345
400.105 Angel Fund	\$ -	\$ 1,500	\$ 1,500
Total 400 Offerings	\$ 596,200	\$ 610,090	\$ 656,218
403 Registration Fees	\$ 6,500	\$ 11,229	\$ 8,048
405 Misc. Donations	\$ -	\$ 750	\$ 1,150
440 Misc. Income	\$ 13,000	\$ 1,221	\$ 1,160
450 Designated Funds	\$ 30,000	\$ 15,603	\$ 6,806
Total Income	\$ 645,700	\$ 638,893	\$ 673,382
EXPENSE			
501 Facilities	\$ 74,880	\$ 83,479	\$ 78,393
502 Office/General Expenses	\$ 20,820	\$ 20,158	\$ 22,582
503 Office Equipment/Technology	\$ 17,700	\$ 18,369	\$ 23,322
505 Worship - Music	\$ 5,100	\$ 3,419	\$ 11,927
506 Worship - Services	\$ 16,980	\$ 16,047	\$ 17,555
507 Advertising	\$ 500	\$ 933	\$ 406
508 Ministries	\$ 2,400	\$ 1,367	\$ 4,364
509 Education - Adult	\$ 480	\$ 262	\$ 375
510 Education - Confirmation	\$ 850	\$ 609	\$ 1,354
511 Education - Student/Compass	\$ 10,500	\$ 14,854	\$ 7,550
512 Education- Children/F.O.	\$ 2,565	\$ 2,443	\$ 3,787
515 Mission Leadership Team	\$ 500	\$ 897	\$ 40
516 Benevolence	\$ 20,000	\$ 21,207	\$ 21,580
520 Staff Expenses	\$ 5,600	\$ 3,509	\$ 6,383
521 Salaries and Pensions	\$ 369,400	\$ 274,990	\$ 334,753
580 Building Expenses	\$ 159,814	\$ 161,718	\$ 164,266
Total Expenses	\$ 708,089	\$ 624,806	\$ 698,644
NET INCOME / (LOSS)	\$ (62,389)	\$ 14,087	\$ (25,262)

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