

Hope Lutheran Church

January 2025 Annual Congregational Meeting Agenda

Call to Order- Lanae McClellan

Validation of a Quorum- Molly Warmka

Opening Prayer- Pastor Matt Cordes

Approval of the 2024 Annual Meeting Minutes

Approval of the 2024 By-Laws

Presentation of Candidates for Officers and Board Members- Clint Mack

Election of New Officers and Board Members

Board Reports:

BOYEM - Leah & Erik Aamlid, Danielle Tieben

Deacons - Jason Felten

Trustees - Brad Warmka

Treasurer's Reports- Paul Gaukstad

Approval of the 2024 Financial Report

Presentation of the 2025 Budget- Trustees Representative

Approval of the 2025 Annual Budget

Recognition of Staff- Lanae McClellan

Hope Lutheran Marketing Position- Molly Warmka

Recognition of the Outgoing Board/Committee Members- Lanae McClellan

Review of the By-Laws and Election Results

Closing Remarks- Lanae McClellan

Closing Prayer- Pastor Matt Cordes

Meeting Adjournment

Recapping 2024 and Planning for 2025

Council Secretary's Report

2024 Annual Meeting Minutes page 3

Board & Committee Membership Report

page 5

Staff Reports

Pastor Matt Cordes page 6

President's Report, Lanae McClellan page 7

Shared Ministry Report, Sarah Gavert page 9

Board/Committee Reports

Trustees page 10

Budget for 2025 page 11

Assets and Liabilities page 15

Audit page 16

Taco Stand page 18

Deacons page 19

Garden of Hope page 21

Board of Youth and Educational Ministries page 21

Other Reports

Congregational Statistics page 23

Mission Endowment (Hope Lutheran Foundation) page 24

Gustavus Adolphus Report page 25

Minneapolis Area Synod page 26



Minutes of Hope Lutheran Church Annual Meeting January 21, 2024

Call to Order: Council President Lanae McClellan at 10:00 AM

Quorum necessary to conduct church business is present per Denny Lindell, as determined by the number of members in attendance.

Opening prayer: Pastor Matt Cordes

Approval of 2023 Annual Meeting Minutes: Motion made and seconded, minutes approved.

Recognition of Staff: Lanae McClellan, Council President

Lanae recognized the work of the office staff, Angie Newton and Sarah Gavert as well as thanking Pastor Matt Cordes. Lanae also recognized Char Senske, Kristi Narum and Jill Staloch for their leadership in worship music.

Presentation of Candidates for Election: Erik Aamlid, Nominating Committee

Secretary 2 years: Molly Warmka (24,25)

Treasurer 2 years: Paul Gaukstad (24,25)

Board of Trustees 3 years: Steve McClellan (24,25,26)

Board of Youth and Education 3 years: Derek Staloch (24,25,26)
Jess Felten (24,25,26)

Board of Deacons 3 years: Lynda Schaumburg (24,25,26)

Gustavus Adolphus Rep 2 years: Char Senske (24)

Minneapolis Area Synod 1 year: Doug Hvidsten (24) and Brenda Lieske (24)

Nominating Committee 2 years: Angie Newton (24)
Kathie Harrington (24,25)
Doug Hvidsten (24,25)
John Tieben Sr. (24,25)

Audit Committee 3 years: Kristi Narum (24,25)
Jo Nelson (24,25,26)

Mission Endowment Fund 3 years: Jo Nelson (24,25,26)
(Hope Lutheran Foundation)

Congregation voted by ballot.

2024 Annual Mtg. Minutes Cont. . .

Board Report - BOYEM: Jess Felten, Leah Aamlid, Dustin Kempf, Hope Mack, Alan Strand
Report presented by Hope Mack, full report is attached.

Board Report - Deacons: Jason Felten, Deb Barker, Matt Lorenz, Shelli Schubert, Kathy Mattson
Report presented by Shelli Schubert, full report is attached.

Board Report - Trustees: John Tieben, Kelly Lorenz, Ben Kalow, Brad Warmka, Steve Isles
Report presented by Ben Kalow, full report is attached.
2023/2024 Budget allocation comparison chart presented by Ben Kalow

Treasurer's Report: Doug Hvidsten
Video from Doug Hvidsten, full financial report attached.
2023 Budget Report approved
2024 Budget proposal approved

New Committee and Board Members: Ballots counted, all candidates elected unanimously

Closing Remarks: Lanae McClellan, Council President

Closing Prayer: The Lord's Prayer led by Pastor Matt Cordes

Meeting Adjourned at 10:30 AM

Respectfully prepared and submitted by Heather Kinkeade, Council Secretary



MEETING MINUTES

Board & Committee Membership Report

Office	Length of Term	Person(s) Serving	Candidates
President	2 years	Lanae McClellan (23,24)	Clint Mack (25,26)
Vice President	2 years	Erik Aamlid (23,24)	Kelly Lorenz (25,26)
Secretary	2 years	Molly Warmka (24,25)	
Treasurer	2 years	Paul Gaukstad (24,25)	
Board of Trustees	3 years	Steve McClellan (24,25,26) Brad Warmka (23,24,25) Steve Isles (23,24,25) Kelly Lorenz (22,23,24) Ben Kalow (22,23,24)	John Tieben, Sr. (25,26,27) Doug Hvidsten (25,26,27)
Board of Youth and Educational Ministries	3 years	Derek Staloch (24) Jess Felten (24,25,26) Hope Mack (23,24,25) Alan Strand (22,23,24) Leah Aamlid (23,24)	Chris Fuhrman (25,26) Jo Nelson (25,26,27) Bethany Doepke (25)
Board of Deacons	3 years	Lynda Schaumburg (24,25,26) Matt Lorenz (23,24,25) Jason Felten (23,24,25) Kathy Mattson (22,23,24) Shelli Schubert (22,23,24)	Kathy Mattson (25,26,27) Chad Reetz (25,26,27)
Gustavus Adolphus Rep	2 years	Char Senske (24)	Char Senske (25)
Minneapolis Area Synod	1 year	Doug Hvidsten (24) Brenda Lieske (24)	Doug Hvidsten (25) Brenda Lieske (25)
Nominating Committee	2 years	Angie Newton (24) Kathie Harrington (24,25) Denny Lindell (23,24) Kristi Pasek (23,24) Doug Hvidsten (24,25) John Tieben Sr. (24,25)	Angie Newton (25,26) Lanae McClellan (25,26) Kristi Pasek (25,26)
Audit Committee (Trustee Appointed)	3 years	Kristi Narum (24,25) Jo Nelson (24,25,26)	
Mission Endowment Fund (Hope Lutheran Foundation)	3 years	Jo Nelson (24,25,26) Erica Major (23,24,25) Josh Kinkeade (22,23,24)	Sarah Wicklund (25,26,27)

Pastor's Report - Matt Cordes

God is good and I am grateful! We are humming along here at Hope, and I must first off thank God for the Holy Spirit's guidance and presence. Also, thanks to all of you who continue to show up! Not to mention the beautiful souls that we call our staff; Angie, Sarah, Char continue to be great partners in ministry, and the newcomers (Pastor Diane, Molly, Eric, Leah and Danielle) have brought the goods! Can I get an Amen! I am a blessed and privileged fella to get to be here. Thank you all.

There has been much good ministry done this past year and some of the highlights for me have been, the new staff, as well as worship, which continues to be relevant with good participation. The Youth programs are catching their stride, and Golden Fellowship has been a blessing to me and is great fun. The Life Group is another awesome connecting point. The Choirs, the men's and women's breakfasts, Holy Smokes, and so many other good things, Praise God! And we have added 15 new families this year, as well!

We do have a great deal of work to do, below is a list of areas to focus on:

- Keeping first things first. It all must point to Jesus.
- Continue to nurture relationships with God and our neighbors.
- Continue to do our best, so that worship is done to best of our ability, to the glory of God.
- Thanking, equipping and encouraging our invested volunteers.
- Revisiting the membership process.
- Continue to tend to the Stewardship process.
- Working toward a second service.
- A vibrant prayer ministry.

Praise the Lord!

Pastor Matt Cordes



President's Report ~ Lanae McClellan

We have experienced many blessings during the past year! Here are some key milestones and developments that happened in 2024:

Paying Off the Parking Lot Loan: We achieved a significant financial milestone by fully paying off the parking lot loan. This accomplishment is a testament to the generosity and commitment of our members. THANK YOU!

Entryway Construction: We celebrated the completion of our new entryway construction, which has created a welcoming space for all who enter our church. Thank you to the committee who had the vision, the crew who did the work, and the generous donors who made this project possible.

Welcoming New Staff: We are thrilled to have added several talented individuals to our team this year:

- A Director of Children's Ministry, Danielle Tieben, whose mission is to engage children and families in their faith journey.
- Directors of Youth Ministry, Erik and Leah Aamlid, whose energy and passion have inspired young people to grow in their faith.
- A Visitation Pastor, Diane Goulson, who has provided compassionate care and connection for those in need.
- A Marketing Director, Molly Warmka, who has helped share our church's mission and vision.

We are blessed to have these individuals share their gifts with the people of Hope!

Our Church Is Growing: God is doing great things here! A positive energy radiates from within. I've heard people say, "Going to church is fun! I look forward to every Sunday!" More families, kids, and individuals are coming to our church... It's clear people feel happy and welcome here. This growth shows that we are building a kind and loving church where everyone belongs.

Many Thanks: Hope Lutheran has a foundation that is built on and by its people. We are so grateful for our volunteers! Thanks to board and committee members, planning teams, teachers, guides, tech support, service teams, musicians, garage sale organizers, craft fair coordinators, taco stand workers, and *anyone* who volunteers their time and talent to enrich our lives at Hope Lutheran.

President's Report cont. . . .

Pastor Matt, we are grateful for you! Thank you for bringing renewed energy to our congregation. Angie, thank you for keeping things afloat at Hope. Sarah, thank you for organizing our many volunteers. Char, thanks for leading the choirs and making beautiful music! Kristi and Jill, thank you for sharing your talents by providing piano accompaniment for our services.

As we elect new board and committee members, I'd like to acknowledge and thank our outgoing volunteers: Josh Kinkeade, Denny Lindell, Alan Strand, Shelli Schubert, Derek Staloch, Leah Aamlid, Kelly Lorenz, and Ben Kalow. We appreciate your service at Hope Lutheran.

Looking Ahead: I am excited for what the future holds! Together, we can continue to dream big and follow God's plan. Thank you for your support, prayers, and love for our church family.

In 2025 and beyond, let us continue to "Gather in Faith, Grow in Grace, and Go Forth in Service!"

Blessings,

Lanae

PRESIDENT'S *REPORT*

Shared Ministry Report

- I attended (as I was able) :
 - * Monthly Deacon meetings
 - * BOYEM meetings
 - * Monthly Council meetings
 - * Staff Meetings
 - * FISH 2nd Thursday meetings
- Met with New Members and made up Welcome Signs
- Assisted the Nominating Committee in finding candidates for open positions.
- Made numerous sign-ups on “signupgenius” such as monthly Service Teams, Garage Sale, Taco Stand, Chili Cook Off, Rides for Mark, Golden Fellowship, Life Group Events, Welcome Sunday, Welcome Table, and more.
- Filed Purchase Orders.
- Updated our Facebook page and our website (hope-jordan.org) with our various events.
- Entered Attendance into Shepherd’s Staff.
- I worked with the monthly Service Teams to fill the service schedule for worship.
- Helped to line people up for different needs and jobs around the church and community.

Respectfully submitted,

Sarah Gavert



Trustee's Report

The Trustees have worked to keep the facilities and property in good working order but not by themselves. There are others that help and give of their time and talents to fix, update and enhance Hope and all that you know it to be.

- ⇒ Blinds were installed in the sanctuary & offices
- ⇒ Repairs made to drinking fountain, toilets, water heater & doors
- ⇒ New trees were planted in the parking lot island
- ⇒ Reviewed insurance and internet plans & policies
- ⇒ The outside of the building was washed & stucco repaired
- ⇒ More handicap pew spots were created
- ⇒ Front entry was revamped and enhanced
- ⇒ Secured playground equipment
- ⇒ General maintenance of church grounds and building
- ⇒ Cameras installed for outside monitoring
- ⇒ New thermostat set up in sanctuary & chair rail hung
- ⇒ Prepared budget
- ⇒ Crawl space investigated & future repairs put on the To Do List

Upcoming Projects

Church entry upgrades: landscaping

Members 2024

Brad Warmka (2nd yr) Chair / Council Rep

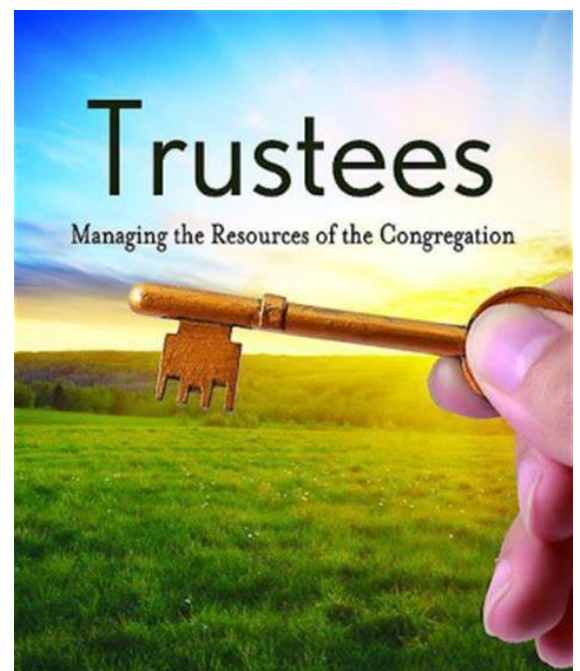
Kelly Lorenz (3rd yr) Secretary

Ben Kalow (3rd yr) Council Rep

Stephen Isles (2nd yr)

Steve McClellan (1st yr)

Thank you to the many hands that have helped with various projects, large and small, we appreciate them all.



Treasurer's Report 2024 & Budget for 2025

		2023	2024	2024	2025
		Actual	Proposed	Actual	Proposed
	Income				
1110	Offerings/Current	\$278,020.00	\$323,475.00	\$284,446.00	\$334,832.00
1140	Sunday School Offerings (KOK)	\$1,192.00	\$300.00	\$2,833.00	\$500.00
0	Parking Lot	\$60,033.00	\$20,000.00	\$75,522.00	\$0.00
2000	OUTREACH				
2110	VBS Registration	\$1,565.00	\$1,200.00	\$1,001.00	\$900.00
2150	KOK Registration	\$334.00	\$600.00	\$506.00	\$700.00
2155	H2H Registration	\$0.00	\$600.00	\$605.00	\$700.00
3000	OTHER INCOME				
3105	Nueva Vida Church	\$3,000.00	\$3,000.00	\$2,750.00	\$3,000.00
3220	Loose Offerings	\$9,237.00	\$7,000.00	\$11,254.00	\$10,000.00
3230	Thrivent Choice Dollars	\$2,400.00	\$2,000.00	\$2,336.00	\$2,500.00
3780	Community Page	\$3,000.00	\$3,000.00	\$2,996.00	\$3,000.00
3850	Hall Rental	\$2,100.00	\$2,000.00	\$2,495.00	\$2,200.00
3855	Table Rental	\$885.00	\$800.00	\$1,300.00	\$1,200.00
3950	Foundation Support	\$2,300.00	\$1,000.00	\$2,300.00	\$1,000.00
4000	Fund Raising				
4010	Taco Stand	\$22,473.00	\$20,000.00	\$22,905.00	\$23,000.00
4030	Silent Auction	\$5,607.00	\$5,000.00	\$6,232.00	\$6,000.00
4050	Garage Sale	\$5,014.00	\$4,500.00	\$8,156.00	\$7,000.00
4070	Craft and Vendor Fair	\$1,475.00	\$1,300.00	\$1,545.00	\$1,500.00
	Income Total	\$398,635.00	\$395,775.00	\$429,182.00	\$398,032.00
	Expenses				
100	Benevolence				
110	ELCA Pledge	\$9,995.00	\$10,000.00	\$9,965.00	\$10,000.00
120	Sunday School	\$1,185.00	\$300.00	\$2,833.00	\$300.00
125	Community Benevolence (tithe)	\$0.00	\$5,000.00	\$0.00	\$2,500.00
	Total	\$11,180.00	\$15,300.00	\$12,798.00	\$12,800.00

Treasurer's Report 2024 & Budget for 2025 (cont.)

		2023	2024	2024	2025
		Actual	Proposed	Actual	Proposed
200	Ministry				
210	Pastor Salary	\$42,183.00	\$81,200.00	\$69,527.00	\$73,450.00
220	Housing Allowance	\$35,000.00	\$0.00	\$11,673.00	\$12,180.00
230	Social Security Reimbursement	\$5,903.00	\$6,211.00	\$6,212.00	\$6,550.00
240	Car / Business Allowance (phone)	\$4,577.00	\$1,200.00	\$1,800.00	\$1,200.00
260	Pension / 10%	\$8,000.00	\$8,120.00	\$35,859.00	\$8,741.00
260	Medical	\$21,690.00	\$27,569.00	\$0.00	\$27,804.00
260	Life, Disability	\$0.00	\$0.00	\$0.00	\$437.00
	Total	\$117,353.00	\$124,300.00	\$125,071.00	\$130,362.00
300	Board of Youth & Education				
310	Youth - KOK	\$434.00	\$600.00	\$1,072.00	\$500.00
320	Volunteer Appreciation	\$49.00	\$200.00	\$121.00	\$200.00
330	Adult Education	\$0.00	\$300.00	\$287.00	\$300.00
340	Vacation Bible School	\$1,132.00	\$1,500.00	\$1,334.00	\$1,500.00
0	Youth BPK	\$0.00	\$0.00	\$0.00	\$200.00
0	Youth - 5th Grade	\$33.00	\$0.00	\$0.00	\$0.00
360	Youth - H2H	\$127.00	\$900.00	\$462.00	\$700.00
365	Youth - High School	\$56.00	\$600.00	\$285.00	\$600.00
375	Youth Meals	\$1,067.00	\$2,500.00	\$1,615.00	\$2,500.00
466	Care Packages	\$270.00	\$500.00	\$388.00	\$600.00
467	BOYEM Fellowship	\$227.00	\$500.00	\$324.00	\$650.00
395	Scholarship Fund (camp/mission trip)	\$350.00	\$3,000.00	\$1,200.00	\$3,000.00
396	Faith & Milestones			\$0.00	\$900.00
	Total	\$3,745.00	\$10,600.00	\$7,088.00	\$11,650.00
400	Fund Raising Expense				
410	Taco Stand Expense	\$10,337.00	\$11,000.00	\$10,267.00	\$11,000.00
535	Garage Sale Expense	\$307.00	\$310.00	\$338.00	\$400.00
536	Craft & Vendor Fair Expense	\$89.50	\$150.00	\$95.00	\$150.00
537	Craft & Vendor Fair Allocation	\$1,424.00	\$1,300.00	\$0.00	\$1,300.00
	Total	\$12,157.50	\$12,760.00	\$11,307.00	\$12,850.00
500	Board of Deacons				
520	Worship	\$838.00	\$1,500.00	\$1,483.00	\$1,500.00
530	Music/Instrument Purchases	\$655.00	\$1,200.00	\$945.00	\$1,300.00
550	Fellowship	\$297.00	\$1,000.00	\$940.00	\$1,000.00
0	50th Anniversary	\$8,296.00	\$0.00	\$0.00	\$0.00
580	Deacons Pantry- General Fund	\$612.00	\$1,500.00	\$788.00	\$3,000.00
	Total	\$10,698.00	\$5,200.00	\$4,156.00	\$6,800.00

Treasurer's Report 2024 & Budget for 2025 (cont.)

		2023	2024	2024	2025
		Actual	Proposed	Actual	Proposed
600	Board of Trustees				
615	Office Administrator	\$49,516.00	\$51,496.00	\$51,497.00	\$54,080.00
617	Bookkeeping	\$1,792.00	\$1,800.00	\$1,905.00	\$1,800.00
618	Administrative Assistant	\$5,889.00	\$6,479.00	\$6,518.00	\$18,440.00
0	Shared Ministry Coord. Salary	\$5,954.00	\$6,600.00	\$6,539.00	\$0.00
620	Supplies	\$920.00	\$1,100.00	\$819.00	\$800.00
0	Printing & Advertising	\$4,555.00	\$4,000.00	\$4,640.00	Marketing Exp.
630	Copier Expense	\$3,416.00	\$3,600.00	\$3,437.00	\$3,600.00
635	Postage	\$523.00	\$700.00	\$250.00	\$400.00
640	Payroll Expenses (FICA)	\$4,814.00	\$5,000.00	\$6,936.00	\$6,000.00
650	Computer Software / Support	\$2,925.00	\$2,900.00	\$2,957.00	\$2,900.00
652	Choir Director	\$1,000.00	\$1,000.00	\$760.00	\$1,000.00
653	Organist / Pianist	\$1,985.00	\$1,700.00	\$1,680.00	\$2,500.00
605	Part-Time Staff (5)	\$0.00	\$45,000.00	\$23,250.00	\$58,500.00
610	Visiting Pastors	\$3,980.00	\$1,500.00	\$518.00	\$1,500.00
655	Continuing Education-Staff	\$0.00	\$500.00	\$106.00	\$200.00
0	Parking Lot Loan		\$23,840.00	\$86,709	\$0.00
685	Continuing Education-Pastor	\$0.00	\$800.00	\$425.00	\$500.00
658	Pastor Synod Obligation (meetings)	\$172.00	\$200.00	\$224.00	\$200.00
659	Clergy Professional Expense (books, robes)	\$0.00	\$500.00	\$0.00	\$250.00
665	Utility - Gas	\$4,918.00	\$5,000.00	\$4,165.00	\$5,000.00
666	Utility - Electric	\$8,833.00	\$10,000.00	\$8,302.00	\$9,000.00
667	Sewer, Water, Garbage	\$5,082.00	\$5,000.00	\$4,821.00	\$5,000.00
670	Insurance	\$8,703.00	\$8,400.00	\$11,690.00	\$13,000.00
675	Phone / Internet	\$2,026.00	\$3,000.00	\$1,954.00	\$2,500.00
690	Offering Envelopes	\$267.00	\$300.00	\$271.00	\$300.00
695	Security / Fire Maintenance Fees	\$1,183.00	\$1,200.00	\$1,484.00	\$1,200.00
0	Consulting Services (ERC)	\$0.00	\$0.00	\$1,000.00	\$0.00
697	Elevator Service Contract	\$316.00	\$400.00	\$433.00	\$400.00
	Total	\$118,769.00	\$192,015.00	\$233,290.00	\$189,070.00

Treasurer's Report 2024 & Budget for 2025 (cont.)

		2023	2024	2024	2025
		Actual	Proposed	Actual	Proposed
700	Other				
705	Foundation Community Outreach in/out	\$2,300.00	\$2,000.00	\$2,700.00	\$1,500.00
720	Thrivent Choice Dollars Allocation in/out	\$0.00	\$0.00	\$0.00	\$0.00
735	Table Expenses	\$404.00	\$200.00	\$1,247.00	\$200.00
744	Marketing Expenses	\$0.00	\$0.00	\$42.00	\$15,000.00
	Total	\$2,933.00	\$2,500.00	\$3,989.00	\$16,700.00
800	Capital Improvements / Exp.				
810	Bldg, Grnds, Maint / Capital	\$7,399.00	\$12,000.00	\$13,783.00	\$10,000.00
0	Potential Improvements	\$61,325.00	\$13,300.00	\$0.00	\$0.00
815	Custodian	\$7,800.00	\$7,800.00	\$7,800.00	\$7,800.00
	Total	\$76,524.00	\$33,100.00	\$21,583.00	\$17,800.00
				\$358,404.00	
	Expense Total	\$353,359.50	\$395,775.00	\$419,282.00	\$398,032.00
	Difference	\$45,275.50	\$0.00	\$9,900.00	\$0.00



Assets and Liabilities (12/31/24)

Assets

Hope Checking Account		\$109,728
Community Outreach	\$ 3,030	
Christian Car Fund	\$ 2,767	
Memorial Fund	\$ 18,398	
Youth Fund	\$ 5,834	
Families Moving Forward	\$ 1,855	
HS Mission Trip	\$ 932	
Lindell Camp Scholarships	\$ 2,775	
Hope Checking Account available balance		\$74,137
Building and Land		\$2,650,000

Total Assets

\$2,724,137



Audit Committee Report

Performed & Reviewed by: Audit Committee (Jo Nelson, Kristi Narum)
Period covered: January 2024-December 2024
Report provided to: Hope Lutheran Church Board of Trustees
Date of Report: January 12, 2025

OBJECTIVE:

The objectives of this financial audit are:

- To review financial records and procedures for safe, secure and efficient practices
- To provide Board of Trustees with recommendations that would enhance the church's financial program and prevent fraud

PROCEDURES OF AUDIT:

The following procedures were used to determine if the audit objectives were met:

1. Discussion with church office manager, Angie Newton
2. Reviewed monthly bank statements
3. Reviewed Shepherd Staff's accounting software monthly reconciliation documents
4. Reviewed monthly board reports for consistency to bank statements and Shepherd Staff internal monthly reports
5. Reviewed purchase orders over \$2500

PROCEDURES OF OFFICE MANAGER:

The outline of the process for financial transactions is as follows:

- Angie Newton receives receipts for reimbursements or bills to be paid
- A purchase order is created in Shepherd's Staff's software for each check (purchase orders \$2,500 or above need two trustees signatures prior to purchase)
- Checks are created using Shepherd Staff's software
- Angie signs, mails, and distributes checks
- Purchase order, receipt and check stub are placed in a folder for Trustees
- Trustees review monthly payments
- Documents are filed
- Dual control of weekly offering collection has been implemented
- Reconciliation of bank statements is performed by Treasurer

Audit Committee Report cont. . . .

FINDINGS:

- Missing individual bank deposit receipts. We were able to reconcile deposits in Shepherd's staff to the bank statement and bank copies of deposit slips.

RECOMMENDATIONS IMPLEMENTED SINCE LAST AUDIT:

- "Other Offerings" added as a category in Shepherd's staff.
- Treasurer began signing and dating bank statements after reconciliation to Shepherd's Staff was completed
- Audit Committee reviewed a full calendar year (2024)

FUTURE RECOMMENDATIONS:

- Continue procedures of Office Manager as stated above
- Encourage timeliness of purchases to prior approval of Trustees as needed. Recommended Angie send a weekly calendar reminder to trustees to sign purchases on Sundays.
- Recommend Treasurer more consistently sign and date bank statement after reconciliation to Shepherd's Staff.
- Recommend generating a vendor report in Shepherd's staff to verify 1099s that need to be created/mailed (vendors/people that have been paid over \$600 for the fiscal year).
- Recommend each employee file contain 3 folders (confidential, medical, personnel) and remain locked. 19s need to be completed and stored together in a separate binder.
- Recommend any items/paperwork containing personal information be locked, covered, or password protected.



Taco Stand Report

2024 brought another profitable year for the Hope Lutheran Taco Stand. Due to continued rising food costs, we made the decision to update our menu pricing this year. With relatively even sales compared to previous year, that allowed us to increase our operating profit by just over 13%. The Scott County Fair was a normal year, with great weather and attendance most every day. The committee made the decision to only participate in Heimatfest's Saturday events due to significantly more food vendors attending Friday night's street dance. This worked out in our favor as it was easier to recruit volunteers and coordinate the effort.

As always, many thanks to all involved in making the events happen. On behalf of the committee, it was a pleasure to serve with all the volunteers who gave their time and energy. Without their involvement, this fundraiser would not be possible. And as always, the committee is looking to add members. We will be losing one team member next year, so if you or someone you know is interested in joining, please let us know!.

Respectfully submitted,

Your 2023 Taco Stand Committee,

Ben Kalow
 Deb Barker
 Doug Johnson
 Kyle Narum
 Matt Lorenz
 Steve McClellan

Taco Stand 2024 Financial Summary

Sales

Scott County Fair	\$18,781.02
Heimatfest	\$4,123.64

Supplies

Scott County Fair	\$6,692.66
Heimatfest	\$1,399.72

Fees

MN Department of Health	\$95.00
Scott County Fair Booth	\$980.00
Heimatfest Booth	\$100.00

Startup Cash

Scott County Fair	\$600.00
Heimatfest	\$400.00

Operating Income (less startup cash)	\$21,904.66
--------------------------------------	-------------

Operating Expense (less startup cash)	\$9,267.38
---------------------------------------	------------

2024 Operating Profit	\$11,637.28 (+13.1% vs. 2023)
-----------------------	-------------------------------



Deacon's Report

The Deacons are responsible for the spiritual health of the congregation. They are to help organize, develop and encourage opportunities for people to grow and build meaningful relationships with each other and the family of Hope.

The board members are Jason Felten (Board Chair), Kathy Mattson (Secretary), Matt Lorenz (Council Rep), Shelli Schubert (Worship Committee Rep), and Lynda Schaumburg.

◇ **January:**

-The Linds had faithfully and generously donated a tree for the sanctuary for many years but their trees have grown too large for them to continue. We thank them for this huge gift and look forward to creating a new tradition. The next sanctuary tree will be live, but will be 12' tall and will be purchased.

-Glass ornaments were replaced with plastic ones.

◇ **February:**

-Movie Night—continued in January and February but then was discontinued. The Deacons learned a lot. Hopefully we can do this again.

-God's Work Our Hands is now a year-round program.

-Mission Statement:

It is our mission to serve the community and congregation through acts of service and throughout the year. Through service to others, we will celebrate who we are as an ELCA congregation; one church, free in Christ to serve and love our neighbor.

-Members of Hope have been bringing meals and providing rides throughout the year.

-Valentine's Dinner: The youth served and helped in the kitchen. Donations went to the youth program toward a tv and audio system (\$680).

-Lent Soup and Bread on Wednesdays—(changed back to soup and sandwiches): Trays from IKEA ensure greater safety in serving the hot soups.

◇ **March:**

-Deacons spearheaded MN Food Share month for March with help from the church office. Donations received--\$1516 for the Jordan Area Food Shelf.

◇ **April:**

-Hope had a booth for Celebrate Jordan at the CERC manned by Deacons and other members.

◇ **May:**

-Moms were honored with breakfast served by the men of Hope and were given carnations.

◇ **June:**

-Dads were honored with root beer floats.

◇ **July:**

-Hope's yearly Garage Sale. A huge fundraiser for our church, our biggest year yet at \$8,000.

◇ **September:**

-For Welcome Sunday the Deacons organized a Sloppy Joe competition.

-Hope had a float in the Heimatfest parade that several people helped with—organizing, decorating, walking the parade route.

Deacon's Report (cont.)

◇ November:

- November Craft Fair—Deacons offered coffee, breakfast pastries and Shelli Schubert's cheesecake. \$1545 collected in donations includes both the breakfast items and money collected from the crafters.
- Welcome Table was brought back and hosted by the youth.
- Thanksgiving Service and Deacons served pie afterwards.
- Decorated the church for Christmas on December 1.

◇ May through October:

- Garden of Hope vegetable garden sells and donates the produce as well as foods processed in the Hope kitchen. Donations of \$2034 go to our Jordan Area Food Shelf.

It's been a busy year and we are excited about all the new opportunities for exploring faith and relationships at Hope and with the community of Jordan. Your participation inspires us to keep trying new things. We hope you will continue to reach out if you have an idea you would like Hope to consider.

We are grateful for Angie and Sarah for their help in organizing these projects—Sign-Up Genius, Sam's Club orders, announcements—and for members at Hope who are willing to volunteer their expertise in moving tables, cleaning the kitchen, supporting events by volunteering and by supporting our efforts in many other ways.

Respectfully prepared and submitted by the Deacon Board



Garden of Hope Report ~ 2024



With lots of rain this summer, the garden was a success. No watering was needed. Paul Engfer and I put cardboard down between the rows of tomatoes and onions. Then, we put straw on top. That kept the weeds out and the soil wet and cool. The two rows of rhubarb made 71 half pints of jam and a lot for the congregation to enjoy!

I made 111 pints of tomato soup and 23 pints of salsa with the help of the following church friends: Norma Timmons, Diane Hesselund, Kay Guenther, Randy Mattson, Yvonne Mann, Glenda Laffen, & Deb Barker. Angie Newton and Deb Barker made 28 quarts of dill pickles.

Special thanks to Kelly Lorenz for her donation of plants.

~Myrna Rieck & Paul Engfer

Board of Youth and Educational Ministries

The Board of Youth and Educational Ministry (BOYEM) is tasked to work alongside the Directors of Children's and Youth Ministry to provide, plan, promote and oversee the faith formation and educational programs of the congregation. In addition, BOYEM supports and enhances adult education opportunities. The strength of these programs is made possible with the help of many dedicated and skilled volunteers that support these programs. This year has seen an incredible energy boost with the hiring of the new Directors of Children's and Youth Ministry positions. They've incorporated many new events, kept our congregation informed, and stirred up excitement in just about everyone!

There are 42 children enrolled in Kids of the Kingdom (KOK) which provides education to 4 yr. olds through 4th graders on Sundays after the worship service. This is a special time for children to connect and grow in their faith! A faithful group of leaders continue to share the love of Jesus each week. Offerings collected at KOK and by the 'noisy offering' are being donated to various local organizations. Children and their families have served together at Feed My Starving Children, the November Welcome Table, making tags for fleece blankets, packing boxes for Operation Christmas Child, and creating birthday cake kits to be donated to the Jordan Food Shelf. They have also enjoyed opportunities to connect through the Family Easter and Christmas Celebrations.

We have a group of 39 Head to Heart (H2H) Confirmation youth that fill this place with energy Wednesday evenings. Pastor Matt leads the lessons and volunteer group leaders work together to create a fun environment with learning, fellowship, and service. Some of our service events included Operation Christmas Child, Welcome Table, making blankets, participating in Feed My Starving Children, Bags of Smiles, and the Sandwich Project. To work in some fun fellowship, we have also had a movie night, gone ice skating, went caroling, participated in a Thanksgiving Bible scavenger hunt, and had a Fear Factor night - not to mention the weekly pizza dinners! Six youth were confirmed in the Fall of 2024.

Board of Youth and Educational Ministries cont. . .

The HSM, High School Ministry, youth group has been revitalized this year! This group offers fun activities and service opportunities for our young adults after they have been confirmed. Not having a high school ministry for a few years, it has been fun to see this group start up! About five attend this program, and we hope to continue growing excitement over the years. A few highlights from this year include a weekly “Dose of Hope” devotional time, making care packages for last year’s senior class and homebound members, Fear Factor night, and seeing relationships grow amongst the youth each week.

In addition to programs that serve children and youth during the school year, Hope Lutheran coordinates and encourages participation in fun faith-building summer opportunities. A wonderful team of coordinators, along with adult and youth volunteers supported our Vacation Bible School (VBS) program in which 50 children participated. A show of the quality of this program is that it attracts and serves many children from the community. We also had ten children attend Bible Camp. We are appreciative of the donation from the Lindell Family which continues to offset some of the costs for these faith formation activities. Hope Lutheran also provides a stipend amount for each camper. In our mission to help make camp affordable for all families, we also offer camp scholarships.

The CYF (Child, Youth, and Family Ministry) Team coordinated monthly events for families to participate in such as tailgating, Feed My Starving Children, community Welcome Table meal and service, caroling, and sledding. These events provide opportunities for families to connect with one another and strengthen faith-filled relationships.

“Keeping the Promise” family retreats are held throughout the year. These retreats help parents/guardians fulfill the promises they made when their children were baptized. Retreats were provided for grades 1 through 5 on the Lord’s Prayer, the Bible, the Ten Commandments, the Apostles’ Creed, and Holy Communion. A Confirmation retreat for 9th graders took place prior to their Affirmation of Baptism. Children and youth now receive a faith milestone for each of these retreats to serve as a tangible reminder of these promises. Children and youth are recognized at worship where they receive these faith milestones.

For adult education, the Adult Bible Study has remained strong. The ‘Life Group’ met onsite as well as at some local establishments and has provided a wonderful opportunity to form relationships between attendees. Pastor Matt led a 5 week ‘What About’ discussion that was well attended, and a 2nd session is planned to begin in February. During Lent, we implemented a mentor program which paired up an adult from the congregation with each of our 8th grade H2H students.

The 2024 BOYEM members included Leah Aamlid, Jess Felten, Hope Mack, Derek Staloch, and Alan Strand. BOYEM members, along with the Directors of Children’s and Youth Ministry (Danielle Tieben, Erik Aamlid, Leah Aamlid) would like to thank the office staff who help provide significant support, the council for approving an ample budget, and Pastor Matt who has participated in and guided these programs this year. Thank you to all who have supported these programs!

Congregational Statistics-2024

New Members

McCracken, Philip, Megan, Clara
 Swanberg, Thuy
 Goulson, Daryl, Diane
 Kulics, Kay
 Allmann, Andrew, Andrea, Adelaide, Asher
 Mann, Yvonne
 Gengel, Ann
 Arnold, Brandon, Emily, Kayden
 Lopez Cruz, Rosalio, Catalina
 Racine, Rick, Carolyn
 Fuhrman, Chris, Kim, Abner, Audrey, Ashley
 Meyer, Dylan, Chelsey, Evelynne, Harlow
 Goodman, Barb
 Doepke, Joe, Bethany, Bennett
 Silva, Leo, Ashtyn, Melanie, Lucca

Baptisms

April 7	Hazel Louise Astrup
April 21	James Virgil Schreiber
May 19	Andrew William Kutscher
May 19	Nicole Elizabeth Sinn
May 19	Aurora Charolette Sinn
May 19	Brooklyn Sophia Yeates
May 19	Selah Rae Kutscher
May 26	Daphne Zimmerman
June 22	Gunner Jonathon Sand
August 11	Ellis Joseph Gregory
September 8	Kayden Michael Arnold
October 27	Nova Sky Domrose

Weddings

July 27	Brooke Sievers & Zach Kes
August 10	Kathie Harrington & Stephen Byers

Deaths/Funerals

January 19	Shirley Lebo
June 11	Sally Voss

Confirmands

Max Christiansen
 Greta Felten
 Megan McClellan
 Oliver Schaumburg
 Ruth Lecy
 Tyler Farmer

Transferred Out / Moved

Kalow, Ben

Baptized Membership	315
Confirmed Membership	238
Voting Membership	238



**Mission Endowment (Hope Lutheran Foundation)
Statement of Activity for 2024**

Home Town Bank checking account

beginning balance 1/1/24	2863.57
Disbursements this year	
2 – scholarships	-800.00
Jordan Family Outreach	-1500.00
ending balance 12/31/24	563.57

Fidelity investment portfolio

beginning balance 1/1/24	117,722.13
investment portfolio gains/losses	14,354.60
ending balance 12/31/24	132,076.73
(value of Money Market fund 37,856.90)	

Total of Assets as of 1/1/24 **120,585.70**

Total of Assets as of 12/31/24 **132,640.30**



• ANNUAL REPORT FROM GUSTAVUS CHURCH RELATIONS-DECEMBER 2024 •

Greetings to you from your partners in ministry at Gustavus Adolphus College! The definition of community at Gustavus has always included the wider ELCA community. The network of institutions and relationships which holds our Lutheran congregations, synods, camps, colleges, seminaries, and social agencies together plays a vital role in nourishing and advancing our collective and important contribution to the world. We all make a greater impact because of this diverse network to which we belong.

Through the Gustavus Association of Congregations, the Office of Church Relations at Gustavus is connected to over 500 congregations from across the country. These relationships are an important source of Christian faith inspiration and ministry encouragement for the college. We have so very much to be grateful for and always look forward to our time together at the annual Gustavus Association of Congregations business meeting in April 2025.

As you gather for congregation annual meetings and synod assemblies, we would like you to know our gratitude for your ministry and hope you are inspired by the reminder of the many others who walk alongside you in mission. The Office of Church Relations at Gustavus exists because as a college we live from our Christian faith and desire to be in service to the wider community within which we are rooted. We seek to be a place you might consider as a ministry partner and resource for your congregation's educational goals and growth.

MARK YOUR 2025 CALENDARS AND JOIN US FOR THESE SPECIAL EVENTS:

- **Annual Gustavus Association of Congregations Business Meeting Luncheon — APRIL 26, 2025** The Annual Business Meeting of the Gustavus Adolphus College Association of Congregations will gather for a luncheon meeting and feature updates from the Gustavus President and Chair of the Board of Trustees as well as inspiration from Gustavus students. For more information: gustavus.edu/businessmeeting.
- **The Gustavus Academy for Faith, Science, and Ethics — JUNE 21-27, 2025**, an exciting resource for high school youth interested in exploring creative alliances between faith and science. The theme for the 2025 Academy is *"The Sweet Life? Getting Granular with Sugar."* For more information and to nominate a high school student: gustavus.edu/chaplain/academy.
- **Annual Nobel Conference®— OCTOBER 7-8, 2025** *"Sugar: Bringing Sweetness to Light"*
Sugar. In the form of glucose, it's the most important source of energy for the human body...and also a substance that can induce cravings as robust as those for cocaine. In the form of cane, beets, and corn, it's an important crop and commodity...and was a driving force in European colonization and the Atlantic slave trade. It's a seemingly-irreplaceable element in celebrations, festivals, and special treats...and a source of "empty calories" in many prepared and processed foods. Sugar in the form of glucose plays a contributing role in adverse health conditions such as diabetes, fatty liver disease, high blood pressure and cancer...and in the form of glycans—complex carbohydrates that cloak the cells of our bodies—it shows promise for playing crucial roles in the treatment of diseases including cancer. Nobel Conference 61 will seek to shed light on this complicated carbohydrate, whose roles in human life are anything but simple. More details can be found at: gustavus.edu/events/nobelconference.
- **Christmas in Christ Chapel— DECEMBER 5-7, 2025** This annual tradition in Christ Chapel celebrates and reflects upon the birth of Jesus Christ through worship that features music, dance, spoken word, and the visual arts. Ticket information and archived live stream services can found at: gustavus.edu/events/cc.

For more information about these events and the many resources we offer congregations, please contact the Office of Church Relations or visit us on-line at: gustavus.edu/churchrelations. Thank you for your partnership and prayers!

Yours in Christ,
Rev. Dr. Grady St. Dennis
Executive Chaplain/Associate Vice President of Mission

GUSTAVUS 
GUSTAVUS ADOLPHUS COLLEGE

Bishop's Annual Report to Congregations

Grace and peace to you, beloved of Christ Jesus.

This resurrection story is a favorite. We walk together as church, and Jesus draws near and walks with us. The labors of the day, the content of our discussions, the swirl of society and politics, the hopes and fears, these things shift, and yet, Jesus walks with us and is known once again as we gather together around the table.

What a year this has been. This report to the worshipping communities of the Minneapolis Area Synod is an opportunity to look back on 2024, and to look ahead at the year to come. Most of all, it is an opportunity to name and celebrate some of the ways the Holy Spirit continues to enliven God's church. We give thanks to you and your congregation for your partnership in this ministry we share.

On May 4, 2024, you elected me to serve as your Bishop. On August 1, 2024, I took office, and on September 21, 2024, I was installed during a festive and moving worship service at Central Lutheran Church. This election represents a significant threshold in our synod's life as we continue by the Spirit's leading along paths yet unknown. Thank you for your trust and your continued prayers. We are particularly grateful for the intentional work of the Bishop's Election Committee. My deep thanks to Bishop Ann Svennungsen for her 12 years of faithful leadership, and for her generosity of wisdom and spirit as I learn the ropes. As I have restructured parts of our synod's ministry team, we have had several staff transitions. Some have completed their service, over the summer and fall we welcomed a few new staff, and in 2025 we will welcome more. Thank you to our staff for their patience, perseverance, faithful ministry, and good courage during a long transition.

Stepping into this role, I am more mindful than ever that we are **Church Together: Learning Together, Listening Together, Serving Together, Worshipping Together**

A few highlights from 2024:

- 137 worshipping communities, including
 - 3 new starts congregational
 - 8 strategic ministries
- 3 congregations marked Holy Closures this year, honoring their years and ministry, and in closing, stewarded their assets by contributing to the Resurrection Fund.
- 11 languages spoken in worship
- 62 call processes in 55 congregations
- 8 ordinations of new pastors and deacons and
- 24 rostered ministers installed into new positions
- 34 people discerning a call to ministry and active in our candidacy process
- 305 pastors and deacons currently serving in our synod, and around 370 retired ministers
- 52 pastors and deacons serving in specialized ministries, including chaplains, educators, social ministry leaders, and missionaries
- 5 years of Faith Practices and Neighboring Practices cohorts supported by a grant from the Lilly Endowment's Thriving Congregations Initiative, with plans to apply for a scaling grant in 2025
- 17 congregations in the current cohort of Faith Practices and Neighboring Practices, and
- 13 in the first cohort (that's nearly 1/4 of our synod's congregations!)
- \$1.25 million grant received from the Lilly Endowment for Family Faith – a project accompanying parents and caretakers from the Synod's new and strategic ministries. Watch for more details coming soon!
- 800 people attended the Bishop Installation in person, including 220 clergy
- \$2,681,409 pledged in Mission Support, with 50% supporting MAS ministry and 50% for ELCA ministry
- 2 companion synod partnerships: Lutheran Church of Christ in Nigeria (LCCN) and the Leipzig District-Evangelical Lutheran Church in Saxony, Germany, including visits from Archbishop Musa Filibus (LCCN), Superintendent Sebastian Feydt and Pastor Cristoph Reichl (Leipzig)
- Synod staff supported leaders and congregations, convening, communicating, collaborating, and navigating conflicts
- Hosted many special events such as an Eco Faith Summit, Boundaries Workshop, Bishop's Theological Conference, Ministeriums, and Communicators Gatherings



What a gift to reflect on the amazing ways we were Church Together in 2024! We look forward to 2025 with the Conference Assemblies in February, Synod Assembly (May 2 - 3), and the ELCA Churchwide Assembly (July 28 - August 2). We walk together as church, trusting that Jesus continues to come near and walk with us. We are Church Together.

Thank you for your prayers and support.
Bishop Jen Nagel

