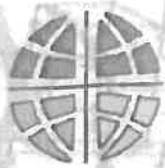


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Northwestern Minnesota Synod
Evangelical Lutheran Church in America



2024 Annual Report

Annual Meeting Agenda

January 26, 2025

- I. Call to Order
- II. Devotions-Prayer
- III. Approval of Agenda
- IV. Reports
 - a. Synod
 - b. President's Report
 - c. SAM/Parish Education Report
 - d. Financial Reports

Committee Reports

- a. Property
 - b. Worship and Music
 - c. Education
 - d. Altar Guild
 - e. FLCW
 - f. Memorials
 - g. Nominations
- V. Nominations
 - VI. Old Business
 - VII. New Business
 - a. Approval of 2025 Budget
 - VIII. Adjournment and the Lord's Prayer



Northwestern Minnesota Synod
Evangelical Lutheran Church in America

A year end message from Bishop Bill Tesch:

*Faith, however, is a divine work in us which changes us and makes us to be born anew of God. It kills the old Adam and makes us altogether different [people], in heart and spirit and mind and powers; and it brings with it the Holy Spirit. **O it is a living, busy, active, mighty thing, this faith!***

-From the "Preface to the Epistle of St. Paul to the Romans," by Rev. Dr. Martin Luther

Dear Beloved Siblings in Christ of the Northwestern Minnesota Synod,

The faith that is stirred up in us by the Holy Spirit and that reaches the depths of our hearts is more than merely agreeing to specific ideas about God. A Living Faith roots our lives in Jesus and transforms us into lovers of the world and of our neighbor. This is the faith we want for ourselves, our children, grandchildren, friends and neighbors. **Such a faith needs a living, active, mighty congregation** where the good news is proclaimed and where the faithful collaborate to teach the word of God and love their neighbors. Everything we do as your synod staff is for this purpose. Here are just some of the ways that your synod staff partnered with you in the last year to foster **living, active and mighty congregations**.

- ❖ We ordained and installed 4 new ministers into their first calls.
- ❖ We welcomed 6 new individuals into candidacy for rostered ministry. Our synod now has a total of 16 people in candidacy, as we prepare gifted leaders for the future of our congregations.
- ❖ We installed 13 new pastors or deacons who joined our synod's congregations and ministries.
- ❖ We placed 10 new Synod Authorized Ministers in congregations while guiding and supporting the work of 53 authorized ministers in total.
- ❖ We empowered 13 congregations to share the Gospel in innovative ways on Synod Vitality Day.
- ❖ We fortified 18 congregations who were experiencing divisive internal conflict with coaching, mediation and accompaniment.
- ❖ We traveled 100,000+ miles to show up for the joys and struggles of our congregations and leaders.
- ❖ We provided 4000 hours of face-to-face engagement with leaders and congregations across the 21,100 square miles of our synod's territory.
- ❖ We inspired and equipped 36 congregations to grow their members' generosity through two synod-sponsored stewardship days or through synod-created video resources.
- ❖ We gathered 14 Sr. Pastors for collaboration, learning and fellowship at our annual Sr. Pastor retreat.
- ❖ We paid off just under \$60,000 worth of student loan debt for 13 pastors or deacons.
- ❖ We are forming and equipping dozens of leaders with innovative programs such as Jeremiah 29 and FACES of leadership.

And the list could go on, but we must stop here because we are out of space! THANK YOU for your partnership in sharing the Gospel and for your generosity of time, treasure and spirit. God bless all of you as you gather in annual meetings to make important decisions about the ministry of your congregation.

In Christ our Savior,

Pastor Bill Tesch, Bishop of the Northwestern Minnesota Synod of the ELCA

December 2, 2024

Dear Congregations of the Northwestern Minnesota Synod,

Grace and peace to you in the name of our Lord and Savior, Jesus Christ. First and foremost, I want to extend our deepest gratitude for your generous mission support throughout the past year. Your commitment to the work of the gospel in our synod, churchwide, and worldwide makes a tremendous difference in the lives of countless individuals and communities. In this mailing, you will find a **current statement of your congregational mission support through November**. You will receive a similar statement after the end of the synod's fiscal year on January 31, 2025.

Your mission support helps fund vital programs and ministries that strengthen the body of Christ in our synod, equip leaders, and extend the reach of God's love beyond our local communities. We give thanks for how your congregation's offerings are contributing to the shared work of mission and ministry, both here in Northwestern Minnesota and across the earth.

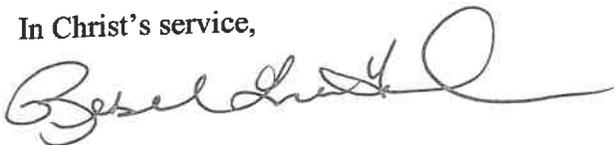
As we look ahead to the ministry and mission of 2025, we want to make sure that your generous support is effectively planned for and utilized. Enclosed, you will find the **2025 Congregational Statement of Intent for Mission Support** form. This form is a tool that helps us anticipate how your congregation plans to engage in mission support for the upcoming year. By completing and returning this form, you assist the synod in budgeting and planning for all the important work we will do together through congregations, leaders, and the wider church.

It is important to note that 47% of the mission support dollars given by your congregation remain within the Northwestern Minnesota Synod. These funds are used to support the ministry and mission that takes place right here in our local context. The remaining 53% of your mission support is passed through to the Evangelical Lutheran Church in America (ELCA), helping to fund churchwide ministries and mission efforts around the world.

Thank you again for your faithfulness in supporting the work of God's kingdom. Your partnership in mission is a testament to the shared love we have for God and for our neighbors. We are truly grateful for your continued generosity and for the ways you participate in God's work in the world.

May God bless you abundantly as you continue to serve in faith, hope, and love.

In Christ's service,



Rev. Rebel Hurd
Associate to the Bishop for Mission/Director for Evangelical Mission
Northwestern Minnesota Synod



Evangelical
Lutheran Church
in America



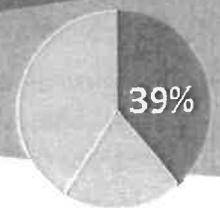
MISSION SUPPORT A DEEP DIVE

Northwestern Minnesota Synod FY2023 Thank You

We believe that the ELCA's members, congregations, synods and churchwide organization are called to be church together. Every year around \$1.6 billion is shared as regular offerings to ELCA congregations and worshipping communities. Over 5% of that generosity is shared with our 65 synods, a portion of which is then shared with the churchwide organization. We call this Mission Support. In FY2023, the Northwestern Minnesota Synod shared \$622,838 directly in Mission Support for ELCA churchwide ministries. Whether utilized locally, regionally, nationally or internationally, Mission Support enables us to have a greater impact in communities — working together to share God's abundant grace with others.

Your Mission Support funds a variety of churchwide ministries.

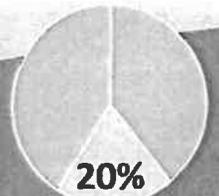
39% builds Christian communities in the United States by:



Thank you for \$242,907 from the Northwestern Minnesota Synod for these ministries!

- Planting and supporting hundreds of worshipping communities.
- Revitalizing congregational ministries and reaching out to their surrounding communities.
- Promoting leadership opportunities, discernment and education through leadership initiatives.
- Supporting the work of seven ELCA seminaries and 26 ELCA colleges and universities.
- Hosting events and leadership opportunities for youth and young adults.
- Supporting regional work through directors for evangelical mission as well as candidacy and leadership managers.
- Preparing and implementing a system for recruiting and assigning rostered ministers.

Another **20%** grows the global Lutheran church and addresses issues around the world by:



Thank you for \$124,568 from the Northwestern Minnesota Synod for these ministries!

- Accompanying new Lutheran churches, expanding ministries, and training leaders and evangelists.
- Sending missionaries to accompany communities around the world.
- Addressing social issues and working for justice.
- Cultivating and maintaining relationships with 149 other churches through the Lutheran World Federation to strengthen the church and its global work.
- Fostering relationships between ELCA synods and 65 companion churches, for a total of 127 official relationships.
- Working with leaders and members of our African-descent, American Indian, Alaska Native, Arab, Middle Eastern, Asian, Pacific Islander and Latiné communities.

Finally, **41%** strengthens and sustains the ministry and mission of the whole church by:



Thank you for \$255,363 from the Northwestern Minnesota Synod for these ministries!

- Offering ministry resources and opportunities to lay leaders for networking.
- Coordinating and supporting churchwide ministries.
- Developing social messages of the ELCA as topical documents — called for by ELCA churchwide assemblies and adopted by the ELCA Church Council — to focus attention and action on timely, pressing matters of social concern to the church and society.
- Providing governance, including maintenance of rostered leadership records and support for the ELCA Church Council and triennial ELCA churchwide assemblies.
- Sustaining ecumenical and interfaith relations.
- Partnering with congregations and ministries across the church as they explore new, innovative ways of being church in a constantly changing world.
- Investing in technology and communications.
- Growing and sustaining financial resources.
- Engaging in research and strategic planning.
- Creating and sharing resources for faith, discipleship, prayer, stewardship and worship.

Thank you for your ongoing support and faithful partnership! For stories of your impact, visit LivingLutheran.org/SOFIA. To find additional Mission Support resources, visit ELCA.org/SOFIA.



Front Row: Kristina Johnson Dernier, Pr. Genelle Netland, Pr. Rebel Hurd, Kathy Levenhagen (SAM), Joan Meulebroeck, Pr. Chris Leach. Back Row: Pr. Keith Pearson, Pr. Dennis Preston, Bp. Bill Tesch, Dn. Jon Leiseth, Pr. Jon Olson

Full and Part-time staff:	Ministry Focus:
<p>*Pr Bill Tesch, Bishop</p> <p>(605) 351-8098 (cell) (218) 299-4015 (office) btesch@cord.edu</p>	<ul style="list-style-type: none"> • Providing pastoral care to the synod • Preaching the Word and teaching the faith • Leading the synod in vision, mission, values and goals, including as president and CEO • Cultivating and sustaining relationships with faith, interfaith and community partners
<p>*Pr Rebel Hurd, Associate to the Bishop for Mission, Director of Evangelical Mission</p> <p>(605) 759-7869 (cell) (218) 299-4447 (office) rebelhurd@cord.edu</p>	<ul style="list-style-type: none"> • Caring for ministers and congregations • Missional Vision and Planning • Congregational vitality and renewal • Generosity Cultivator • Supporting mission starts • Coaching Network, Jeremiah 29, Companion Synod Relationships, Social and Racial Justice
<p>*Pr Genelle Netland, Associate to the Bishop</p> <p>(218) 979-3643 (cell) (218) 299-4017 (office) genellenetland@cord.edu</p>	<ul style="list-style-type: none"> • Accompanies faith community and rostered minister transitions, including call processes and roster management • Caring for ministers and congregations • Shares Community and Leadership coverage for conferences 3 & 5 with Bp Bill and 1 & 2 (interim) • Constitution and Synod Council business
<p>*Pr Keith Pearson, Minister for Generosity</p> <p>(218) 234-2158 (cell) (218) 299-4012 (office) keithpearson@cord.edu</p>	<ul style="list-style-type: none"> • Synod Generosity Pilot Project Lead • Donor Relations • Synod Fundraising strategy and implementation



Full and Part-time staff:	Ministry Focus:
**Dn Jon Leiseth, Office Administrator (218) 299-3019 jmleiseth@cord.edu	<ul style="list-style-type: none"> • General inquiries and support • Office management • Executive support for Bp Bill and Pr Rebel • Contributions and income
**Joan Meulebroeck, Financial and Data Systems Specialist (218) 299-4010 jmeulebroeck@cord.edu	<ul style="list-style-type: none"> • Executive support for Pr Genelle • Payroll/Portico • Record keeping and bills • Data management

* indicates full-time staff, ** indicates part-time staff

Contracted Staff:	Ministry Focus:
Pr Devlyn Brooks devlynbrooks@cord.edu	FACES of Leadership Coordinator and Storytelling Champion
Br Jeff Brown brotherjeff@lutheranfranciscans.org	FACES of Leadership Faith Practices Champion
Kristina Dernier krisdernier@cord.edu	Minister for First-Third [beginning February 1]
Kip Fontaine (218) 280-6507 (cell) ofont@gvtel.com	SAM Coordinator
Mary Frances francesconsultingcompany@gmail.com	Jeremiah 29 Project Coordinator
Pr Chris Leach (701) 740-6857 (cell) chrisleach@cord.edu	Minister for Community and Leader Engagement (Bemidji (4) and Detroit Lakes (6) conferences)
Pr Jon Olson (218) 205-4748 (cell) jonolson1@cord.edu	Minister for Vocations
Pr Melissa Pickering (701) 540-8660 (cell) mpickering001@luthersem.edu	Rural Revival Ministry Mission Developer
Pr Dennis Preston (320) 491-2422 (cell) dennispreston@cord.edu	Minister for Community and Leader Engagement (Alexandria (8) and Fergus Falls (7) conferences)
Pr Tiffany Sundeen tiffanysundeen5@gmail.com	FACES of Leadership Emotional Intelligence Champion
Rev. Dr. Aaron Suomala Folkerds aaron.suomalafolkerds@mnstate.edu	Minister for Health and Wellness
Pr Matt Williams prmatt1977@gmail.com	FACES of Leadership Adaptive Leadership Champion
Cheryl Zeh candidacysupport@nwmnsynod.org backgroundchecks@nwmnsynod.org	Administrative Support for Candidacy and Background Checks

Mailing Address:

NWMN Synod of the ELCA
 Concordia College
 Moorhead, MN 56562

Physical Address: 310 14th Ave S, Moorhead, MN

Office Hours: Mondays-Thursdays from 9am-noon, 1-4pm
 (Fridays by appointment only)

President's 2024 Annual Report

"For I know the plans I have for you" says the Lord. "They are plans for good and not disaster, to give you a future and a hope" Jeremiah 29:11

This past year saw the start of Faith Fridays, the parking lot being repaved, the outdoor light replaced and lights in the Narthex updated to LED bulbs. Three of our outside doors were replaced. We had VBS, Trunk or Treat (in the parking lot this year) with over 300 in attendance. We continue to host Ruby's Pantry handing out 3175 shares this year. We had a summer picnic thanks to the generosity of Don Tauer. We hosted joint worship in July, confirmed 3 of our youth. Sent Jacob Sopkowiak to the National Youth Gathering in New Orleans this summer. The Synod Road trip was held in Baudette this fall, hosted by Wabanica Church. And have enjoyed hearing the choir many times this past year. Thank you, Joyce, for leading the group.

Calista continues as our SAM, doing services 2 to 3 times a month. We are truly lucky to have her. She is doing a wonderful job. Thank you to Kathy Tischart, Eileen Cordray, Joyce Washburn, Kay Schell and Judy Humeniuk along with myself for being lay leaders.

We have negotiated a new contract with Phyllis Paulson for her cleaning services that includes fewer hours per week and ask that if you see something that needs attention, please help by doing the task if you are able.

As you will notice, our budget for 2025 has gone up. Our building insurance has increased (according to our agent we should be thankful to still have insurance as he has had to cancel several of his churches). Also, our percentage of the parish budget has increased. We are hopeful that the congregation will prayerfully consider increasing their giving.

May God richly bless this congregation and leaders in the coming year.

Linda Bauers

President, First Lutheran Church

2024 SAM Report/Parish Education Update

Thank you for all your support as I navigate what it means to be a fulltime minister, seminary student, and mom. I appreciate all of you that check in with me and put up with my often-frazzled brain. I am enjoying everything that I am learning, and I know that these challenges are only pushing me to grow to learn all the ways that I can better service this community inside and outside the church walls! Last year our Star Word for the parish was RELATIONSHIP, and I do feel like we have lived into that as a parish. I've seen you out and about in the community. I've seen you show up to events that you may have not attended in the past. We've continued our relational work in the community with food ministry, grief group, chatting with new faces in our buildings, connecting at community events, and checking in on each other through the hard.

We've tried new things for connecting with our preschool kids in the community. We started Faith Friday, which is our full day faith education day on Fridays! We have 8 kids that are coming. They get a lesson from me in the morning using the Whirl All Kids curriculum, faith-based projects, playtime and fellowship! It has been a great edition, and we are so blessed that Kelsey Armstrong has been teaching and helping serve our community with more faith education. Confirmation has been going well! We have 10 very active students enrolled in Confirmation. We have been learning about the Old Testament this year using the FaithIncubators curriculum. The kids enjoyed the end of the year overnight and were already coming up with ideas for another one in 2025! We have a great group of youth in our parish!

I'm proud of you all for showing that we can be active in the community. Don't stop now! Keep it up in 2025. This year was the practice we needed to carry us into 2025. Our 2025 Star Word is LEADERSHIP. And honestly, I am not sure what that means for us as a parish. What are we leading through or towards? How are we setting examples as Christian leaders in our community? We can't forget our relational work in 2025.

If I'm being honest, I'm tired. My body and mind are craving a slowdown, but I believe it is a slow down with intentionality. This year let's focus on leading with intention. Maybe that is focusing on our baptismal promises and making sure we are using that lens for all we do. Maybe we are being called to lead the Christian community in ways that we do not even see yet. I do not have the answers, but with faith, hope and love, together we can move the church into 2025 without fear.

Your sibling in Christ,
Calista Wolf

Baptisms		
Layla Mae Huot 2/4/24		
Rhett Joseph Huot 2/4/24		
Confirmation/Affirmation of Faith		
Kendal Bowman		
Triton Curran		
Jacob Sopkowiak		
Deaths/Funerals/Memorial Services/Burials		
Robert Slick	Avis Gard	
Jim Levasseur	Barb Burnham	
Anna Ebeltoft	Dorothy Moen	
Terrence Wiczek	Bruce Chapman	
Whitey Wertanen	Ron Hildebrandt	
	Wally Beyer	
Membership		
<i>Members Transferred</i>		
<i>Transferred to other churches/removed by own request/removed by council action</i>		
Fish Family-Brittany, Daniel, Oliver, Arthur and Lily		
<i>Members Received</i>		
Administrative fixes added more confirmed members to the list, they are not new members		
Pamela Larson unarchived		
Kellie Nordlof unarchived		
Ella Nordlof unarchived		
Tanner Nordlof unarchived		
James(Bucky)Nordlof unarchived		
Ron Pederson unarchived		
Barb Pederson unarchived		
Barb Larson unarchived		
	Baptized	Confirmed
December 31, 2023	236	159
December 31, 2024	231	192

**First Lutheran Church
Annual Meeting Minutes
February 4, 2024**

Present: 36 members were present

President, Linda Bauers opened the annual meeting at 10:55 AM.

Opening prayer – Calista opened with prayer.

Approval of the Agenda – Motion was made by Monica Buegler seconded by Eileen Cordray to approve the agenda. MC

Approval of Minutes from January 15, 2023– a motion was made Judy Humeniuk seconded by Mary Sopkowiak to approve the minutes. MC

Financial Report: Treasurer's Report was then given by Mary Sopkowiak - a motion to accept this report was made by Don Tauer seconded by Gerry Moline. MC

Reports:

The Synod, Pastors, CYF report were then gone through – Calista talked about new people coming into the church and asked everyone to make them welcome – Giving Hearts day was discussed and the church assembly is May 17 & 18, 2024. She also spoke about Sunday School, Lent coming up and confirmation on Wednesdays – also VBS is something to think about.

Property – Jim wanted everyone to have his cell phone number in case things need to be taken care of at the church. 218-368-2785

Worship & Music – Joyce Washburn said all is in her report.

Education – Phyllis mentioned S.S. and helpers

Altar Guild – Phyllis thanked everyone who helped out.

FLCW – none

Memorials –

All of these reports are in the annual meeting booklet.

President then opened the floor for nominations – Vice presidents Judy Humeniuk, Treasurer's position, Eileen Cordray. A motion was made by Phyllis Paulsen seconded by Jeff Bauers to accept these people to these positions.

The Secretary's position was up and Sue Smith will fill this position by default.

Old Business:

- a. Old doors – will be taken care of this spring.

New Business:

- a. Approval of 2024 budget – after some discussion a motion was made by Eileen Cordray, seconded by Jim Frohreich, to approve this budget. MC
- b. Linda asked all of us to please pray each day for our Parish and our church. There will be some hard decisions coming in the future for our churches.

Adjournment – motion was made by John Sopkowiak seconded by Jeff Bauers to adjourn this meeting.

Respectfully Submitted,
Susan Smith, Secretary

First Lutheran Church Giving for 2024

	Total Deposits	Loose Offering	Member Giving	Building Use	Other Income	Building Fund	2024 Memorials	Miscellaneous
January	\$10,714.00	\$174.00	\$7,867.00	\$1,400.00	\$98.00	\$150.00	\$1,025.00	\$0.00
February	\$8,376.00	\$310.00	\$6,557.00	\$200.00	\$974.00	\$220.00	\$115.00	\$0.00
March	\$11,422.00	\$244.00	\$10,057.00	\$200.00	\$366.00	\$250.00	\$40.00	\$265.00
April	\$8,502.00	\$375.00	\$7,152.00	\$200.00	\$210.00	\$200.00	\$365.00	\$0.00
May	\$7,569.00	\$29.00	\$6,992.00	\$240.00	\$68.00	\$200.00	\$40.00	\$0.00
June	\$11,041.00	\$124.00	\$8,292.00	\$375.00	\$0.00	\$200.00	\$50.00	\$2,000.00
July	\$13,545.99	\$285.00	\$5,497.00	\$2,540.00	\$0.00	\$200.00	\$0.00	\$5,023.90
August	\$12,767.00	\$20.00	\$7,347.00	\$200.00	\$0.00	\$200.00	\$0.00	\$5,000.00
September	\$9,073.00	\$386.00	\$8,237.00	\$200.00	\$0.00	\$200.00	\$50.00	\$0.00
October	\$6,545.00	\$210.00	\$5,872.00	\$200.00	\$63.00	\$200.00	\$0.00	\$0.00
November	\$6,682.00	\$30.00	\$6,252.00	\$200.00	\$0.00	\$200.00	\$0.00	\$0.00
December	\$12,902.00	\$877.00	\$9,757.00	\$1,850.00	\$0.00	\$200.00	\$20.00	\$198.00
Total Deposits	\$119,138.99	\$3,064.00	\$89,879.00	\$7,805.00	\$1,779.00	\$2,420.00	\$1,705.00	\$12,486.90
Total General Fund for 2024 *			\$102,527.00					
Last Year 2023	\$108,543.08	\$3,105.85	\$92,987.92	\$5,410.00	\$3,539.35	\$1,650.00	\$80.00	\$1,769.96
Total General Fund for 2023 *			\$105,043.12					
Last Year 2022	\$147,870.70	\$2,703.00	\$97,336.00	\$5,350.00	\$1,059.00	\$6,356.63	\$245.00	\$34,821.07
Total General Fund for 2022 *			\$106,448.00					

* Note: Total General Fund Amounts = Loose, Member, Building Use & Other Income Totals

Submitted by: Bertel Anundson, Financial Secretary

First Lutheran Church Treasurer's 2024 End of Year Report

Account Balances/(Income and Expenses)

	2023 Year End	Increase	Decrease	Invest Growth	2024 Year End
<u>Bank Accounts</u>					
Riverwood - General Checking	\$7,344.83	\$102,806.50	\$76,937.93		\$33,213.40
Riverwood - Designated Funds	\$28,955.79	\$16,363.49	\$11,488.58		\$33,830.70
ELCA Endowment-General	\$29,034.05	\$876.00	\$0.00	\$2,730.87	\$32,640.92
ELCA Endowment-Building	\$27,634.21	\$833.70	\$0.00	\$2,599.20	\$31,067.11
CD at Border Bank	\$20,000.00	\$0.00	\$0.00	\$1,030.78	\$21,030.78
<u>Total Funds</u>	\$112,968.88	\$120,879.69	\$88,426.51	\$6,360.85	\$151,782.91
<u>Designated Funds</u>					
Temporary	\$160.00	\$2,463.00	\$2,602.15		\$20.85
Endowment Fund	\$0.00	\$1,436.50	\$0.00		\$1,436.50
Alter Guild	\$667.95	\$25.00	\$214.50		\$478.45
Building Fund	\$7,518.03	\$7,368.99	\$0.00		\$14,887.02
Music	\$1,921.94	\$0.00	\$0.00		\$1,921.94
Parking Lot	\$4,600.00	\$5,020.00	\$8,000.00		\$1,620.00
Pastor's Discretionary	\$100.78	\$0.00	\$0.00		\$100.78
Youth	\$1,990.18	\$0.00	\$0.00		\$1,990.18
Sunday School	\$450.00	\$0.00	\$0.00		\$450.00
Garden of Grace	\$10,227.98	\$50.00	\$180.00		\$10,097.98
VBS	\$827.00	\$0.00	\$0.00		\$827.00
Visual/Sound Equipment	\$491.93	\$0.00	\$491.93		\$0.00
Total Designated Funds	\$ 28,955.79	\$16,363.49	\$11,488.58		\$ 33,830.70

Parish Budget			
	2024 Budget	Amount spent as of 12/31/24	Proposed 2025
Office Expenses			
Copier Maintenance/Lease	\$4,800.00	\$4,020.89	\$5,000.00
Internet/Phone	\$2,000.00	\$2,000.28	\$2,000.00
Website	\$445.00	\$490.00	\$500.00
Breeze Database	\$850.00	\$864.00	\$850.00
Paper/Office Supplies	\$2,800.00	\$1,986.18	\$2,800.00
Postage	\$600.00	\$1,078.29	\$1,100.00
Worker's Comp Insurance	\$1,552.00	\$574.00	\$700.00
Parish Insurance (Church mutual)	\$681.00	\$683.32	\$700.00
J&L Tax	\$1,800.00	\$1,800.00	\$1,800.00
Totals	\$13,728.00	\$13,496.96	\$15,450.00
Education			
Grief Counseling	\$240.00	\$5.25	\$240.00
Bibles (Confirmation, 3rd grade, preschool, large print)	\$1,000.00	\$440.88	\$1,000.00
Confirmation	\$750.00	\$680.70	\$750.00
Baptismal Counseling	\$100.00	\$221.22	\$200.00
First Communion	\$100.00	\$15.63	\$100.00
Adult Education- Christ in Our Home *purchased books for parish book study	\$482.00	\$989.16	\$600.00
Soul Food	\$1,500.00	\$735.27	
VBS	\$1,000.00	\$837.66	\$1,000.00
Youth Events	\$1,000.00	\$36.09	\$2,000.00
Sparkhouse Digital	\$400.00	\$397.00	\$400.00
Totals	\$6,572.00	\$4,358.86	\$6,290.00
Worship			
OneLicense	\$446.00	\$425.00	\$425.00
Sundays and Seasons	\$529.00	\$549.00	\$600.00
CCLI	\$385.00	\$382.00	\$400.00
Supplies	\$1,100.00	\$666.14	\$1,100.00
Required Synod Events	\$600.00	\$922.48	\$1,000.00
Pulpit Supply	\$2,000.00	\$572.12	\$2,000.00
Thanksgiving & Christmas Community Meals (gift to host of meal)	\$500.00	\$200.00	\$500.00
Total	\$5,560.00	\$3,716.74	\$6,025.00
Community Benevolence			
Staff			
Callsta Wolf			
Salary (2025: \$23.50/hour, 32-40hr/wk)	\$47,840.00	\$43,976.00	\$48,880.00
SS/Medicare 7.65%	\$3,659.76	\$3,364.16	\$3,740.00
Mileage	\$3,000.00	\$2,064.27	\$3,000.00
Books/Subscriptions	\$150.00	\$219.58	\$150.00
Business/Professional	\$500.00	\$435.79	\$500.00
Continuing Ed	\$1,000.00	\$729.74	\$1,000.00
Retirement Contribution			\$3,178.00
Future Staffing Needs			
Joyce Washburn			
Salary (\$20/hour), 15-20hr/wk)	\$20,800.00	\$14,260.00	\$20,800.00
Kelsey Armstrong			
Salary (\$18/hour), 15-20hr/wk)	\$8,000.00	\$1,566.00	\$18,720.00
*based on 20 hrs/ 52 wks. She will work less than that and we have income coming in for Faith Friday			
Staffing Totals	\$84,949.76	\$66,615.54	\$99,968.00
Total Budgets	\$110,809.76	\$88,188.10	\$127,733.00

First Lutheran Church Property Report 2024

Some of the tasks completed, or overseen, by the First Lutheran Property Board, in 2024.

-A group work evening in May was busy with filling dirt in low areas around the church, trimming bushes and trees, and generally cleaning up the church yard. We plan to do this again in May of 2025.

-Recoating and line painting of our parking lot was completed this summer.

-The three exterior doors were painted and hung and the new weather stripping is in place. They are the Northwest corner of the sanctuary, Northwest corner of the Fellowship Hall, and Northeast corner access to the kitchen hallway.

-A new bright LED light at the East end of our parking lot was installed this summer.

-Don Smith did a great job lining up mowers and servicing lawn mowers for 2024, no cost to the church. He will attempt again, in 2025, and he will ask for help, if necessary.

-Rod Gubbels has been working on basement floor water issues and it's much drier.

-We will be working to improve the inside wall surface in the lower education wing, in 2025.

-A "Thank you" to all the members who put their time and energy in making our church and church property not only work better, but also look good, throughout 2024.

Property Board: Jim Frohreich, Don Smith, Jeff Bauers, and Rod Gubbels

Submitted by: Jim Frohreich, Property Board Chair 218 368-2785

Worship and Music Committee Report 2024

Calista had a special "sermon series", Sermons of the Ordinary that many people thought was a nice change to the traditional lectionary services, earlier this year. Calista also had a Wednesday book study using the book "Inspired", by Rachel Held Evans for Lenten Lunches, on Wednesdays, during Lent and there were also Advent Supper and Craft Nights during the few weeks of Advent, on Wednesdays.

The choir gathers to practice once a week from September through May, providing music for many Sundays during the Worship Service, approximately 12 performances over the year for Sunday Services, with a few times offering two songs on a Sunday. We have moved back and forth from Wednesday evenings to Monday evenings, depending on the Wednesday night schedule. We are right now practicing at 6:30pm on Monday evenings. We take a break in June, July and August, as has been the tradition for decades.

The choir has been working with a small group this year. We have had 9 dedicated members for most of the year. Please consider joining our small but close-knit group. We can always use new voices! Harvey Lein has been our primary accompanist during the year, since September, and he also provided accompaniment for the Blue Christmas Service, in December. Sue Smith has been our primary accompanist for Sunday Services. When Sue isn't available, we use the recorded music in the Clavinova (electronic keyboard). Nancy Anundson and Joyce Washburn have been trained to run the recordings and Calista can do it, if necessary, and if she is here on that Sunday.

This year, some special things we have added were a couple choir performances at our parish partners' churches, Wabanica and Clementson; for the baptism of our SAM, Calista's baby at Wabanica early in 2024 and the joint Parish Service at Clementson this last fall.

We have several times this year, called on our talented friend, Kitty Gayle, from Rainy River to accompany our choir on flute for several choir anthems as well, and we all enjoy that collaboration very much. We sang, also, early in January some special music for Otto Lee's Funeral Service, which was an honor and we also sang, as usual, for the community Memorial Day Service, here at First Lutheran.

The choir joined the Parish Holiday Light Parade Float to sing Christmas music in November. We did our usual community Christmas Caroling later this year, due to the weather. We had some new voices join us for caroling this year too. We started at the home of a shut-in parish member, and moved on to the Care Center, Hospital, Summerfield Apartments and Northwoods Commons, ending with sweet or savory snacks and potluck refreshments for the participants and residents at Northwoods Commons. The choir also provided special music for the First Sunday School program with one of our songs including Harvey Lein's recorded piano accompaniment, and Harvey also playing the snare drum and Shelly Lein on the triangle. The choir has received a number of compliments and appreciation for the music, this year, and we want to thank those people who have made a special effort to let us know when they enjoy the music!

Gratefully submitted by Joyce Washburn,

First Lutheran Choir Director and Worship and Music Board Representative

Education Report 2024

It is 2025 already! Time marches on and so does watching our children grow! In 2024, there was a change in leadership of the Children, Youth and Family Director when Kelsey Armstrong was hired for the position to allow Calista to concentrate more on ministry.

The suggestion was to have a "Faith Friday" every week and Kelsey will be in charge of that day.

Kelsey also helped facilitate Vacation Bible school in July. The children learned more about Kindness in the lessons. There were about 20 children participating. There was also Bible School for the older children that seemed successful too.

There was no Sunday school in the Fall.

We will look at possibilities of starting something for Sunday School after the 1st of the year.

Judy Gubbels again created and led a short and nice Christmas program hoping to enlighten the children about the birth of Jesus. Thank you to the families with children, the choir and the congregation that participated. Thank you very much to Judy and those that helped with the children as well.

Submitted by Phyllis Paulsen, Education Chair

Altar Guild Report 2024

The altar guild is a dedicated group of volunteers responsible for setting the Lord's table. Baptismal banners, sewn by Ruth Lee, are made for each child when they are baptized.

Decorating the sanctuary for the Advent and Christmas seasons. Keeping floral arrangements fresh, placing the proper paraments for each season, changing the sanctuary candle each week, hanging banners and changing linens according to the liturgical color for the day, season, or event are also duties of the Altar Guild.

THANK YOU TO ALL who helped with these duties this year; those who set up and served communion, those who helped decorate and take down decorations and take down and store the Christmas tree for the sanctuary at Christmas time, especially Mike Paulsen taking the tree down this year.

The Altar guild would like to express their appreciation to those who shared flowers, plants, and monetary gifts that help beautify the sanctuary during 2024.

If you wish to share flowers for worship, please let us know. If you plan to order flowers, please let us know a week ahead to allow time for the flowers to arrive.

Thank you to Mike Paulsen for taking over filling candles and the Baptismal candle weekly for the altar area.

Thank you to Tweety Larson for continuing to make Communion bread.

Thank you to Meg Hemmingson for continuing to set up communion.

IT'S GOD'S WORK, WITH OUR HANDS, AS WE CONTINUE TO WORK IN OUR CHURCH.

Altar Guild members

Ruth Lee, Phyllis Paulsen, Michael Paulsen, Becky Curran, Meg Hemmingson.

Members in training, Lilly and Triton Curran, and young people like Lily Schwenzfeier, Landin Raschke and Charlotte Paulsen who've helped with cups.

Submitted by Phyllis Paulsen

FIRST LUTHERAN WOMEN ACTION COMMITTEE REPORT FOR 2024

The First Lutheran Women Tuesday quilters met each week and worked on quilts for L.W.R. The ladies had a rummage sale last Fall and did pretty well. Also this year we did a Scandinavian Bake Sale in Nov., we made lefsa and had baked goods which went over well.

We made 59 quilts, 40 health kits, 30 school kits and 20 layette kits that were shipped out to World Relief on Nov. 1, 2024.

Seven quilts were made for our high school graduates this past year – the Rachel Group helped spear head this project with many others helping also.

Easter baskets were delivered to many people of our church.

Each year Thrivent Financial helps in our quilting. As members who have a product with them, you can receive \$250.00 twice per year. This has been a big boost on our ladies group to help get batting, material and supplies. We appreciate all who have gone into Thrivent to help with this. If you have any questions on how to get this, please ask some of our ladies on the quilting group.

Our board meetings are the 4th Wed. of each month.

Action chairs: Betty Sorenson, Sandy Johnson, Karen Berg and Sue Smith

FLCW FINANCIAL YEAR TO DATE REPORT
January 1, 2024 - December 31, 2024

Line Item	INCOME	EXPENSES	NET PROFIT/LOSS	CHECKING ACCOUNT CURRENT BALANCE	COMMENTS
Kitchen Equipment & Supplies		\$ 1,046.77	\$ (1,046.77)	\$ 8,633.81	
Mission Outreach	\$ -	\$ 600.00	\$ (600.00)	\$ 8,033.81	
Over 80 Banquet	\$ -	\$ -	\$ -	\$ 8,033.81	
Post Prom Donation	\$ -	\$ 50.00	\$ (50.00)	\$ 7,983.81	
Postage & Mailing Envelopes	\$ -	\$ 3.98	\$ (3.98)	\$ 7,979.83	
Quilts for Graduates	\$ -	\$ 39.95	\$ (39.95)	\$ 7,939.88	
Carpet Cleaning	\$ -	\$ -	\$ -	\$ 7,939.88	
Synod Convention Registration/Travel Expenses	\$ -	\$ 232.44	\$ (232.44)	\$ 7,707.44	
Synod Convention Offering (Physical & Regular Offerings)	\$ -	\$ 50.00	\$ (50.00)	\$ 7,657.44	
Synod Scholarship Offering	\$ -	\$ 50.00	\$ (50.00)	\$ 7,607.44	
Tennorial Convention Offering	\$ -	\$ 100.00	\$ (100.00)	\$ 7,507.44	
WELCA NWMMN Cluster Offering & Travel Expenses	\$ -	\$ -	\$ -	\$ 7,507.44	
WELCA Quarterly Offering	\$ -	\$ 25.00	\$ (25.00)	\$ 7,482.44	Spring Cluster Offering
	\$ -	\$ 240.00	\$ (240.00)	\$ 7,242.44	
TOTAL	\$ 14,218.25	\$ 21,043.43	\$ (6,825.18)	\$ 7,242.44	

FLCW DESIGNATED FUNDS

FLCW FINANCIAL YEAR TO DATE REPORT
January 1, 2024 - December 31, 2024

Line Item	INCOME	EXPENSES	NET PROFIT/LOSS	CHECKING ACCOUNT	COMMENTS
Designation	Beginning Balance	2024 Income	2024 Expenses	2024 Current Balance	
Angels of Mercy	\$ 308.24	\$ 181.00	\$ 250.00	\$ 239.24	Designated for Angels of Mercy
Easter Fruit Baskets	\$ 308.91	\$ 154.00	\$ 87.83	\$ 375.08	Designated for Easter Baskets (Replacement/Repair of Exterior Doors)
Fall 2020 Fund Raising	\$ 4,823.99	\$ -	\$ 4,823.99	\$ -	This amount was paid to 1st Lutheran Church on June 06-15-2024 for the doors.
General Building and Maintenance Fund	\$ -	\$ 1,921.95	\$ -	\$ 2,642.89	These are funds from the 2024 Fund Raising Projects (Rummage Sale and Scandinavian Bake Sale)
Total Designated Funds	\$ 5,441.14	\$ 22,256.95	\$ 5,161.82	\$ 3,257.31	
CHECKING ACCOUNT CURRENT BALANCE	\$ 7,242.44		CERTIFICATE OF DEPOSIT	\$ 5,145.14	4.70% Due April 12, 2025
Designated Funds	\$ 3,257.31		SAVINGS ACCOUNT	\$ 5,982.18	
Checking Account Available Balance	\$ 3,985.13		THRIVENT FINANCIAL FUND (Designated for Parking Lot Repair)	\$ 14,917.74	As of Dec. 2024

Memorial 2024

Memorial For:	Fund:	From:
Anna Ebeltoft	Garden of Grace	Jeannette Haukaas
Anna Ebeltoft	Maintenance Fund	Don & Sue Smith
Anna Ebeltoft	Undesignated	Carol Brune
Anna Ebeltoft	Undesignated	Dorothy Chapman
Anna Ebeltoft	Undesignated	Dale & Louise Cook
Anna Ebeltoft	Undesignated	Arlene Hansen
Anna Ebeltoft	Undesignated	Larry & Eileen Olson
Anna Ebeltoft	Undesignated	Kay & Wayne Schell
Anna Ebeltoft	Undesignated	Betty Sorenson
Anna Ebeltoft	Undesignated	Leann K Lasure
Anna Ebeltoft	Undesignated	Keith Ebeltoft
Anna Ebeltoft	Undesignated	Carol Sindelir
Anna Ebeltoft	Undesignated	Keith Ebeltoft
Brian Achen	Lawn Maintenance	Lois Achen
Jim Levassuer	Maintenance Fund	Don & Sue Smith
John Gunderson	Parking Lot Fund	Don & Sue Smith
Otto Lee	Alter Guild	Don & Sue Smith
Otto Lee	Mission Endowment	Dale & Louise Cook
Otto Lee	Mission Endowment	Robert & Jeanette Grund
Otto Lee	Mission Endowment	Doug & Gayle McCloud
Otto Lee	Mission Endowment	Craig & Kathy Slick
Otto Lee	Mission Endowment	Neal & Dian Slick
Otto Lee	Mission Endowment	Charles & Kathleen Tischart
Otto Lee	Mission Endowment	Kay M & Wayne Schell
Otto Lee	Mission Endowment	Carol A Sindelir
Otto Lee	Mission Endowment	Joan S Oren
Otto Lee	Mission Endowment	Amy & Brian Potts
Otto Lee	Mission Endowment	Samuel & Lola Grafstrom
Otto Lee	Mission Endowment	Sonja K Nefstead
Otto Lee	Mission Endowment	Sandra & Harvey Olson
Otto Lee	Mission Endowment	Carol Brune
Otto Lee	Mission Endowment	Ken & Jody Horntvedt
Otto Lee	Mission Endowment	Eugene & Laurie Mollberg
Otto Lee	Mission Endowment	Arvid & Dian Jaranson
Otto Lee	Mission Endowment	Sharon Krohn
Otto Lee	Mission Endowment	Ruth Lee
Otto Lee	Undesignated	John & Linda McCord
Otto Lee	Undesignated	Eileen & Larry Olson
Robert Slick	Undesignated	Roger & Eileen Cordray
Terry Wizcek	Maintenance Fund	Don & Sue Smith
Wally Beyer	Building Fund	Don & Sue Smith

Memorial For:	Fund:	From:	Date	Other notes
Otto Lee	Mission Endowment	Dale & Louise Cook	Jan 14th	
Otto Lee	Mission Endowment	Robert & Jeanette Grund	Jan 14th	
Otto Lee	Mission Endowment	Doug & Gayle McCloud	Jan 14th	
Otto Lee	Mission Endowment	Craig & Kathy Slick	Jan 14th	
Otto Lee	Mission Endowment	Neal & Dian Slick	Jan 14th	
Otto Lee	Mission Endowment	Charles & Kathleen Tischart	Jan 14th	
Otto Lee	Mission Endowment	Kay M & Wayne Schell	Jan 14th	
Otto Lee	Mission Endowment	Carol A Sindelir	Jan 14th	
Otto Lee	Mission Endowment	Joan S Oren	Jan 14th	
Otto Lee	Mission Endowment	Amy & Brian Potts	Jan 14th	
Otto Lee	Mission Endowment	Samuel & Lola Grafstrom	Jan 14th	
Otto Lee	Mission Endowment	Sonja K Nefstead	Jan 14th	
Otto Lee	Mission Endowment	Sandra & Harvey Olson	Jan 14th	
Otto Lee	Mission Endowment	Carol Brune	Jan 14th	
Otto Lee	Mission Endowment	Ken & Jody Horntvedt	Jan 14th	
Otto Lee	Mission Endowment	Eugene & Laurie Mollberg	Jan 14th	
Otto Lee	Alter Guild	Don & Sue Smith	Jan 14th	
Otto Lee	Mission Endowment	Arvid & Dian Jaranson	Jan 28th	
Otto Lee	Mission Endowment	Sharon Krohn	Jan 28th	
Otto Lee	Mission Endowment	Ruth Lee	Jan 28th	
Robert Slick	Undesignated	Roger & Eileen Cordray	Feb 4th	
Anna Ebeltoft	Undesignated	Carol Sindelir	Feb 4th	
Otto Lee	Undesignated	John & Linda McCord	Feb 21st	
Jim Levassuer	Maintenance Fund	Don & Sue Smith	Feb 25th	
Otto Lee	Undesignated	Eileen & Larry Olson	Mar 24th	
Terry Wizcek	Maintenance Fund	Don & Sue Smith	Mar 31st	
Anna Ebeltoft	Maintenance Fund	Don & Sue Smith	Apr 7th	
Anna Ebeltoft	Undesignated	Carol Brune	Apr 7th	
Anna Ebeltoft	Undesignated	Dorothy Chapman	Apr 7th	
Anna Ebeltoft	Undesignated	Dale & Louise Cook	Apr 7th	
Anna Ebeltoft	Undesignated	Arlene Hansen	Apr 7th	
Anna Ebeltoft	Undesignated	Larry & Eileen Olson	Apr 7th	
Anna Ebeltoft	Undesignated	Kay & Wayne Schell	Apr 7th	
Anna Ebeltoft	Undesignated	Betty Sorenson	Apr 7th	
Anna Ebeltoft	Undesignated	Leann K Lasure	Apr 7th	
Anna Ebeltoft	Undesignated	Keith Ebeltoft	Apr 7th	
John Gunderson	Parking Lot Fund	Don & Sue Smith	May 7th	
Anna Ebeltoft	Undesignated	Keith Ebeltoft	May 12th	2nd time
Anna Ebeltoft	Garden of Grace	Jeannette Haukaas	June 2nd	
Brian Achen	Lawn Maintenance	Lois Achen	Sept 15th	
Wally Beyer	Building Fund	Don & Sue Smith	Dec 22nd	

2024 First Lutheran Church Council

2024 Council Officers	Terms are two years with a max of two consecutive terms	
President	Linda Bauers	2 nd Term Jan. 2023-2025
Vice President	Judy Humeniuk	Mid-year fill-in 2024-?
Secretary	Sue Smith	3 rd Term Jan. 2022-2024
Treasurer	Mark Washburn	1 st Term Jan. 2024-2026
Financial Secretary	Bertel Anundson	1 st Term Jan.2023-2025
2024 Members at Large	Terms are two years with a max of two consecutive terms	
Education	Phyllis Paulsen	3 rd Term Jan. 2022-2024
Worship and Music	Joyce Washburn	2 nd Term Jan. 2024-2026
Property	Jim Frohreich	2 nd Term Jan.2024-2026
Evangelism		
Stewardship		
WELCA	Karen Hanson/Monica Buegler	

2025 First Lutheran Church Council

2025 Council Officers	Terms are two years with a max of two consecutive terms	
President		
Vice President		
Secretary	Sue Smith	3 rd Term(over)Jan. 2022-2024
Treasurer	Mark Washburn	1 st Term Jan.2024-2026
Financial Secretary		
2025 Members at Large	Terms are two years with a max of two consecutive terms	
Education	Phyllis Paulsen	3 rd Term(over) Jan. 2022-2024
Worship and Music	Joyce Washburn	2 nd Term Jan. 2024-2026
Property	Jim Frohreich	2 nd Term Jan. 2024-2026
Evangelism		
Stewardship		
WELCA	Karen Hanson/Monica Buegler	

2025 Synod Assembly, May 30th-June 1st, Concordia College, Moorhead

Assembly Voting Members	Alternates
1.	1.
2.	2.

2025 Church Boards

Terms are 1 year and unlimited unless otherwise noted

Education open	Outreach/Evangelism open	Nominating 5 members, 2 yr terms, 2 yr limit
Stewardship/Finance open	Worship and Music open	Mission Endowment 5 members. 3 yr terms
		Mark Washburn (elected 2022)
		Judy Humeniuk (elected 2022)
Property Don Smith Jeff Bauers Rod Gubbels	Audit 3 members, 3 yr terms	Linda Bauers (elected 2022)
		Ruth Lee (elected 2022)
Vice President		

First Lutheran Church Budget

Category	2024 Mission	2024 Actual	% of 2024 Budget	2025 Proposed Mission
Administration				
Admin: Financial Secretary	\$540.00	\$0.00	0.0%	\$0.00
Admin: Bank Charges	\$200.00	\$127.74	63.9%	\$200.00
Admin: Miscellaneous (checks)	\$200.00	\$0.00	0.0%	\$200.00
Admin: Postage	\$75.00	\$5.56	7.4%	\$75.00
Admin: Treasurer	\$540.00	\$0.00	0.0%	\$0.00
Administration Total	\$1,555.00	\$133.30	8.6%	\$475.00
God's House				
God's House: Fuel	\$5,000.00	\$2,708.22	54.2%	\$5,000.00
God's House: Insurance & Worker's Comp	\$9,000.00	\$9,710.13	107.9%	\$13,225.00
God's House: Maintenance Service Salary	\$6,500.00	\$5,587.27	86.0%	\$4,672.00
God's House: Maintenance and Repair	\$6,000.00	\$3,350.03	55.8%	\$5,000.00
God's House: Snow Removal	\$2,500.00	\$1,247.50	49.9%	\$2,500.00
God's House: Tax	\$130.00	\$130.00	100.0%	\$130.00
God's House: Utilities	\$10,000.00	\$6,508.88	65.1%	\$9,000.00
God's House Total	\$39,130.00	\$29,242.03	74.7%	\$39,527.00
Outreach				
Outreach: ELCA - Benevolence	\$10,000.00	\$10,000.00	100.0%	\$10,000.00
Parish				
Total	\$104,610 @ 35%			\$127,733 @ 39%
First	\$36,613.50	\$30,257.82	82.6%	\$49,816.00
Worshiping God				
Worshiping God: Altar Guild	\$200.00	\$50.16	25.1%	\$200.00
Worshiping God: Evangelism	\$450.00		0.0%	\$200.00
Worshiping God: Music Dept	\$5,000.00	\$4,360.00	87.2%	\$5,000.00
Worshiping God: NW Synod Assembly	\$1,000.00	\$0.00	0.0%	\$1,000.00
Worshiping God: Sunday School	\$200.00	\$0.00	0.0%	\$0.00
Worshiping God: Youth	\$200.00	\$0.00	0.0%	\$0.00
Total Worshiping God	\$7,050.00	\$4,410.16	62.6%	\$6,400.00
Budget Total	\$94,348.50	\$74,043.31	78.48%	\$106,218.00

