



Evangelical
Lutheran Church
in America



ANNUAL REPORT 2024

GOOD SHEPHERD LUTHERAN CHURCH ANNUAL REPORT

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

ANNUAL CONGREGATIONAL MEETING OPENING LITURGY

Offered by the ELCA Churchwide Office

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.



Meeting Agenda: Good Shepherd Annual Report

Sunday, February 2, 2025 - 11:00 am

Preparing Our Hearts & Minds: Opening Litany -Pastor April Ulring Larson, Approval of Agenda - pg. 3

Reminders of the Past Work of the Body of Christ at Good Shepherd Lutheran Church:

Meeting Agenda: Good Shepherd Annual Report-----	4
Minutes from the Feb. 2024 Annual Meeting-----	5
Pastor’s Report-----	7
President’s Report-----	9
Facilities and Grounds Committee-----	11
Outreach and Hospitality Committee-----	12
Education Committee-----	12
Stewardship Committee-----	14
Worship and Music Committee-----	15
Altar Guild-----	16
Treasurer-----	17
Balance Sheet-----	20
Profit & Loss Budget vs. Actual-----	20
Call Committee-----	25
Racial Justice Team-----	26
WELCA Report and Financial Report-----	27
WELCA FINANCIAL REPORT-----	29
Landscape Subcommittee-----	30
Prayer Shawl Ministry-----	31
Mission Endowment Fund Committee & Financial Report-----	31
Communications Subcommittee-----	34
Aase Haugen Senior Services Representatives Report-----	35
AMMPARO-----	35
Social Justice Team-----	36
Mission Green LLC-----	36
Lutheran Cemetery Association-----	38
Nominating Committee Report and Election-----	39
2025 Proposed Budget & Notes-----	39
Audit Committee-----	45
Membership Report-----	45
Adjournment - Closing Prayer-----	46
Parliamentary Procedure-----	47

Minutes from the Feb. 2024 Annual Meeting

February 4, 2024

Allie Scott opening statements and liturgy as printed in **The Annual Congregational Meeting Opening Liturgy**

Kris Peterson amended agenda to include information from Call Committee convener

Approval of the Agenda: Jane Jakoubek motion to accept the agenda
2nd by Naomi Craft - Accepted

Looking at minutes from 2023 annual meeting

Megan Buckingham motion to approve the minutes from the 2023 annual Meeting.
Sara Hopkins 2nd - Accepted

Reports are filed from the committee no objections were put forth.

Page 23

Motion to approve Hayley Jackson
2nd Jane Kemp - Motion carries.

Page 37

Reg brought up the wording of the three years term but the understanding that the Vice President , President, Past President.

- Kris Peterson clarified the national church uses this as writing.
- Jerry Bruce asking about
- Motion made to change the wording to: the position for a three commitment being Vice President, President and past president C12.02 by John Jefferson
- 2nd by Luther Snow
- Underlined: be served for three years as Vice President, President, Past President.
- Elizabeth K. suggests continuing resolutions. It defines the position.
- Brian Caton: Speaking against motion because the line item also includes Secretary and Treasurer. Looks more confusing.
- John Struve clarified that we only vote for Vice President .
- John and Luther withdraw their motions to change.
- Luther Snow comment on Food Pantry
- Motion carries to accept the wording as presented

Page 41

Proposed budget

- Jim Buzza commenting on recipients of \$2000 needed for the scholarships of the students going to Lutheran Colleges. Defeats including the amount in the budget.
- Jerry Bruce motion from \$2000 to \$5000 2nd by Brian Solberg
- There was discussion about how this would affect our budget and our benevolence.
- There was discussion about how the money is distributed directly to students VS endowment fund, funds for seminary students and students going to non ELCA colleges.
- Lyle Otte calls for the vote
- \$2000-\$5000 motion Carries
- Amended budget is passed by vote

Audit Committee Motion by Naomi Craft
LaVerne Ramsey 2nd- Motion carried

Megan Buckingham made a motion to accept the membership report.
Jon Struve 2nd - Passed

Megan Buckingham talking about the call committee process and announcing members soon

Nominations for serving

Suspend our rules to not need a written ballot Megan Buckingham made a motion and Bob Naslund 2nd. - Passed

Ann Naslund made motion to adjourn the meeting Kris Peterson 2nd and it passed

Pastor Allie closed with prayer.



Pastor's Report

"Therefore since it is by God's mercy that we are engaged in this ministry..." (II Corinthians 4:1)

Beloved people of Good Shepherd, the list I give thanks for all of you is massive. I am lifted by your song and music from Brooke. I know most of your weekly ministries are unseen. The DNA of serving, of welcome to all, of hospitality, is core at Good Shepherd.

Earlier this year, I observed two amazing men in this congregation share an immediate and heartfelt apology when something was pointed out by a visitor. In countless ways you inspire me every day.

This annual report for 2024 involves three interim pastors: Pastor Dave Wrightsman (January through mid June), Pastor Marion Pruitt-Jefferson (mid June through mid August), and myself (beginning August 26).

Pastor Marion in the last sermon of her summer interim on August 11, 2024, said it beautifully for all three of us. I encourage you to view it on YouTube. She spoke what is in the hearts of all your interim pastors this year: every day Good Shepherd embodies the ongoing theme of the ELCA, "God's Work, Our Hands." Pastor Marion listed joyous, amazing experiences which happened in a two week period with the Stewardship Committee, with the youth sharing their National Gathering New Orleans experiences, with older members also sharing their National Lutheran Gathering experiences from 20-50 years ago with the youth, with the morning Bible Study, and with the quarterly legal clinics held for immigrants. Another Pastor Marion quote, "God is at work in paintbrushes, lawnmowers, and landscapers." Also, in our technology which reaches out to more than 50 viewers every week and in our annual "welcoming the neighbor picnics." This was just a two week period Pastor Marion witnessed before her last interim pastor sermon. It is indeed "God's Work, Your Hands!" In this annual report, we have pages of *Soli Deo Gloria*, God's Work, Good Shepherd's members' and friends' hands. Thank you God for the privilege of serving you in all we do and serving our neighbors in Decorah and as far as across the oceans.

In God's great mercy this 2024 year, we experienced with our own eyes and ears God performing what we would call a miracle. We witnessed Stephanie bringing her need to the community of faith. Sunday after Sunday for over a year Good Shepherd prayed with Stephanie. As in the book of Exodus, God heard her cry and came to help her in the form of a person she did not know, Pastor Stacey. In the fall of 2024, after a year and a half of praying for Stephanie, we were all witnesses to new life being joyfully and willingly gifted by Pastor Stacey (and enabled through another pair of donor/recipient) before our very eyes. Thanks be to God. I hope their story written in the fall newsletter is shared again and put in the archives of Good Shepherd.

Finally, beloved siblings in Jesus, I know that presidents and endless others serve magnificently and quietly, often without thanks. Council members serve their terms and step quietly down with little or no recognition. Nevertheless, I must say some out-loud, recorded thanks to President Kris Peterson. It is not an accident that Kris has been our President this 2024 year. With the grace of a ballerina and the mercy of a saint, she has called out the best in us and led with extraordinary sacrifice, intelligence, sensitivity, courage, and faith. God gave us this leader in this challenging time of constant transition and change. Because of Kris and God's mercy we often saw smooth paths when, I can assure you, they were not. (God's call and Kris' patience and prayers waiting for me to respond for over three weeks is the reason I am here with you). We thank God for Kris, and we thank Kris.

Thank you to our extraordinary staff: Brooke Joyce, Erica Yaneff, Tristan Occhipinti, Kelli Gapinski, Mike Sammons and Erik Berg. We have been challenged by the loss of Kelli in August and now Erica. Thank you also to our new technicians for our Sound System: Alex Bodnar and Carter Thompson. Thank you to our prayerful, wise and loving officers and council members for your outstanding leadership!

Thank you, Good Shepherd, for your extraordinary generosity in the Stewardship drive led by our amazing Stewardship committee. This kind of response during the anxiety of an interim period in a congregation is unusual and another witness to your strong faith.

I thank God for the flocks and shepherds. What energy, joy and enthusiasm I feel in the church on Sunday morning from these folks along with our amazing altar guild and musicians caring so beautifully for our worship and fellowship.

Challenges ahead:

- An increasing number of older people who need our attention and care.
- Our youth who need our attention, support and more funding for a Youth and Education director.
- Space for our youth and office space for our staff. Three in one room is too crowded.

You are the treasured people of God. Thank you for your faithful and deeply loving service.

Yours in Christ Jesus,

Rev. April Ulring Larson, Interim Pastor

President's Report

Dear Members and Friends of Good Shepherd Lutheran Church,

Greetings to you, and peace be with you as we gather together in our congregational Annual Meeting to thoughtfully review and close the work of our past year of 2024, and prepare together to move into 2025 with faith, purpose, energy, and cooperation. Your Council officers and representatives begin each monthly meeting in prayer, by sharing in a word or sentence what each individual needs most from God and a gratitude, and in affirming our congregation's commitment to pursue racial justice, advocate for migrant families, and support the LGBTQIA community. This is how we "Prepare Our Hearts and Minds to Serve." This is who we are.

2024 has been a year of Blessings in the Transitions. I share with you that everywhere I look at Good Shepherd, I see faithful, dedicated, caring, energetic, creative saints living out your faiths in participation and response to worship and sacrament at Christ's Table where *all* are welcome. Some teach, preach, pray, and create beautiful music. Others knit, crochet, cook, bake, paint, hammer, and clean. Many provide hospitality, welcoming guests and strangers. Others provide care, support, and meals for the most vulnerable among us, the young, the ill, the bereaved, and those who need accompanying on difficult journeys. Members faithfully steward and care for God's creation. Others lead in seeking justice, advocacy, and support for individuals and communities experiencing injustice.

Transitions. In January we said farewell and shared our blessing of Pastor Amy, as she accepted her call to Red Wing MN. We celebrated her ministry among us. And we mourned her departure.

Blessings. *But God* supplied our need for pastoral leadership and care, through His prompting and the sincere "yes" hearts of three most excellent servant pastors: Pastor David Wrightsman (January – June), Pastor Marion Pruitt Jefferson (June – August), and Bishop Emerita April Ulring Larson (September – present). We give thanks for their pastoral hearts, their excellence and dedication in serving us, and their high level of pastoral respect and integrity in transitioning our care from one to the next. God has cared well for us through them. Additionally, we give thanks for the other pastors of our congregation who willingly preached and presided as they were needed.

We have gratitude for our most remarkable Good Shepherd staff. Their responsibilities have multiplied and changed in this year of transitions. Brooke, there are not words. In coordination of music and worship, the choir sings, the band plays, the bells ring, guest musicians enrich services, and you and our pastors collaborate to create rich and meaningful worship. From organ to piano to ukulele; from Joplin to Grieg, "Inch by inch, and row by row..." you care for us well. We are thankful for Erica, Tristan, Kelli, Mike, and Eric, who have kept us organized and running ~ as they say, the lights on and the doors open, and so very much more! We understand and support, when personal life chapters have called Erica and Kelli away. We thank God for them, and for their faithful work and ministry among us.

The leaders of our Council, committee chairs and committees, and representatives of teams and groups continued the heart work of the congregation. I have deep respect and gratitude for each of them. They have...

- Led us in our Prepare the Way mini-campaign raising funds for renovation of the nursery, installed safe outdoor lighting, invited stewardship training for committee and council, and purchased a new bank deposit safe
- Completed Mission Green initiatives to complete outdoor patio and furnishings, move closer to carbon neutral goals, Top recipient “Cool Congregations Challenge” category “power savers!”
- Raised funds for 12 high school students + Kelli to attend the National Youth Gathering in New Orleans ~ celebratory dessert program sharing personal significant faith-building moments
- Implemented and refined our Shepherds and Flocks teams, encouraging and involving all to participate in month of active service in worship & fellowship hospitality, creating community among flock members
- WELCA monthly Bible study, preparation of childcare and student kits, Krumkake ministry, networking with women’s ministries in state and nationally
- Participate in community PRIDE events
- Altar Guild; Prayer Shawl Ministry; Communications Team; Landscape gardeners
- Welcome English Language Learners into our spaces on Wednesday nights
- Successful stewardship campaign, each member contacted and called, exceeded the number of intents and raised above the goal for the income
- improvements in interior signage, lighting, annex painting, cleaning, and storage
- Study of committee structure ongoing, money procedure update, nominations work, caring ministries team coordination
- Providing scholarships through the EPIC program
- Vacation Bible School and Sunday School
- Annual Friends and Neighbors picnic ~ outdoor celebration!
- Informing us and serving as caring liaisons to those suffering in war and disaster in Palestine and Israel, Ukraine, Sudan, the US, and in our world
- Hosting Pastor Kathryn Thompson’s ordination and celebration, and baptism of Kathryn and Sara’s son
- Racial Justice Team guidance for Council, committees, and all to read “Wait, Is This Racist?” a guide to becoming an Anti Racist Church and provision of books
- Meaningful Lenten and Advent worship, raising funds for the 50th anniversary of ELCA World Hunger initiative
- Recognizing additional need for staff: recruiting (and hiring) 2 Luther College AV technicians, seeking Youth Director, and Office Communications Coordinator
- Special worship service in memory of the Haiti earthquake anniversary, 2010, with the Ben Spilchal Larson’s “Behold” service liturgy



The work goes on, as we seek to find the right individuals called to fill our open positions in Youth and Communication. We seek to serve in meaningful and engaging ways for our 7th-12th grade youth. We seek to welcome and involve Luther College students at Good Shepherd. We develop lay care teams for our most vulnerable.

Most certainly, our prayers and our thanks surround our Call Committee. Our Call Committee is engaged in hard and focused work, through last year and entering 2025. Progressing through each step as guided by the NE Iowa Synod in this past year, they are now engaged in interviewing potential candidates for ministry at Good Shepherd. Our prayers and gratitude are with them, and for the pastor whom God is preparing and calling to Good Shepherd.

I close with gratitude for you, the people of God. Years ago, when I graduated from Luther College, I found a small book of poetry by Gerhard Frost in the Luther College bookstore. The collection was called "Bless My Growing." It became a guide and an encouragement for me in my teaching. You, the good people of Good Shepherd, have blessed my growing as you welcome Dave and me, worship with us, and invite us to serve along with you. May God continue to guide and bless our growing together at Good Shepherd,

Kris Peterson, President

Facilities and Grounds Committee

The Facilities and Grounds committee has had a full year of projects large and small. These included: the repair of the Fellowship Hall closet roof and updated outlets in the kitchen (required by our insurance company), installation of new entry lighting on the front of the building, the nursery remodel, installing 12 steel tree rings around the trees in our lawn, reorganization and installation of new shelving in the annex, painting the exterior of the annex and the mower shed, installation of new tables and chairs in the Solar Courtyard (and dealing with the problem with the chairs as well as purchasing new chairs to be delivered in March 2025), and the installation of the office key safe, staff wall showcase, and hallway signage.

The committee submitted its Racial Justice statement and organized the yearly St. Grubby's day clean up. Mowing and snow removal was organized and completed.

The committee selected new battery operated lawn equipment that will be purchased in the spring and the gas powered equipment will be sold. Good Shepherd will finally be 100% Carbon Neutral.

The congregation is reminded that anyone interested in receiving the original Solar Courtyard chairs (for free, with a donation to ELCA World Hunger) they should do so prior to March 1st. Contact Jim Fritz, Bob Wilson, Dave Geenen or Reg Laursen if interested.

- *Members: Bob Wilson, Dave Geenen, Reg Laursen, Jim Fritz - chair*

Outreach and Hospitality Committee

Highlights from 2024:

- The Friends and Neighbors Picnic was held in our beautiful outdoor space. "Friends are Strangers You Haven't Met Yet!"
- Started name tag Sundays
- Invited Mikayla Hiner to be our youth representative
- Submitted by outgoing Bonnie Johnson, Sue Blom, incoming Jan Siefken and Mikayla Hiner



Education Committee

The Good Shepherd Education Committee supports the mission and ministry of the congregation by providing oversight and support for a variety of ministry areas: children's ministry (including Sunday School and Vacation Bible School), confirmation, youth education and fellowship, family events, and partnership in planning and supporting Sunday morning adult education. It is our privilege, as a committee, to work with our dedicated Good Shepherd staff and volunteers as we engage in the important work of faith formation for all ages. We have been able to sustain robust ministry offerings throughout 2024. These ministries include (but are not limited to):

- A successful trip for 13 Good Shepherd youth to the ELCA Youth Gathering in New Orleans. The year-long fundraising efforts from the group resulted in just over \$18,000 total raised and the congregation paid the costs for all of the participants.
- Weekly Sunday school for our children, which includes a mix of Bible lessons, activities, crafts, and music. Brooke Joyce and Melissa Bills graciously stepped up and volunteered to organize and lead the two Sunday school classes, K-2 and 3-6 grades with the assistance of Harriet Hayes and other parent volunteers. Pastor Judd Larson volunteered to lead a high school aged bible study during fellowship time on Sundays.

- Resignation of Director of Children, Youth, Family Kelli Gapinski. We began advertising and looking for her replacement.
- Nursery Remodel project: In conjunction with the congregation taking on a series of building-related projects this year, a proposal was put forth to remodel the nursery in order to provide a space that is more flexible, age-inclusive and reflective of the current demographics and needs of the congregation. Work was done by a number of congregation volunteers and included renovating the current space, removing old items, refurnishing, and providing new and updated resources including a Good Shepherd lending library of books. Additional work planned includes adding more baby care supplies, completing the Book Registry, and hanging additional artwork. Dedication of the space will be sometime this spring.
- A successful summer Vacation Bible School program that used the ReNew: The Green VBS curriculum, an environmentally-focused VBS program that inspires kids and adults to grow in faith, have fun, and change the world as they practice stewardship of creation!
- Another delightful Christmas program, which offered our children and youth to share their gifts of reading, music, acting, and storytelling. This year Christy and Bobby Vrtis graciously offered their time and talents to direct the Christmas program which offered some delightful and creative new ideas.
- Confirmation class for our 7th and 8th grade students, as well as celebrating four ninth graders who affirmed their baptisms this fall
- Our annual Lent project, chosen and led by our youth, which this year focused on the issue of mental health. Funds were directed toward NAMI Northeast Iowa and youth provided weekly temple talks during lenten services to draw awareness to mental health issues and resources in the local area.
- A few congregation members started a family group called 'Eat, Pray, Play' that gathered for monthly potlucks and fellowship time together.
- Partnering with members and friends of the congregation to offer adult forums on: Giving, Prayer, Vote Forward, Learning and Responding to Christian Nationalism, Earth's Climate Crisis, News from Bethlehem.



THANK YOU to our Good Shepherd program staff for their investment in our youth and families, and for their tireless efforts to shape and lead our congregation's ministries. THANK YOU to all who have said "yes" to the call to serve as a volunteer on behalf of our education ministries. We are grateful for our Sunday school helpers, VBS leaders, event volunteers, parents, cooks, crafters, and all who share their gifts in support of our young people. The work of our committee relies on the shared gifts, energy, and love of our entire congregation. We are blessed to share in this work with you.

Peace,

The Good Shepherd Education Committee: Melissa Bills (chair), Sarah Wicks, Harriet Hayes

Stewardship Committee

THANK YOU for your strong contributions of time, ability, and financial resources to Good Shepherd in this important time. It's fair to describe ourselves as a Stewardship Congregation. Yes, we seem to come through to meet every financial campaign goal, as we did again this year in both a mid-year Special Campaign and our Annual Campaign. More than that, we understand that stewardship is not just fundraising, but a faith practice, a recognition that our gifts come from God, and we witness to God's grace when we join together in gratitude and love. Our collective sense of stewardship is a true blessing.

This sense of stewardship is most apparent in our Flock ministry. These small groups help us feel connected with each other at a personal level, as part of a larger congregation. Each Flock handles congregational leadership roles in Worship and Fellowship every 7th month, on a rotating basis. Members showcase our diversity of talents and approaches in filling these roles, not through sign-up sheets or stereotyped assignments, but by everybody chipping in in every way to get things done. This works because Flocks also function as networks of care and connection, led by Shepherds who model appreciation and love. Together we witness the Holy Spirit in our midst. That's stewardship.

This year our congregation approved a Special Campaign in May to help fund new outdoor welcome lighting, a refashioned youth room, a stronger cash handling system, and stewardship consulting. The **Prepare the Way** Campaign exceeded our goal and celebrated the interim ministry of Pastor David Wrightsman.

In early fall we engaged Pete Reuss of GSB consulting, who helped us build our capacities to use and manage the *Stewardship for All Seasons* program that has been so successful in our congregation. A highlight of this consultancy was a workshop that Reuss led for Church Council members, Stewardship Committee members, and other church leaders in September.

Our Annual Campaign celebrated how our Music Ministry program models a stewardship approach for our congregation every Sunday. Under the leadership of Brooke Joyce, music at Good Shepherd builds on the diverse capacities of different individuals, builds collaboration, and both respects and expands on our traditions of musical style. Our campaign theme was **Many Voices, One Song: Love, Renewal and Generosity**, and we built on Scripture with words from Colossians 3: *Clothe yourselves with compassion, kindness, humility, meekness, and patience. Above all, clothe yourselves with love, which binds everything together in perfect harmony.*

Like many other aspects of congregational life, we were challenged to carry on our stewardship efforts in the absence of a settled Pastor. We took on increased responsibilities as lay leaders, and learned how much our Pastor helps us with coordination between committees and in timing. This was a good thing too, because it built our capacities as lay leaders. And in the end, we not only met our annual

campaign goal of increasing annual giving by 5%, but we increased the number of contributing households. That is a truly remarkable accomplishment for a congregation in transition. We demonstrated how ready we are for our next Pastor, and reminded ourselves of God's grace and mercy in our midst. Thanks be to God.

- *Luther Snow (Chair), Melanie Folkerts, and Steve Hopkins. Sara Hopkins, Council Liaison*



Worship and Music Committee

Submitted by Elizabeth Kaschins, Altar Guild Chair - Ex Officio Member

The Committee served in grateful relationships of advice and consultation with three interim pastors: David Wrightsman, Marion Pruitt-Jefferson (congregation member), and April Uling Larson (associate member), who will continue into 2025. Each pastor brought fresh ideas, as well as returns to some of Good Shepherd's traditions for worship services and series, liturgies, special times during the church year, serving Holy Communion, and sanctuary settings. Ideas and plans, including those for improving the logistics of ushering and serving communion and the design and content of the worship bulletin, were thoroughly reviewed and implemented.

Reparations Royalties Payment - The initial payment was made in 2023 to the Jubilee Singers of Fisk University, one of the Historically Black Colleges and Universities. Acknowledgement of the \$500 contribution was received in 2024. The recipient of the 2024 payment is to be determined.

Pew Cushion Project - There is no plan to complete this project as the Committee learned that the vendor is no longer in business.

Audio/Visual Services and Technicians - The challenges of providing live stream of services as well as replacing our faithful member, now out-of-state college student Aidan Nalean-Carlson, were frequently discussed. Two Luther students were hired in the fall, Carter Thompson and Alex Bodnar.

Music highlights – We continued our tradition of offering several noon recitals during Lent, featuring local guest musicians and Luther College students. We enjoyed several jazz worship services throughout the year, arranged and performed by member Jon Ailabouni in collaboration with Brooke, local musicians and Luther students. Our choir and band offered music throughout the year, and about once per month, we had a pick-up handbell choir.

Companionship with Altar Guild - Committee members reviewed plans and often provided person-power for worship events throughout the church year, e.g., Lent and Easter, All Saints Sunday, Advent, Christmas Eve. The purchase of *Saint Saver*, communion cup washer racks, which allowed a return to glass rather than plastic cups, was discussed, implemented, and now used.

Committee members: Bobby Vrtis, chair, Pastor Rolf Svanoë, David Siefken, and ex officio: Brooke Joyce, Music Director, Elizabeth Kaschins, Altar Guild chair, and pastors

Altar Guild

Submitted by Elizabeth Kaschins, Chair - Ex Officio member of the Worship & Music Committee

In 2024, Altar Guild served in companionship and consultation with three interim pastors: David Wrightsman, Marion Pruitt-Jefferson (congregation member), and April Ulring Larson (associate member). It continued its mission and ministry of supporting our pastors, worship leaders, and worshippers for Sunday and special services, and of setting the sanctuary appropriately for the liturgical seasons, special occasions in our worship life, and this year baptisms, four memorial services, and an ordination.

Specifically - Our gluten-free communion bread, served at all services of Holy Communion and for services at local care homes, is baked by Jeri Laursen and Jane Kemp. Jeri and Reg Laursen faithfully change the gates and paraments when church year seasons change. With the purchase of *Saint Saver*, communion cup washer racks, and Jane Borelli's service, we were able to return to serving wine and white grape juice for Holy Communion in pre-filled glass cups. We continue to offer egg-free wafers and pastor-led communion in the pews. The Altar Guild chair prepares sets of Communion items for the monthly services our pastors provide at our local care centers and for homebound individuals.

Two or three Altar Guild members serve each Sunday by volunteering to prepare and serve Holy Communion on a monthly schedule. The total time commitment for preparation, serving during the worship service, and clean up on Sundays is approximately 45 minutes. We offer grateful thanks to all who so frequently and faithfully serve! New members are welcome!! Contact Elizabeth Kaschins or a current member.

For the Altar Guild chair, as an ex officio member of the Worship & Music Committee, it is informative and a distinct privilege to participate in discussions and decisions about Good Shepherd's worship and music life.



Treasurer

Balance Sheet

1. At year's end we had \$137,308.37 in our checking account. Most of that money is earmarked (Memorials, Mission Green, Gathering Room Curtain, surpluses from 2023 and 2024, and so forth) Our 2024 income was considerably higher than our expenses, which explains line 128F.
2. In the Liabilities and Equity section you can see that we owe Decorah Bank \$30,000 on our renovation loan (317B). Later this year we will make our final payment

Profit & Loss Budget v. Actual

1. As you can see, total income for the year was \$429,217.19. Total income for the previous year was \$376,391.65. In other words, we increased our income significantly. Expenses for the year (not including the \$32,785.68 we moved to 128F) were \$396,431.51; our expenses the previous year were \$371,44234.
2. What we call **regular giving** (the total of envelope—382, designated giving, automatic payments--386, and Qualified Charitable Distributions—386A) totaled \$384,415.22. Statements of intent, which predict regular giving, totaled \$346,154. In other words, our regular giving was considerably higher than what we projected when making the budget.
3. Regarding the budget, our total expenses (not including the surplus), were almost exactly what we budgeted. Some lines were higher than predicted and others lower, but we spent about what we thought we would spend. What we did not predict is the degree to which our regular income exceeded what the statements of intent predicted.

4. At this point we do not know what our 2025 personnel costs will be because we have two part-time positions vacant and do not know what we will be paying a new pastor. The disparity between income and expenses, therefore, allows us to enter 2025 with a nice cushion.

Non-Budget Benevolence Offerings

Decorah Food Pantry	\$194.00*
NAMI Northeast Iowa	\$2,805.50
Decorah Legal Aid	\$272.00
Hope Restores	\$272.00
<u>World Hunger</u>	<u>\$2,310</u>
Total	\$5,853.50

*In addition to the budgeted funds for the Food Pantry, we directed this amount from the garden produce proceeds.

We did not experience significant special appeals this year, so the above giving is from the Lenten and Advent projects, as well as the offering at Kathryn Thompson's ordination.

Mission Assistance

My records show that Pastors Dave, Marion and April provided assistance for 11 different persons throughout the year; the total financial help was \$4,415. Recall that we budget \$300 for Mission Assistance, so most of this support relies on contributions from individual members. Typically, the funds assist in paying rent, utilities, emergency housing, and medical bills. As an aside, that account is near zero currently, so please consider designating a contribution toward that fund.

Other appeals

Preparing the Way

This stewardship appeal generated \$17,860. Funds were used to pay for (a) a stewardship consultant, (b) the safe in the office, (c) the lighting project in the front yard, and (d) nursery improvements and furniture. After the final bill is paid, there should be approximately \$5,500 left in this fund.

National Youth Gathering

For approximately a year, beginning in mid 2023, there were multiple fund raising activities with the goal of supporting Good Shepherd youth wanting to attend the national youth gathering. The congregation's final support for the youth participation was \$19,426.58

Final Thanks

1. Thanks to Marie Freerking for acting as our check-writer. Calling her a check-writer doesn't begin to capture the work she does. I especially appreciate her efficiency and how closely she pays attention to the bills and receipts.
2. Once again, thanks to Clara Knudson. Each January she spends considerable time preparing W-2s and 1099s. She also prepares the final report to the IRS and, most importantly, continues to patiently explain to me the right way to enter data and correct errors I have made.
3. Although my job is limited to financial matters, I think it important to thank the three pastors I have worked with this year (four if one includes the final week of Pastor Amy's tenure). All three felt a deep connection to Good Shepherd and did not think of themselves as mere caretakers. Both Pastors Marion and April came out of retirement to serve us, and I think it important for congregants to know that both voluntarily tied their salaries to what we had

budgeted Pr. Amy, rather than using the synod guidelines, which would have increased their salaries significantly. Both also signed on to work for a percentage of full time (Pastor Marion .5 and Pastor April .85), although as far as I can tell they both worked full time. As I write this Pastor April is concluding her 5th month of service at Good Shepherd, balancing her love for this congregation with her desire to be in her own home in Iowa City near her children and grandchildren. I know I speak for all of you in thanking her (and Judd) for the sacrifices she has made on our behalf.

Concluding Remarks

By any standard, the members of Good Shepherd demonstrated incredible generosity in supporting the ongoing work of the congregations, responding to particular appeals, and providing financial benevolence for both individuals and organizations, including the NE Iowa Synod. We enter 2025 in excellent financial shape.

Balance Sheet

Dec 31, 24

ASSETS	
Current Assets	
Checking/Savings	
100 Cash in Bank	
102 General Fund	20,929.23
105A Nelson Endowment	315.00
108 Memorial Fund	
108t Mikkelsen Shaws	784.85
108u Lionberger AMMPARO	75.51
108z Undesignated	70.00
108 Memorial Fund - Other	7,323.29
Total 108 Memorial Fund	8,253.65
109 Pastor's Sabbatical Fund	1,200.00
109A Prepare the Way	6,568.15
110 Organ Fund	6,317.38
110A Music/Choir	310.00
112 Mission Green	15,803.31
114A Courtyard	7,323.01
116 Sign Maintenance Account	1,014.05
118 Equipment Reserve Fund	1,434.00
118A Adult Forum Curtain	14,360.60
119 AMMPARO	1,312.66
122A National Youth Gathering	2,041.51
124 Pastor's New Office Furnitu	738.02
125D CNA	1,361.00
128E 2023 surplus	6,185.34
128F 2024 Offering	42,141.46
100 Cash in Bank - Other	-300.00
Total 100 Cash in Bank	137,308.37
99 PettymCash	406.75
Total Checking/Savings	137,715.12
Fixed Assets	
200 Fixed Assets	
202 Land & Buildings	616,593.48
203 Office Equipment	4,080.99
204 Equipment	2,821.20
205 New Armchairs	8,381.07
206 Hospitality upgrades	7,605.40
207 Pastor's Office Furniture	2,750.97
Total 200 Fixed Assets	642,233.11
Total Fixed Assets	642,233.11
TOTAL ASSETS	779,948.23

LIABILITIES & EQUITY**Liabilities****Current Liabilities****Other Current Liabilities****316 Payroll tax payable****-161.78****317B Renovation Loan****30,188.24****Total Other Current Liabilities****30,026.46****Total Current Liabilities****30,026.46****Total Liabilities****30,026.46****Equity****350 Equity****355 Opening Bal Equity****657,395.49**

Profit & Loss Budget vs. Actual

January - December 2024

	Jan - Dec 24	Budget
Ordinary Income/Expense		
Income		
380 Offerings		
381 Miscellaneous Budget Income	9,954.58	
382 Envelope Offering	136,850.00	
382A Designated Offering	500.00	
384 Mission Green	24,600.00	
386 ACH Offerings	140,021.74	
386A QCD	107,043.48	
387 Thrivent Offering	2,108.00	
Total 380 Offerings	421,077.80	
390 Non-Budget Income		
391 A Thrivent Offering	262.00	
393 Interest Income	22.39	
394 Rental Income	7,855.00	
Total 390 Non-Budget Income	8,139.39	
Total Income	429,217.19	
Expense		
400 Benevolence		
401 Synodical Budget	40,000.00	40,000.00
402 Seminary Assistance	1,375.00	1,500.00
403 Lutheran Services in Iowa	9,875.00	9,875.00
404A YAGM	3,000.00	3,000.00
404B Lutheran World Relief	1,000.00	1,000.00
405 Aase Haugen Home	6,000.00	6,000.00
406 EWALU	2,000.00	2,000.00
408B Reconciling Works	350.00	350.00
409 Path to Citizenship	1,000.00	1,000.00
409B AMMPARO	970.22	1,000.00
409C Kids Food Ministry	600.00	600.00
409E Decorah Food Pantry	1,500.00	1,500.00
Total 400 Benevolence	67,670.22	67,825.00
410 Education		
411 Confirmation	67.07	250.00
412 Church Schools		
412(a) Sunday School	1,168.52	400.00
412(b) Adult Education	9.62	100.00
412(c) Racial Justice Task Forc	469.03	800.00
Total 412 Church Schools	1,647.17	1,300.00
413 (a) Epic Scholarships	1,000.00	5,000.00
413 (b) EWALU Camperships	790.00	800.00
414 VBS	28.50	500.00
415B Background/Boundaries	18.48	200.00
416 Youth Director Salary	2,871.00	4,680.00
416A Youth Director SS	365.01	358.00
416B Youth Director Continue Ed	0.00	500.00
417 Youth Programming	139.05	1,000.00
417A National Youth Gathering	600.00	600.00
Total 410 Education	7,526.28	15,188.00

420 Worship & Music		
421 Communion and Candles	552.26	800.00
422 Video Editor	2,185.00	1,500.00
423 Choir & Band Supplies	91.45	200.00
424 Worship Comm/Reparations	0.00	500.00
425 Guest Pastors	1,700.00	1,050.00
426 a Music Director	20,003.52	20,004.00
426 b Music Director Subs	950.00	800.00
426 c Assisting Musicians	3,775.00	3,500.00
426 d Music Dir. SS/Med. Taxes	1,526.52	1,530.00
427(b) Organ Tuning	0.00	1,500.00
427(c) Piano Tuning	470.00	500.00
427d Organ Fund	300.00	300.00
428 Worship Supplies	252.17	400.00
428a Worship Supplies Licenses	874.00	854.00
428c Worship Supplies Flowers	44.50	200.00
429 Devotional Guides	464.51	300.00
Total 420 Worship & Music	33,188.93	33,938.00
430 Outreach & Hospitality		
432 WELCA	250.00	250.00
433 Outreach/Hospitality	600.41	700.00
434 Mission Assistance Fund	499.44	300.00
435 Neighborhood Picnic	202.44	250.00
436 Communications	117.81	600.00
437 Prayer Shawl Ministry	968.44	1,000.00
Total 430 Outreach & Hospitality	2,638.54	3,100.00
450 Stewardship		
451 Stewardship Committee	513.48	500.00
452 Social Justice/Pride Parade	29.94	300.00
Total 450 Stewardship	543.42	800.00
460 Office Operations		
461 Office & Facility Supplies	7,473.94	7,000.00
462 Postage	858.33	850.00
463 Telephone & Computer	7,366.31	5,000.00
464 Ministry/Comm Coordinator	15,260.70	14,460.00
464a Office/Building Manager	18,481.50	18,720.00
465 Ministry Support SS	1,153.28	1,074.00
465a Office Coordinator SS	1,398.44	984.00
468 Safe Deposit Box Rent	35.00	35.00
Total 460 Office Operations	52,027.50	48,123.00

470 Facilities and Grounds		
470a Landscaping	2,861.11	2,200.00
471 Insurance	9,564.00	7,200.00
472 Alliant Electricity	1,269.38	1,000.00
472A Gosolar	1,092.00	1,092.00
472b Mission Green Electricity	7,020.00	7,020.00
472c Missi Gr Heat Pump Lease	17,580.00	17,580.00
474 Water, Sewer, Trash	1,557.86	1,500.00
478 Salaries		
478(a) Custodian/Caretaker	6,325.50	4,202.00
478(b) Lawn & Snow	450.00	1,750.00
478(c) Security	1,800.00	1,800.00
478(d)Custodian/Caretaker SS	471.33	400.00
Total 478 Salaries	9,046.83	8,152.00
479A Facilities and Grounds	7,723.38	5,500.00
479B Kitchen Operation	439.71	500.00
Total 470 Facilities and Grounds	58,154.27	51,744.00
480 Pastor		
481 Pastor's Salary	73,787.56	74,573.00
482A Pastor's Housing Allowance	770.56	20,348.00
482B Pastor's Pension/Insurance	46,146.34	24,127.00
483 Pastor's Car	2,738.88	3,000.00
483A Pastor's Phone/Internet	750.00	900.00
484 Pastor's Continuing Educ	900.00	1,000.00
485 Pastor's Professional Exp	0.00	500.00
486 Pastor's Medical Reimburse	0.00	500.00
487 Pymt to Sabbat. Res Fund	600.00	600.00
Total 480 Pastor	125,693.34	125,548.00
490 Miscellaneous Expense		
491 Contingency Funds	2,307.17	2,000.00
493 Synod Assembly/Fall Theol	0.00	500.00
493a Rostered Minister Gather	75.00	150.00
494 Cemetery Fund	3,500.00	3,500.00
495 Coffee for Fellowship	1,015.00	1,000.00
497A Mission Endowment Comm	91.84	125.00
498F 2024 Surplus	32,785.68	
Total 490 Miscellaneous Expense	39,774.69	7,275.00
500 Debt Retirement		
501A Debt Retirement - Renovate	39,579.83	
502 Debt Retirement - Interest	2,420.17	
500 Debt Retirement - Other	0.00	42,000.00
Total 500 Debt Retirement	42,000.00	42,000.00
Total Expense	429,217.19	395,541.00
Net Ordinary Income	0.00	-395,541.00

Other Income/Expense		
Other Income		
690 Other Income		
691 Memorial Fund Gifts	4,680.00	
694B Renovate loan fund transfe	39,579.83	
694G 2024 Surplus	32,785.68	
695 Sabbatical Fund Transfer	600.00	
695A Natl Youth Fund Trans	600.00	
695B Organ Fund	300.00	
697 Lent. & Easte, SS, Advent	2,805.50	
698 Misc. Other Income	133,223.35	
699g 2024 contributions	-64,750.00	
Total 690 Other Income	149,824.36	
699f Misssion Green Trasfer	-24,600.00	
Total Other Income	125,224.36	
Other Expense		
708 Misc. Other Expense	59,587.12	
Total Other Expense	59,587.12	
Net Other Income	65,637.24	
Net Income	65,637.24	-395,541.00

Call Committee

In February 2025, the Good Shepherd Council appointed Megan Buckingham (convener), Steve Holland, Bob Larson, Anne Clausen (council representative), Karin Martin-Hiner (council representative), and Leah Holland (youth representative) to serve on the call committee tasked with finding the next permanent pastor of the congregation. From March to August, the call committee collected input and surveyed the congregation, drafted the ministry site profile, and coordinated with Northeast Iowa Synod staff to determine process and review candidates. After the profile was approved by the council and published in August, the call committee began reviewing candidate paperwork provided by the synod. To date (January 15, 2024), the call committee has conducted five interviews over Zoom and two interviews in-person.



Racial Justice Team

The members of the Racial Justice Team as of January 2025 include: Laura Barlament, Sandhya Caton, Bob Larson, Lyle Otte, and Germano Streese. Cheri Lane participated through April 2024, Gabe Hiner participated through May 2024, and Jane Jakoubek participated through December 2024.

The Team's work this past year included:

1. Helping the congregation grow in their understanding of how white culture impacts racial injustice and what changes are needed to dismantle racism. We included Learning Time at our own meetings and took steps to encourage other committees to do so. We now have a Racial Advocacy bulletin board in the hallway between the sanctuary and fellowship hall where materials can be displayed to foster awareness. We write articles for the monthly Newsletter. In the fall, we invited the Council, all committees, and all congregation members to read Wait, Is This Racist? A Guide to Becoming An Anti-Racist Church. Committees have been invited to review their own work in light of the perspectives of the global majority, people who are Black, Indigenous, or Persons of Color. This is very challenging work; we all have much to learn if we are serious about living out Good Shepherd's Racial Justice Statement.
2. The Land Acknowledgement Task Force (Linda Donoghue, Anne Clausen, and Elizabeth Kaschins) has been working on researching the history of the land on which our congregation worships and writing articles for the newsletter for each of the tribal nations that lived here. They have drafted a Land Acknowledgement Statement and recommendations for how it could be used. They plan some forums on the history of the tribal nations, discussion of the Land Acknowledgement Statement, and then bringing a recommendation to Council. It will help to have a settled pastor in place as this unfolds in order for this to be meaningful, rooted work.
3. We continue to raise the needs of our Black siblings in whatever ways we can, including music at worship, materials for the bulletin board, etc. Laura Barlament visited the African American Museum of Iowa and posted materials from her visit on our bulletin board inviting us all to reflect on what we know about what life was like in the past and is like now for people who are not white.

Other actions this year include:

1. Laura Barlament attending the May 1-3, 2024 triennial meeting of the White Lutherans for Racial Justice Association meeting in the Twin Cities. There is an active network of others within the ELCA taking on the work of dismantling racism and being connected to this larger effort is essential to sustaining this work.
2. Lyle Otte took the lead to organize three forums on Christian Nationalism which drew a good response and highlighted the need for sustained efforts to combat racism.
3. We participated in organizing the Racial Justice Sunday on April 14th.
4. Sent a recommendation to Council for specific groups that merited mission support in light of the congregation's Reconciling In Christ, AMMPARO, and Racial Justice commitments.

Summary:

This year has been a struggle for the Team in the absence of a settled pastor. Each interim pastor has given what they can, but they have all had their hands more than full with other aspects of the congregation. When the first Racial Justice Task Force that was appointed by Council gathered to consider action steps following the congregations unanimous passage of the Racial Justice Statement in 2022, they ranked possible actions, with the following six items being the highest priority:

- Find ways to draw from our scripture and tradition when speaking/preaching/acting publicly on the topic of structural racism.
- Build relationships with Black, Indigenous, and People of Color (PIPOC) in our local community (inside and outside our church) and listen to their stories.
- Develop a Racial Justice Statement that acts as a vision forward and is a stepping stone for companioning white congregation members on a path toward racial awakening.
- Acknowledge the ELCA role in our troubled racial past and educate members about the history Christianity and White supremacy/slavery in America through sermons, youth education, forums, and discussion groups.
- Examine and contextualize our language and liturgy for worship.
- Identify white privilege in our church and work to dismantle.

The congregation's pastor plays a key role in virtually all of these priorities as well as providing an ongoing voice within all church committees and bodies. We look forward to seeing how the pastor who accepts the call at Good Shepherd can bring coherence, vitality, and action to these (and other) aspects of connecting the work of antiracism (by whatever name, including racial justice, truth and healing, etc) at Good Shepherd.

WELCA Report and Financial Report

Statement of Purpose

"As a community of women created in the image of God, called to discipleship in Jesus Christ, and empowered by the Holy Spirit, we commit ourselves to grow in faith, affirm our gifts, support one another in our callings, engaged in ministry and action, and promote healing and wholeness in the church, the society, and the world."

Our WELCA annual meeting and mid-winter brunch was held on January 27, 2024. Patty Casterton told us about the Aase Haugen Capital Campaign, A New Place to Call Home. We voted to give \$500 to the Aase Haugen capital campaign, \$500 to the GS youth attending the National Gathering, \$350 to the GS endowment fund and \$125 to the Riverview Center in addition to our regular giving. We also agreed to make the GS endowment fund part of our yearly giving.



We had monthly Gather bible study meetings at the church and served lunch following funeral/memorial services for five of our church members/friends. We were busy in the spring hosting the Cluster D Spring Gathering on April 20 by observing Earth Day. Jim Fritz spoke on Good Shepherd's Carbon Neutral Initiative and Donna Rasmussen spoke on Care of Creation. We also hosted May Friendship Day on May 3. This year's theme was Love Mercy from Matthew 5:7 "God blesses those who are merciful, for they will be shown mercy". There was a bible study and a speaker from the Sunflower Child Care Center. Members also took part in the Rejoice and Renew NEIA SWO retreat on February 23-24 at the EWALU Stone Retreat Center, World Day of Prayer on Mar 1 at First United Methodist Church and the Upper Iowa Cluster Fall Gathering on October 5 at St Paul's Lutheran in Lime Springs. The theme of the WDP was "I Beg You... Bear With One Another in Love" Ephesians 4:1-3. The program was written by a group of ecumenical Christian Palestinian women. Martha Monson Lowe shared her experiences from Palestine. The Upper Iowa Cluster speaker was from the Guardians of Northeast Iowa Inc, a nonprofit organization that provides guardianship, conservatorship, and payee services for adults who lack the capacity to make their own decisions. The 36th annual Gathering of the Northeastern Iowa Synodical Women Organization was held on June 17 at Redeemer Lutheran church in Waverly. Bev Sheridan attended as a voting member.

We assembled 125 baby care kits, 50 personal care kits and 86 school kits (a record number for GS) for Lutheran World Relief. The youth helped to assemble the personal care kits during confirmation. Baby care kits and school kits were assembled prior to WELCA meetings. Thank you to everyone who helped with the LWR kits-contributing items, dollars and Thrivent Action cards; assembling, packing boxes and cars; and transporting to the truck.



We survived the 2024 Nordic Fest. Thank you to all who helped to make our Krumkake Demo and Sale a success. We all worked many hours-buying ingredients, labeling baggies, retrieving supplies from the annex, mixing batter, baking and packaging krumkake, cleaning the downtown booth, transporting everything downtown, demonstrating and selling at the Fest and then-cleaning up and bringing everything back to the church. We sold until 9 pm on Saturday evening and then had a few left and they were purchased by GS members after church on Sunday, giving us a total sales figure of \$4,745. 10% of the

total sales will be given to the Nordic Fest board. We applied for a \$250 Thrivent Action card and a \$30 Walmart grant along with monetary donations. We had over 100 volunteers who clocked in over 500 hours. Ann Naslund, Bev Sheridan and Carrie Solberg were the coordinators of this event. We are looking for new members to expand our committee and carry on the tradition of Good Shepherd participation in the Nordic Fest.

Thank you to all who participated in some way in our WELCA organization. We are forever grateful.
Beverly Sheridan, chairperson

WELCA FINANCIAL REPORT

Beginning Balance	\$4564.14		
Expenses		Income	
Aase Haugen	\$250	Funerals	\$250
GS Mission Assistance	\$250		
GS Path to Citizenship	\$250		
GS Endowment	\$350		
YAGM/ELCA	\$125		
Decorah Free Clinic	\$250		
Decorah Community Food Pantry	\$250		
EWALU	\$250		
Helping Services	\$250		
LWR	\$250		
LSI	\$250		
GS Youth Gathering	\$500		
Aase Special Appeal	\$500		
Riverview Services	\$125		
Mashiah Clinic	\$125		
Churchwide offering	\$325		
Olson Explosives	\$40		
Cluster D offering	\$80		
Synod Convention offering	\$50		
World day of Prayer	\$25		
Convention Registration	\$30		
Gather	\$19.95		
Dept. of Inspection and Appeals	\$50	NF donations	\$100
NF change	\$100	NF sales	\$4789
NF Board	\$475		
Total Expenses	\$4594.95	Total Income	\$5139
Ending Balance	\$5108.19		
Table reserve	\$500		
LWR kits reserve	\$681.99		

Landscape Subcommittee

NOTE: This report summarizes the work of the Landscape Subcommittee, a subcommittee of the Facilities and Grounds Committee.

Two landscape work days were held, April 21, 2024 (St. Grubby's Day) and an informal day in October 2024. At the spring work day, weeding of all the beds and the mulched areas around the trees was done before the application of mulch later in the spring. Also in the spring, Bryan Tieskoetter of Tieskoetter Lawn Care mulched beds, trimmed perennials, and laid 40 bullet-nosed edgers around the Reformation bed. At the fall work day, leaves and pine needles were raked and perennials were cut off in preparation for winter. Tieskoetter Lawn Care also trimmed shrubs and removed debris in August 2024.

Routine work continued during the growing season with a vinegar/salt solution sprayed on sidewalk and parking lot cracks to kill noxious weeds. Perennial beds were weeded. Four large outdoor pots at the entrances were planted with Easter lilies for Easter and with annuals for the summer months. Four new 24" tall PVC planters were installed in the Solar Courtyard area by the Facilities and Grounds Committee and planted with annuals. Spruce trees adorned with yellow stars and red cardinals carved by Harley Refsal were placed in the entrance pots for winter. Throughout the growing season, the Good Shepherd cutting garden of flowers was utilized to provide arrangements for the altar/pulpit area and bouquets for members. Subcommittee members rotated to water during the growing season. An inventory of the perennials is updated annually.

New perennials purchased in 2024 were three Forsythia planted in the parking lot berm bed and three Double Play Candy Corn Spirea planted in the boomerang bed. Interest from the Corinne L. Nelson Endowed Fund for Landscaping helped to defray these expenses.

The Subcommittee members observe the liturgical seasons by hanging wreaths on the outside doors adorned with ribbons representative of the seasons and by decorating the Fellowship Hall with seasonally appropriate centerpieces. They also prepare the Fellowship Hall before funeral/memorial service luncheons and receptions.

In October 2024, the Racial Justice Team invited Good Shepherd committees to submit a response document addressing their action concerning racial justice at Good Shepherd. The document was prompted after reading the Introduction and the chapter on Buildings and Grounds in *Wait Is This Racist*, a book supplied by the Racial Justice Team. The Landscape Subcommittee members submitted their response that same month after discussion among committee members.

Submitted by: Jane Kemp

The Landscape Subcommittee, a subcommittee of the Facilities & Grounds Committee, was composed of Elizabeth Kaschins, Jane Kemp, Mary Klimesh and Harley† and Norma Refsal.



Prayer Shawl Ministry

The Good Shepherd Prayer Shawl Ministry continues to meet on the third Wednesday (1:00-2:30) in the Gathering Space at church. All are welcome to join us! Yarn is available for use.

In 2024 we gave the following: (70 shawls in total)

5 shawls to those who were ill

10 shawls to those who lost a loved one

8 shawls were donated to the fund raiser for the youth going to New Orleans

1 Bat Mitzvah

5 shawls to high school graduates from Good Shepherd

21 shawls to those needing extra comfort

20 shawls to Helping Services for Youth and Families

Members of the Good Shepherd Prayer Shawl Ministry recently donated 20 prayer shawls to Hospice at WinnMed in Decorah in January, 2025.

The thank you notes we receive show they are very much appreciated. We are happy that our shawls give comfort and support to those receiving them.

- *Jeri Laursen, Chair*

Mission Endowment Fund Committee & Financial Report

The Good Shepherd Mission Endowment Fund, established approximately thirty years ago, has the purpose of providing financial assistance to members of the congregation attending ELCA colleges or universities. The fund consists of three investment accounts and has a current value of approximately \$125,000. Of that total, 4% can be used annually to provide scholarships or grants.

In early 2024, with the assistance of members of the congregation providing donations, the value of the fund grew to approximately \$130,000. At the 4% level allowed for scholarships, the EPIC SCHOLARSHIP/MISSION ENDOWMENT FUND COMMITTEE was able to award five \$1000 scholarships. However, as a result of investment market fluctuations plus the withdrawal of \$5000 for the scholarships, the fund dropped back to the \$125,000 level. The good news is that by the end of 2024 the market value of the investments was increasing rapidly.

The EPIC SCHOLARSHIP/MEF Committee consists of five members elected by the congregation to manage the investments and make the annual scholarship awards. The committee's activities are governed by the EPIC/MEF Committee Continuing Resolution, approved by the Congregation Council. The committee reports its work to the council twice a year.

In the past few years an additional responsibility of the committee has surfaced: growing the fund. To date the EPIC/MEF Committee has been able to award \$1000 scholarships to every member of the

congregation attending a qualified college or university, typically three to five annual awards. However, the number of new members in the congregation has created stress on the fund's ability to keep up with the growth. Thus, the committee spent a significant amount of time in 2024 attempting to develop a plan to grow the fund.

With six applications for the EPIC Scholarship coming in 2024, the congregation voted to assist the ministry with funding. An annual line item was created that the committee could use if necessary. The line item was \$5000 and the committee utilized \$1000 for the sixth scholarship. It is anticipated that seven or eight EPIC scholarships will be awarded in 2025, therefore, congregation assistance will again be necessary through the budget line item.

In researching the increasing number of youth in the congregation by age and grade level, the committee has determined that seven to nine annual scholarships will be needed in the near future. Factoring those numbers with the 4% annual limitation indicates there will be a need for \$150,000 to \$200,000 of value in the MEF. The committee is reaching out to the congregation for guidance to keep this ministry alive and functioning.

This year six \$1000 scholarships were awarded. As EPIC (Educational Partners in Covenant) scholarships, the qualifying institutions provided a match of Good Shepherd funds. The recipients of the scholarships were Mara Holland (Gustavus Adolphus junior), Mason Cote (Gustavus freshman), Annalise Skrade (Concordia-Moorhead sophomore), Daniel Skrade (Concordia-Moorhead sophomore), Gabe Hiner (Luther freshman) and Keaton Solberg (Luther non-traditional student).

2025 and 2026 are going to be a critical time for the future of this ministry. All six current recipients will be returning to college and will continue to be eligible for Good Shepherd EPIC scholarships. Additionally, the congregation has one graduating high school senior who could choose to attend an ELCA college, and four in the junior class. The EPIC/MEF Committee will be reaching out in several directions in an attempt to continue to assist our young people with educational funding.

The EPIC SCHOLARSHIP/MEF Committee

- *Jerry Bruce, Jim Buzza, Erin Anderson, Brian Solberg, John Jefferson*

Good Shepherd Lutheran Church
Mission Endowment Fund
12/31/2024

Decorah Bank and Trust Checking Account

1/1/2024 Checking Account Balance:	\$ 6,240.27		
Total Deposits	\$ 11,270.00		
Interest Income	\$ 38.70		
EPIC Scholarships	\$ (6,000.00)		
Transfer to Thrivent Mutual Fund	\$ (2,000.00)		
12/31/2024 Account Balance:	\$ 9,548.97	\$	9,548.97

Thrivent Mutual Fund

1/1/2024	\$ 94,773.30		
Transfer from Decorah Bank Account	\$ 2,000.00		
Gain	\$ 7,825.49		
12/31/2024 Account Balance:	\$ 104,598.79	\$	104,598.79

Mission Investment Fund

Evangelical Lutheran Church in America

1/1/2024 Account Balance	\$ 18,555.93		
Interest Income	\$ 705.94		
12/31/2024 Account Balance:	\$ 19,261.87	\$	<u>19,261.87</u>

12/31/2024 Total Endowment Fund: **\$ 133,409.63**

Communications Subcommittee

Good Shepherd's website (goodshepherddecorah.org) – A member of the Communications Subcommittee continues to update some information to the website. A slider photo for the website homepage is posted weekly at the “About” tab. Hosting and domain registration was transferred from Nathan Dirks of Driftless Design to the Good Shepherd office team in 2024.

Social Media sites – Facebook, Flickr and Instagram – These sites are regularly updated by Office Staff and a member of the Communications Subcommittee.

Church Directory –The online directory, Breeze, is maintained by the Office Staff.

The Shepherd's Voice: Weekly News and Events – This weekly newsletter, prepared by the Communications Subcommittee, is sent via MailChimp every Wednesday to everyone with email addresses. Over 60% of the recipients open the newsletter. No print version is prepared or distributed.

Photographs – A member of the Communications Subcommittee regularly takes photos of church activities and posts them on Flickr. Hard copies are also made for bulletin boards.

Special Projects

- Publicized the Good Shepherd Lenten Recital Series (March 6, 13 and 20) in the *Decorah Newspapers, Tuesday, KVIK, decorahnews.com, and DecorahNow.*
- Helped publicize the Welcome Friends and Neighbors Picnic, September 15, 2024, in the *Decorah Newspapers, decorahnews.com, DecorahNow, the Tuesday, The Bulletin* and on KVIK, as well as putting up posters around Decorah and on the Luther campus.
- Helped publicize the Decorah Pride Festival, October 12, 2024, by putting up posters for the Pride events sponsored by Decorah Christians United in Celebrating Pride.
- Created and helped publicize ads for the positions of Part-time Ministry and Communications Coordinator and Director of Children and Youth Ministry.
- Helped edit and publicize the “Ask Miss Grace” column that ran in the weekly email during Pastor David Wrightsman’s interim.

Report prepared by Jane Kemp, co-convener

The Communications Subcommittee, a subcommittee of the Outreach & Hospitality Committee, members are Elizabeth Kaschins (co-convener), Jane Kemp (co-convener), and Kathy Buzza.



Aase Haugen Senior Services Representatives Report

On April 8, 2024, a groundbreaking ceremony was held for the new \$18 million Aase Haugen senior care facility at 607 Highland Drive. Construction is underway on the 72,000+ square foot facility, expanding the Aase Haugen campus to include the existing independent senior living neighborhoods of Vennehjem and Nabotunet. The new facility will provide 60 nursing care beds, some with double occupancy options, and 18 memory care beds, all with private bathrooms. Twelve assisted living apartments are also part of the new facility, with room for expansion. Architects are Align Architecture and Planning of Waterloo, with Brickl Brothers the general contractor.

“A New Place To Call Home” is the title of the capital campaign, with a fundraising goal of \$3 million. So far, \$1.6 million has been raised, in addition to the \$12.7 million loan from the U.S. Department of Agriculture, \$1 million grant from Emergency Rural Health Care, and approximately \$2 million in self-funding, according to the November, 2024 Aase Haugen *Herald*.

In 2024, member churches were invited to contribute to the Chapel Campaign, with a goal of \$300,000 for a chapel in the new facility. As of December 23, 2024, \$76,000 has been raised through gifts and pledges, with Good Shepherd contributing \$3,000 and Good Shepherd WELCA \$500 to the fund, according to Patty Casterton, Aase Haugen Vice President, Business Development.

Aase Haugen Senior Services is certified as a social ministry of the ELCA, governed by 23 local churches. It is licensed by the Iowa Department of Health and is a certified Medicaid and Medicare provider.

Church representatives from the 23 member churches were invited in 2024 to the March 21 Aase Haugen Senior Services Annual Meeting, the April 8 Groundbreaking Ceremony, and a December 10 luncheon.

Submitted by Good Shepherd Aase Haugen Senior Services Representatives Kathy Buzza, Cindy Ernst, and Matt Tapscott

AMMPARO

Your AMMPARO representative has continued to work in conjunction with the Immigration Action Network this year to amplify our efforts. We continue to solicit funds for emergency needs, culturally appropriate food for newly arrived families, and to assist with recruitment of furniture donations for newly arrived families. Two Good Shepherd members regularly participate in the Immigration Action Network, representing AMMPARO and Pathway to Citizenship. In that context, locally donated monies are used to provide crisis relief with rent and utilities, transportation to legal appointments, and other urgent needs; another fund provides microloans. Members of Good Shepherd have been volunteering to transport immigrants to legal meetings and medical appointments. We have used the funds in our

budget from GS to help with medical needs and overwhelming utility bills. Good Shepherd is the site for hosting immigration legal clinics held by Iowa Migrant Movement for Justice (formerly Justice for our Neighbors) and funded by Path to Citizenship. We hosted four full clinics this year with hospitality provided by Good Shepherd members; four other clinics are scheduled for 2025. We are also hosting free classes for Spanish speakers to learn English and also for English speakers to learn Spanish. We continue to stay connected to the national AMMPARO folks through quarterly conference calls. Several congregation members have provided translation services in the area schools. Recently, we have begun collaborating with Catholic Charities Immigration Legal Services to get Know Your Rights information to immigrants in the area and are proactively planning for what our immigrant friends might need under the new administration.

People continue to come to northeast Iowa to join those who are already here and we are so grateful for the help you have given to those who come with nothing much besides the clothes on their backs. When you donate to Neighbors Helping Neighbors or Guatemalan Basics or give furniture or bedding you are welcoming a neighbor to our community. Thanks also to those who drive to appointments, which is an ongoing need. Please let me know if you have beds, bedding or dressers to donate or would be willing to help drive people to appointments or help move furniture.

- Martha Steele, AMMPARO representative

Social Justice Team

The Social Justice ministry at Good Shepherd continues in a variety of ways, but the committee itself is inactive at this time.



Mission Green LLC.

The solar and heat pump equipment installed, as a result of the Good Shepherd Carbon Neutral Initiative, has continued to perform admirably. There has been a bit of a learning curve with thermostatic control which we're slowly figuring out. The Solar Courtyard received a sealant that will

help prevent staining of the brick as well as locking down the granite chips in the cracks. The reseeding efforts of the backyard have been a frustration due to extreme dry weather. The amount and cost of water that would have been needed was beyond appropriate levels. We will continue to try to create an attractive lawn but Mother Nature needs to help more than she has.

A monitoring gauge was finally brought online that will allow close monitoring of total solar output. This can be monitored on a daily/weekly/monthly/yearly basis depending on what data is required. The login access for the online recording of this data is accomplished through either the main office or the Facilities and Grounds committee. Mission Green is also installing additional hardware that will show daily electrical usage. This will be installed in early spring. This gauge has provided excellent data and we now know that in 2024 our solar installation produced 70.5 MWh of electricity worth about \$12,000. Good Shepherd has paid \$6,500 for all the electricity consumed in 2024. While it's still too early to tell, Mission Green believes the solar exceeds the kWh needed by roughly 25%. Because the past winter was extremely mild, Mission Green will continue to monitor through 2026. If, at that time, it is determined that production still exceeds usage, Mission Green will install an electric car charger on the southwest exterior corner of the sanctuary in order to utilize the electricity excess. Otherwise, the net metering excess goes back to Alliant Energy with no gain to Good Shepherd.

Mission Green continues to be a resource for other congregations looking to decarbonize. We have served as consultants to congregations in LaCrosse, Madison, Milwaukee, Texas, and others.

Mission Green has applied for 2024 Energy Star Certification which we should receive in early spring. We have also applied for the newest certification, NextGen Energy Star Certification, which requires electric generation through renewables onsite. We should easily qualify and be one of the earliest houses of worship in the US to receive this new, more rigorous certification.

Mission Green would like to thank the congregation for their continued support of this partnership as we enter year 3 of the 6 year contract. We look forward to continued financial savings for the congregation through the use of renewables and high efficiency heat pumps.

-Jim and Liz Fritz



Lutheran Cemetery Association

Operating Account	<u>2024</u>	<u>2023</u>
Receipts		
Grave openings	\$ 7,350.00	\$ 8,700.00
Lot Sales	8,400.00	4,950.00
Transfer from Perpetual Care	2,500.00	
Columbarium Niche Sales - Portion to Operating Fund	1,400.00	300.00
Congregational Support		
Decorah Lutheran	13,999.92	13,999.92
First Lutheran	11,000.00	10,500.00
Good Shepherd Lutheran	3,500.00	3,500.00
Additional Donations & Interest	571.86	1,441.30
Veterans' Graves Compensation	1,287.00	1,242.00
	<u> </u>	<u> </u>
Total Receipts	\$ 50,008.78	\$ 44,633.22
Disbursements		
Payroll Costs	\$ 35,979.47	\$ 26,979.87
Transfers to Perpetual Care Account	4,470.00	2,795.00
Grave Openings	1,827.86	3,794.46
Supplies & Other	2,548.86	1,342.54
Utilities	558.92	563.39
Insurance	4,488.00	4,215.00
Building Improve./Tree Removal/Repairs	1,005.07	
Gas & Oil	2,054.65	1,068.64
Equipment Costs	5,808.00	843.16
	<u> </u>	<u> </u>
Total Disbursements	\$ 58,740.83	\$ 41,602.06
Receipts in Excess/(Short) of Disbursements	\$ (8,732.05)	\$ 3,031.16

Perpetual Care Account:

Balance, January 1, 2024 and 2023	\$ 133,510.62	\$ 122,699.39
Lot Sales - Portion to Perpetual Care Fund	4,200.00	2,475.00
Other Transfers (to)/from Operating Account	(2,500.00)	-
Estate Gifts and Memorials	270.00	320.00
Investment Income (Loss), net of fees	9,915.71	8,016.23
	<u> </u>	<u> </u>
Balance, December 31, 2024 and 2023	\$ 145,396.33	\$ 133,510.62

Account Balances Consist of:

Checking Account - Operations (Decorah Bank & Trust Co.)	\$ 3,837.91	\$ 12,569.96
Trusteed Account - (Decorah Bank & Trust Co.)	145,396.33	130,715.62
	<u> </u>	<u> </u>
Total	\$ 149,234.24	\$ 143,285.58

Columbarium Funds:

Balance, January 1, 2024 and 2023	\$ 34,553.71	\$ 33,555.65
Receipts		
Sale of Niches/Urns	\$ 3,000.00	\$ 900.00
Interest Earned	141.64	233.06
	<u> </u>	<u> </u>
Total	\$ 3,141.64	\$ 1,133.06
Disbursements		
Niche Buy-back	\$ 1,100.00	
Cost of door engraving & urn purchases	675.00	135.00
	<u> </u>	<u> </u>
Total	\$ 1,775.00	\$ 135.00
Balance, December 31, 2024 and 2023	\$ 35,920.35	\$ 34,553.71

Nominating Committee Report and Election

report and ballot shared at the meeting

2025 Proposed Budget & Notes

BUDGET MAKEUP

1. Capital Expenses

If you look at the last part of the budget, you will see that we have separated three payments, which we treat as capital expenses: (a) the \$91 payment to Gosolar each month toward purchasing the solar panels on the Annex, (b) repaying the Decorah Bank loan for the renovation project we undertook a few years ago; (c) the Mission Green pump lease (we are treating this as a capital project because when the lease period ends we will own the heat pumps). The exciting news here is that as the summer comes to an end we will have repaid the Decorah Bank loan, bringing the renovation project to closure.

2. Operating Costs

Personnel Costs: this has become a significant part of our budget but currently is in flux. As usual we have given the music director and the office manager 3% increases. During the course of last year we also increased the hours worked by the custodian/caretaker. We continue to budget the pastor's line slightly higher than what we paid Pastor Amy, but what this ends up looking like will depend on who we call to be our pastor. As I have explained in the past, we follow the synod guidelines which are tied to years since ordination, to determine what we pay the pastor. We also have vacancies for the youth director and what was Erica's position. We have budgeted each of those positions based on what we envision paying persons (note, for example, we anticipate the youth director salary being higher than last year).

Regular Expenses: we usually base projected costs on current costs and committee requests. If you look at comparisons between this year and next year you will see areas of growth. We have established the *video editing* payment to \$50 per service. We have tried to get a better handle on the distribution of *office costs* (paper, on-line subscriptions, office management fees, phone and computer). These costs have continued to grow over the years, and most of this growth is beyond our control. You should not be surprised to see a large increase in *insurance*; we still don't know the exact cost but our agent suspects it will go up around 40%. *Facilities and grounds* is another area where we continually have increased costs, so that line has risen. We also have again inserted a *visitation pastor line* to help our interim pastors in this area. As you can see, our projected operating costs have increased by nearly 432,000.

3. Benevolence

As you know, after determining our operating costs we multiply that number by 26% to determine how much we will allocate to benevolence. This year that amount is \$77,000. The members of the church council decide how to allocate those dollars.

Total

That means our projected expenses for next year will be \$432,000. This compares to last year's budget

PROJECTED INCOME

Looking at the top of the projected budget you will see three sources of income. Based on past years, we expect loose offering, rent, and other unexpected gifts to be \$16,000. Also, when we began the Mission Green project, members were invited to make contributions toward that project. We have

enough in that fund to pay for the Mission Green costs in 2025, so we list that as income. Most important, the total from statements of intent is \$398,000. The total of projected income is \$440,000, which is larger than our expected expenses. That means we are entering the year with not only a responsible budget but one that should cover any unexpected costs or loss of expected income.

	2024 Budget	Expenses as of 11/30	Proposed for 2025	Change
Projected regular giving	\$346,154		\$398,000.00	
Offering plate, rent, and other income	\$15,000.00		\$16,000.00	
Mission Green Income	\$24,600.00		\$26,400.00	
Mission Green Grant				
Projected total income	\$385,754.00		\$440,400.00	
Actual total income				
	2024 Budget			
400 Benevolence				
401 Synodical Budget	\$40,000.00	\$40,000.00	\$42,000.00	\$2,000.00
402 Seminary Assistance	\$1,500.00	\$1,375.00	\$1,500.00	\$0.00
403 Lutheran Services in IA	\$9,675.00	\$9,875.00	\$10,000.00	\$325.00
404 Missionary	\$0.00			\$0.00
404A YAGM	\$3,000.00	\$3,000.00	\$3,000.00	\$0.00
404 B Lutheran World Relief	\$1,000.00	\$1,000.00	\$1,000.00	\$0.00
405 Aase Haugen Home	\$6,000.00	\$6,000.00	\$6,000.00	\$0.00
406 EWALU	\$2,000.00	\$2,000.00	\$2,000.00	\$0.00
408B Reconciling Works	\$350.00	\$350.00	\$350.00	\$0.00
409 Path to Citizenship	\$1,000.00	\$1,000.00	\$1,000.00	\$0.00
409A Extra Luth Ministries				\$0.00
409B AMMPARO	\$1,000.00	\$95.90	\$1,000.00	\$0.00
409C Kid's Food Ministry	\$600.00	\$600.00	\$600.00	\$0.00
409D Decorah Food Pantry	\$1,500.00	\$1,500.00	\$1,500.00	\$0.00
TOTAL 400 Benevolence	\$67,625.00	\$66,795.90	\$69,950.00	\$2,325.00
410 Education				

411 Confirmation	\$250.00	\$67.07	\$250.00	\$0.00
412 (a) Sunday School	\$400.00	\$947.18	\$500.00	\$100.00
412 (b) Adult Education	\$100.00	\$9.62	\$100.00	\$0.00
412 ©Racial Justice Task Force	\$800.00	\$469.03	\$800.00	\$0.00
413 EWALU Camperships/other	\$800.00	\$790.00	\$800.00	\$0.00
413 (a) Epic Scholarships	\$2,000.00	\$1,000.00	\$3,000.00	\$1,000.00
414 VBS	\$500.00	\$28.50	\$500.00	\$0.00
415B Background Check/Boundaries Training	\$200.00	\$18.48	\$200.00	\$0.00
416 Youth Director Salary	\$4,680.00	\$2,871.00	\$10,000.00	\$5,320.00
416A Youth Director SS	\$358.00	\$365.01	\$800.00	\$442.00
416B Youth Director Continuing Education	\$500.00	\$0.00	\$500.00	\$0.00
417 Youth Programming	\$1,000.00	\$139.05	\$1,000.00	\$0.00
417A National Youth Gathering	\$600.00	\$600.00	\$600.00	\$0.00
TOTAL Education	\$12,188.00	\$7,304.94	\$19,050.00	\$6,862.00
420 Worship & Music				
421 Communion and Candles	\$800.00	\$552.26	\$800.00	\$0.00
422 Video Editor	\$1,500.00	\$1,750.00	\$2,900.00	\$1,400.00
423 Choir/Band Supplies	\$200.00	\$91.45	\$200.00	\$0.00
424 Worship Committee/Reparations	\$500.00	\$0.00	\$500.00	\$0.00
425 Guest Pastors	\$1,050.00	\$1,700.00	\$1,000.00	-\$50.00
426 a Music Director	\$20,003.63	\$18,336.58	\$20,603.74	\$600.11
426 b Music Director Sub	\$800.00	\$800.00	\$800.00	\$0.00
426 c Assisting Musicians	\$3,500.00	\$3,775.00	\$3,500.00	\$0.00
426 d Music Director SS	\$1,530.00	\$1,399.00	\$1,650.00	\$120.00
427 b Organ Tuning	\$1,500.00	\$0.00	\$1,500.00	\$0.00
427 c Piano Tuning	\$500.00	\$370.00	\$500.00	\$0.00
427 d Organ Fund	\$300.00	\$300.00	\$300.00	\$0.00
428 Worship Supplies	\$400.00	\$208.46	\$400.00	\$0.00
428a Worship Supplies: Licenses	\$854.00	\$874.00	\$854.00	\$0.00

428b Worship Supplies:				
Flowers	\$200.00	\$44.50	\$250.00	\$50.00
429 Devotion Guides	\$300.00	\$464.51	\$400.00	\$100.00
TOTAL 420				
Worship/Music	\$33,937.63	\$30,665.76	\$36,157.74	\$2,220.11
430 Outreach and Hospitality				
431 Living Lutheran	\$0.00	\$0.00		
432 WELCA	\$250.00	\$250.00	\$250.00	\$0.00
Prayer Shawl Ministry	\$1,000.00	\$968.44	\$1,000.00	\$0.00
433				
Outreach/Hospitality	\$700.00	\$502.73	\$900.00	\$200.00
434 Mission Assistance Fund	\$300.00	\$300.08	\$300.00	\$0.00
435 Neighborhood Picnic	\$250.00	\$202.44	\$0.00	-\$250.00
436 Communications	\$600.00	\$117.81	\$600.00	\$0.00
TOTAL 430				
Evangelism/Hospitality	\$3,100.00	\$2,341.50	\$3,050.00	-\$50.00
450 Stewardship				
451 Stewardship Committee	\$500.00	\$513.48	\$600.00	\$100.00
452 Soc Justice Comm/Pride Parade Sponsorship	\$300.00	\$29.94	\$300.00	\$0.00
TOTAL 450 Stewardship	\$800.00	\$543.42	\$900.00	\$100.00
460 Office Operations				
461 Facility Supplies	\$7,000.00	\$6,918.56	\$5,000.00	-\$2,000.00
461a Online Subscriptions			\$1,500.00	\$1,500.00
461b Printer & Printing			\$5,000.00	\$5,000.00
462 Postage	\$850.00	\$858.33	\$850.00	\$0.00
463 Telephone/Internet Contracts	\$5,000.00	\$6,236.53	\$5,244.00	\$244.00
464 Ministry/Comm Coordinator	\$14,461.20	\$13,895.70	\$16,871.00	\$2,409.80
464a Office and Building Manager	\$18,720.00	\$16,290.00	\$19,281.00	\$561.00
465 Ministry/Comm Coordinator SS	\$1,074.00	\$1,048.86	\$1,576.00	\$502.00
465a Office and Building Manager SS	\$1,432.00	\$1,272.98	\$1,475.00	\$43.00

468 Safe Deposit Box Rental	\$35.00	\$35.00	\$35.00	\$0.00
Total 460 Office Operations	\$48,572.20	\$46,555.96	\$56,832.00	\$8,259.80
470 Facilities and Grounds				
470 a Landscaping	\$2,200.00	\$2,625.71	\$2,500.00	\$300.00
471 Insurance	\$7,200.00	\$9,564.00	\$13,500.00	\$6,300.00
472 Alliant Electricity	\$1,000.00	\$1,245.20	\$400.00	-\$600.00
472a Gosolar	\$0.00			\$0.00
472b Mission Green Electricity	\$7,020.00	\$6,435.00	\$7,284.00	\$264.00
472c Mission Green Heat Pump Lease	\$0.00			\$0.00
473 Gas	\$0.00			\$0.00
474 Water. Sewer. Trash	\$1,500.00	\$1,557.86	\$1,700.00	\$200.00
475 Custodial Supplies	\$0.00			\$0.00
478a Custodian	\$4,202.40	\$5,625.50	\$5,880.00	\$1,677.60
478 b Lawn and Snow	\$1,750.00	\$450.00	\$1,750.00	\$0.00
478 c Security	\$1,800.00	\$1,650.00	\$1,855.00	\$55.00
478d Custodian SS	\$400.00	\$394.41	\$450.00	\$50.00
479A Facilities and Grounds	\$5,500.00	\$7,459.02	\$10,500.00	\$5,000.00
479B Kitchen Operation	\$500.00	\$439.71	\$500.00	\$0.00
TOTAL 470 Facilities and Grounds	\$33,072.40	\$37,446.41	\$46,319.00	\$13,246.60
480 Pastor				
Pastor Compensation				
481 Pastor Salary	\$74,573.00	\$71,267.56	\$74,573.00	\$0.00
482A Pastor Housing Allowance	\$20,348.00	\$770.56	\$20,348.00	\$0.00
482B Pastor Pension/Insurance	\$24,127.00	\$30,896.34	\$24,127.00	\$0.00
483 Pastor's Car	\$3,000.00	\$2,488.88	\$3,000.00	\$0.00
483A Pastor's Phone/Internet	\$900.00	\$675.00	\$900.00	\$0.00
484 Pastor Continuing Ed	\$1,000.00	\$900.00	\$1,000.00	\$0.00
485 Pastor Professional Exp	\$500.00	\$0.00	\$500.00	\$0.00
486 Pastor Med Reimburse	\$500.00	\$0.00	\$500.00	\$0.00

487 Sabbatical Reserve Fund	\$600.00	\$600.00	\$600.00	\$0.00
488 Visitation Pastor	\$0.00		\$1,000.00	
TOTAL 480 Pastor	\$125,548.00	\$107,598.34	\$126,548.00	\$1,000.00
490 Miscellaneous Expense				
491 Contingency Funds	\$2,000.00	\$1,873.58	\$2,000.00	\$0.00
493 Synod Assembly/Fall Theological	\$500.00	\$0.00	\$500.00	\$0.00
493a Rostered Minister Gathering	\$150.00	\$75.00	\$150.00	\$0.00
494 Cemetery Fund	\$3,500.00	\$3,500.00	\$3,500.00	\$0.00
495 Coffee for Fellowship	\$1,000.00	\$1,015.00	\$1,200.00	\$200.00
497A Endowment Committee	\$125.00	\$91.84	\$225.00	\$100.00
TOTAL 490 Miscellaneous	\$7,275.00	\$6,555.42	\$7,575.00	\$300.00
TOTAL OPERATING EXPENSES	\$264,493.23	\$239,011.75	\$296,431.74	\$31,938.51
500 Debt Retirement				
501A Renovation Repayment		\$36,205.51		
501B HVAC Repayment				
502 Interest		\$2,294.49		
Total 500 Debt Retirement	\$42,000.00		\$31,500.00	
GoSolar	\$1,092.00	\$1,001.00	\$1,092.00	
Mission Green Heat Pump Lease	\$17,580.00	\$16,115.00	\$19,116.00	
TOTAL BUDGET	\$383,593.23	\$239,011.75	\$425,211.99	\$41,618.76



Audit Committee

To be shared at the Annual Meeting

Membership Report

Pastoral Acts in 2024	
Baptisms (0)	
Weddings (0)	
Confirmation (4)	
Adeline Bollinger	Poppy Bellrichard
Weston Cote	Logan Nalean-Carlson
Funerals/Memorial/Graveside Services (4)	
Claude Hayes	Ed Hover
Janet Gall	Harley Refsal



Members who left the Congregation in 2024	
Through Death (4)	
Claude Hayes - 4/7/2024	Janet Gall - 11/20/2024
Maurice Edward "Ed" Hover - 7/11/2024	Harley J. Refsal - 9/8/2024
Through Transfer/Resignation (13)	
Bridget, Brent, Bristol, & Brenna Parker; Angie Robison; Jerrine & Karl Jacobsen; Dustin, Jennifer, Julia, & Dawson Bliven; Kayla Peterson; Noah Klammer	

ADDITIONS AND LOSSES TO MEMBERSHIP			
Additions...	baptized membership	Confirmed membership	Voting Membership
by baptism	0	0	0
by transfer	0	0	0
by affirmation of faith	0	4	4
by associate membership	0	0	0
Losses...			

by death	4	4	4
by transfer	2	2	2
by request	5	3	3
by associate membership	0	0	0
by administrative adjustment	6	5	5
TOTAL INCREASE/DECREASE	+0 / - 17	+4 / -14	+4 / -14
Membership Total			
<i>As of Dec. 31st 2024</i>	300	262	252

Adjournment - Closing Prayer



PARLIAMENTARY PROCEDURE

To accomplish this:	You say this:	Interrupt the speaker?	Is a second necessary?	Is it debatable?	Can it be amended?	Necessary vote?	Can it be reconsidered?
Introduce business	"I move that..."	No	Yes	Yes	Yes	Majority	Yes
Amend a motion	"I move to amend the motion by..."	No	Yes	Yes (if debatable)	Yes	Majority	Yes
Give further study	"I move to refer the matter to committee."	No	Yes	Yes	Yes	Majority	Yes (unless it has gone to committee)
Postpone discussion for stated period of time	"I move to postpone the discussion until..."	No	Yes	Yes	Yes	Majority	Yes
End debate and amendments	"I move the previous question."	No	Yes	No	No	2/3	No (unless vote is not taken)
Suspend consideration of an issue temporarily	"I move to table the motion."	No	Yes	No	No	Majority	No
Raise a question about noise, etc.	"I rise to a question of privilege."	Yes	No	No	No	No vote	No (usually)
Call for an intermission	"I move we recess for..."	No	Yes	No	Yes	Majority	No
Adjourn the meeting	"I move that we adjourn."	No	Yes	No	No	Majority	No
Other motions to:							
Request information	"Point of information."	Yes	No	No	No	No vote	No
Reconsider an action	"I move to reconsider the vote on..."	Yes	Yes	Yes (if motion to reconsider is debatable)	No	Majority	No
Take up a matter previously tabled	"I move to take from the table..."	No	Yes	No	No	Majority	No
Verify a voice vote by having members stand	"I call for a division."	Yes	No	No	No	No vote	No
Vote on a ruling of the chair	"I appeal from the chair's decision."	Yes	Yes	Yes	No	Majority	Yes
Protest breach of rules or conduct	"I rise to a point of order."	Yes	No	No	No	No vote (unless it is unclear)	No
Avoid considering an improper matter	"I object to consideration of this motion."	Yes	No	No	No	2/3	Yes (if main motion was not considered)
Suspend rules temporarily	"I move to suspend the rules so that..."	No	Yes	No	No	2/3	No

NOTE: No person may speak more than twice on a given issue