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ANNUAL REPORT 2023



A MESSAGE FROM PRESIDING BISHOP ELIZABETH EATON



Dear friends in Christ,

Over the past year we have continued to experience changes in the world around us. Even as our church finds ways to adapt to this changing world, we find hope in the unchanging and always present promise of God's love through Jesus Christ. We change and adapt not to conform to the world but because we believe that the gift of God's Son is for the world, and that our congregations and worshiping communities are places to gather and be sent into the world, where we will tell the story of God's love in word and deed.

The ministries of our congregations, our synods and the churchwide organization provide ways for the church to move beyond the boundaries of structures and geography and to share God's love with people in our neighborhoods, our cities, our country and beyond. We engage in this ministry knowing that our church walks by faith, trusting in God's promise in the gospel, and that we exist by and for the proclamation of this gospel word. In John 15:5, Jesus reminds us, "I am the vine; you are the branches. Those who abide in me and I in them bear much fruit, because apart from me you can do nothing." We are connected by the promise that we do all through Christ and can do nothing apart from him.

God gives the Holy Spirit, who uses gospel proclamation — in preaching and sacraments, in forgiveness and in healing conversations — to create and sustain this faith. Just as we rely on God to sustain our faith, we rely on each other to sustain the ministries that offer God's love to the world. Through your generosity to each expression

of this church — your congregation, your synod and your churchwide organization — you add to our collective voice proclaiming God's love for all.

I am grateful for your generosity over this last year. My gratitude spreads far beyond your generous financial gifts. You've shared your gifts of time through countless hours of volunteering, serving and accompanying. You've shared the gifts of your voices as we've tried to discover and learn how God is calling us to be the church now and into the future. And, finally, dear church, you have shared the gift of the realness of God's love with the world around you. Be well, dear church, and stand steadfast in the promise of God's love and grace as you take that promise with you into the world.

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

“I am the vine; you are the branches. Those who abide in me and I in them bear much fruit, because apart from me you can do nothing.” —John 15:5

ANNUAL CONGREGATIONAL MEETING OPENING LITURGY

Son of God, Eternal Savior

Recognizing that our faith is a living, busy, active and mighty thing, may the grace of our Lord Jesus Christ and the communion of the Holy Spirit be with each of you.

And also with you.

Teach us to love you with all our heart, soul, mind and strength.

Receive our prayer, O God.

Descend on our hearts, that we may love others in the ways Jesus loves us.

Receive our prayer, O God.

Empower us to be enthusiastic in pursuing your vision for our congregation.

Receive our prayer, O God.

Move us to engage issues in our community in Christlike ways, and to pursue deep and authentic relationships with those with whom we serve and partner.

Receive our prayer, O God.

Strengthen us to face the barriers we encounter in doing your work, learning to work with others amid disagreement.

Receive our prayer, O God.

Give us the ability to adapt to the cultural, economic and social changes that occur in the neighborhoods we serve.

Receive our prayer, O God.

Guide us to be a healthy congregation that learns from its failures as well as its successes and offers wisdom to others.

Receive our prayer, O God.

As we strive to become the church that we proclaim to be, raise up leaders who focus on the gospel of freedom, forgiveness and reconciliation as given to us through God's indescribable act of love in the death and resurrection of Jesus Christ. Renew us daily in our baptism, that we may discover vitality in our relationships with you, each other and those we serve in the world.

Amen.

1 Son of God, e - ter - nal Sav - ior, source of life and truth and grace,
2 As you, Lord, have lived for oth - ers, so may we for oth - ers live.
3 Come, O Christ, and reign a - mong us, King of love and Prince of peace;
4 Son of God, e - ter - nal Sav - ior, source of life and truth and grace,

Word made flesh, whose birth a - mong us hal - lows all our hu - man race,
Free - ly have your gifts been grant - ed; free - ly may your ser - vants give.
hush the storm of strife and pas - sion, bid its cru - el dis - cords cease.
Word made flesh, whose birth a - mong us hal - lows all our hu - man race:

you our head, who, throned in glo - ry, for your own will ev - er plead:
Yours the gold and yours the sil - ver, yours the wealth of land and sea;
By your pa - tient years of toil - ing, by your si - lent hours of pain,
by your pray - ing, by your will - ing that your peo - ple should be one,

fill us with your love and pit - y, heal our wrong, and help our need.
we but stew - ards of your boun - ty held in sol - emn trust will be.
quench our fe - vered thirst of plea - sure, stem our self - ish greed of gain.
grant, oh, grant our hope's fru - i - tion: here on earth your will be done.

Evangelical Lutheran Worship, 655

Text: Somerset C. Lowry

Music: IN BABILONE, Oude en Nieuwe Hollandse Boerenlities en Contradansen, 1710;
arr. Julius Röntgen

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Table Of Contents

| | |
|--|-------|
| Messages from the Staff | 5-11 |
| President's Report | 12 |
| 2022 Annual Meeting Minutes | 14-16 |
| Statistics & Annual Meeting Ballot Information | 17 |
| Ministry Team Reports | |
| Children Youth & Family Team | 18 |
| Personnel Committee | 19 |
| Worship Team | 20 |
| Service Team | 21 |
| Outreach/Fellowship Ministry Team | 22-23 |
| Open Door Ministry | 24 |
| Grace Missions Report | 25 |
| Grace Lutheran Church Financial Reports | |
| Missions Financials Report | 26 |
| Grace & Growth Fund | 27 |
| Endowment Fund | 27 |
| Audit | 28-29 |
| General Fund Balance Sheet for 2022 | 30 |
| Profit/Loss (Cash receipts & disbursements) | 31-33 |
| Trust Account | 34-37 |
| Proposed Budget for 2024 | 38-39 |

| | 2021 Budget | 2021 Actuals 12/31/2021 | 2022 Budget | 2022 Actuals 12/31/2022 | 2023 Budget | 2023 Actuals 12/31/2023 | 2024 Proposed Budget |
|------------------------------------|----------------|-------------------------------|----------------|-------------------------------|----------------|-------------------------------|----------------------------|
| General Office Supply | | | | | | | |
| Computers/Software | 4,400 | 6,777 | 4,400 | 4,945 | 5,000 | 6,055 | 6,000 |
| Contingency Provision | 500 | 500 | 500 | 100 | 500 | 177 | 500 |
| Office Supplies | 3,500 | 3,708 | 3,500 | 4,788 | 4,000 | 4,632 | 4,500 |
| Postage, Shipping, Delivery | 2,500 | 1,652 | 2,500 | 1,659 | 2,500 | 1,334 | 2,000 |
| Staff Development | 500 | | 500 | | 500 | 436 | 500 |
| Technology | | | | | | | |
| Ways of Grace | 9,500 | 5,130 | 9,500 | 4,980 | 9,500 | 4,124 | 3,000 |
| Web Site | 300 | 169 | 300 | 200 | 300 | | 300 |
| Other Personnel Expenses | | | | | | | |
| Apartment Rental Expenses | | | | | | 7,574 | |
| Call Committee Expense | | | | 5,138 | | 927 | |
| Continuing Ed-pastors | 1,800 | 378 | 1,800 | 315 | 1,800 | 1,548 | 1,800 |
| Position Opening Advertising | | | | | | 610 | |
| Professional Expenses | 700 | - | 700 | 1,084 | 700 | 814 | 700 |
| Moving Expense | | | | 5,000 | | | |
| Pulpit Visiting Pastor | | 6,749 | | 3,304 | | 720 | |
| Work Comp Insurance | 4,000 | 3,631 | 4,000 | 3,589 | 4,000 | 2,019 | 2,100 |
| Payroll Expenses | 399,509 | 258,154 | 378,446 | 273,792 | 388,545 | 261,348 | 304,530 |
| Stewardship Expenses | 2,900 | 1,843 | 2,900 | 2,132 | 2,900 | 2,175 | 2,900 |
| Travel & Meeting Expenses | | | | | | | |
| Conf/Conventions/Meetings/Seminars | 1,700 | 140 | 1,700 | 574 | 1,700 | 1,659 | 1,700 |
| Council Retreat | 1,000 | 83 | 1,000 | | 1,000 | 1,008 | 1,000 |
| Mileage | 2,000 | 450 | 2,000 | 1,392 | 2,000 | 2,676 | 2,000 |
| Utilities | | | | | | | |
| Electric/Water | 18,000 | 14,444 | 16,000 | 14,835 | 16,000 | 15,605 | 16,000 |
| Heating | 17,000 | 11,912 | 15,000 | 20,581 | 19,000 | 20,920 | 21,000 |
| Internet | 1,100 | 1,020 | 1,100 | 1,025 | 1,100 | 1,071 | 1,100 |
| Telephone Service | 5,000 | 4,094 | 5,000 | 3,872 | 5,000 | 4,955 | 5,000 |
| TOTAL SERVICE | 541,009 | 379,776 | 516,946 | 406,029 | 529,145 | 402,974 | 440,030 |
| TRANSFER EXPENSE | | 13,501 | | 10,705 | | 3,694 | |
| WORSHIP | | | | | | | |
| Advertising | 300 | 145 | 300 | 1,065 | 850 | 140 | 300 |
| Choir Music | 300 | | 300 | 218 | 300 | 60 | 300 |
| Contemporary Worship | 400 | | 400 | | 400 | 99 | |
| Copyright Licenses | 2,800 | 2,697 | 2,400 | 3,545 | 3,000 | 2,752 | 3,000 |
| Gifts & Incentives | 500 | 170 | 500 | 1,126 | 1,000 | 783 | 500 |
| Instrument Maintenance | 2,000 | 1,495 | 2,000 | 2,100 | 2,000 | 410 | 2,250 |
| Sound/Projection Systems | 1,000 | | 1,000 | | 1,000 | 23 | 1,000 |
| Worship Supplies | 3,000 | 2,760 | 3,000 | 5,576 | 4,000 | 5,823 | 7,000 |
| TOTAL WORSHIP | 10,300 | 7,267 | 9,900 | 13,629 | 12,550 | 10,090 | 14,350 |
| Total Expenses | 604,709 | 439,154 | 580,246 | 473,336 | 595,130 | 442,286 | 507,915 |
| Cash flow | | | | | | | |

| | 2021 | | 2022 | | 2023 | | 2024 |
|---|---------------|--------------------|---------------|--------------------|---------------|--------------------|-----------------|
| | 2021 Budget | Actuals 12/31/2021 | 2022 Budget | Actuals 12/31/2022 | 2023 Budget | Actuals 12/31/2023 | Proposed Budget |
| Expenses | | | | | | | |
| CYF | | | | | | | |
| Adult Education Programs | | | | | | | |
| General Ed Matl./programs | 1,000 | 275 | 1,000 | 1,133 | 1,000 | 313 | 1,000 |
| Confirmation (combined sub-categories) | 1,000 | 1,178 | 1,000 | 1,223 | 1,000 | 1,099 | 1,000 |
| CHAOS (Child-Youth-Family) | 1,500 | - | 1,500 | (180) | | | |
| BLAST | | | | | | | |
| 1st Communion | 300 | - | 300 | 106 | 300 | 192 | 300 |
| Curriculum | 2,500 | 3,102 | 2,500 | 4,292 | 3,000 | 1,906 | 4,000 |
| Supplies | 2,500 | 1,498 | 2,500 | 1,043 | 2,500 | 1,038 | 1,500 |
| Programs | | | | | | | |
| Christmas | 300 | | 300 | 54 | 500 | 73 | 500 |
| Family Fun Fair | 200 | | 200 | | 200 | | |
| Rally Day/Year-end celebration | 200 | - | 200 | | 200 | | 400 |
| Special Programs | 200 | - | 200 | | 200 | | 200 |
| Teacher Appreciation | 400 | 348 | 400 | 384 | 600 | 271 | 300 |
| Tender Loving Children (TLC) | 400 | | 400 | | 400 | | 400 |
| Youth Ed Development | 300 | 20 | 300 | 557 | 600 | | |
| Wednesday Summer Fun | 1,000 | | 1,000 | | 1,000 | | |
| Vacation Bible School | | | | | | | |
| Curriculum | 1,600 | 811 | 1,600 | 300 | 1,600 | 300 | 1,600 |
| Supplies | 4,000 | 3,047 | 4,000 | 3,910 | 4,300 | 2,180 | 4,300 |
| Youth Activities | 4,000 | 1,355 | 4,000 | 695 | 4,000 | 2,473 | 5,000 |
| TOTAL CYF | 21,400 | 11,634 | 21,400 | 13,517 | 21,400 | 9,846 | 20,500 |
| FELLOWSHIP | | | | | | | |
| Coffee (posted to Open Door, per Steve) | | | | | | | |
| Congregational Events | 600 | 937 | 600 | 808 | 600 | 430 | 600 |
| Sunday Fellowship (net) | 2,000 | 185 | 2,000 | 508 | 2,000 | 941 | 1,000 |
| Good Friday/Thanksgiving | 300 | 104 | 300 | | 300 | 83 | 300 |
| Open Door (net) | 2,500 | 1,713 | 2,500 | 4,221 | 2,700 | 6,383 | 5,500 |
| TOTAL FELLOWSHIP | 5,400 | 2,938 | 5,400 | 5,537 | 5,600 | 7,837 | 7,400 |
| OUTREACH | | | | | | | |
| Benevolence | | | | | | | |
| Blue Earth River Conf. | 500 | 233 | 500 | 235 | 235 | 235 | 235 |
| ELCA Mission Dev. Special Offering | 500 | 500 | 500 | | 500 | | |
| Lutheran Social Services | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | | 1,000 |
| Seminary | 1,500 | | 1,500 | | 1,500 | | 1,500 |
| St. Luke's Home | 500 | 500 | 500 | 500 | 500 | | 500 |
| Synod Donations | 18,500 | 18,500 | 18,500 | 18,500 | 18,500 | 5,000 | 18,500 |
| Outreach Promotions/Devotionals | 3,000 | 3,304 | 3,000 | 2,753 | 3,100 | 2,609 | 3,000 |
| TOTAL OUTREACH | 25,500 | 24,037 | 25,500 | 22,988 | 25,335 | 7,844 | 24,735 |
| SERVICE | | | | | | | |
| Bank Service Charges (ACH) | 1,100 | 1,003 | 1,100 | 931 | 1,100 | 687 | 900 |
| Facility Expenses | | | | | | | |
| Contracted Cleaning Service | 12,000 | 7,363 | 12,000 | 6,700 | 8,000 | 7,137 | 8,000 |
| Copy Machine Lease/Maint. | 4,000 | 3,473 | 4,000 | 3,463 | 4,000 | 4,634 | 5,000 |
| Elevator Maintenance | 1,100 | 1,002 | 1,100 | 1,037 | 1,100 | 1,325 | 1,500 |
| Kitchen Supplies | 500 | | 500 | 173 | 500 | | 500 |
| Property Insurance | 12,000 | 13,338 | 13,000 | 14,298 | 14,000 | 14,150 | 14,000 |
| Repairs & Maintenance | 25,000 | 24,982 | 25,000 | 18,840 | 25,000 | 24,592 | 25,000 |
| Snow Removal | 8,000 | 5,740 | 8,000 | 5,760 | 8,000 | 5,160 | 6,000 |
| Trash/Recycling | 2,500 | 2,041 | 2,500 | 2,456 | 2,500 | 2,903 | 2,500 |

2023 Ministry Report of Pastor Allison Cobb

“Come and See”

The First Disciples of Jesus

35 The next day John again was standing with two of his disciples, 36 and as he watched Jesus walk by he exclaimed, “Look, here is the Lamb of God!” 37 The two disciples heard him say this, and they followed Jesus. 38 When Jesus turned and saw them following, he said to them, “What are you looking for?” They said to him, “Rabbi” (which translated means Teacher), “where are you staying?” 39 He said to them, “Come and see.” They came and saw where he was staying, and they remained with him that day. It was about four o’clock in the afternoon. 40 One of the two who heard John speak and followed him was Andrew, Simon Peter’s brother. 41 He first found his brother Simon and said to him, “We have found the Messiah” (which is translated Anointed). 42 He brought Simon to Jesus, who looked at him and said, “You are Simon son of John. You are to be called Cephas” (which is translated Peter). 43 The next day Jesus decided to go to Galilee. He found Philip and said to him, “Follow me.” 44 Now Philip was from Bethsaida, the city of Andrew and Peter. 45 Philip found Nathanael and said to him, “We have found him about whom Moses in the Law and also the Prophets wrote, Jesus son of Joseph from Nazareth.” 46 Nathanael said to him, “Can anything good come out of Nazareth?” Philip said to him, “Come and see.” (John 1:35-46)

Dear Sisters and Brothers in Christ,

What a blessed and joy-filled year we have had at Grace! The Holy Spirit is at work in all of us as we join together to tell the good news of Jesus Christ and share his love with our neighbors. This year saw a return of familiar faces, and we welcomed new families to Grace as well. We encouraged and walked alongside one another in our worship, service, and fellowship as we lived out our faith in Jesus together.

Our life together is centered around hearing God’s Word proclaimed in scripture and song at our three worship offerings of contemporary, traditional, and mid-week praise services. Thank you to our worship team who listens to your feedback and discerns how to best meet the needs of today’s disciples while balancing the beloved traditions of the past. Please feel free to submit your ideas for worship to that team. I have also started regular gatherings of our ecumenical partners to share ideas and created community worship opportunities together. This year, we held a community Good Friday service and will add a community Ash Wednesday service next year.

Grace Lutheran Church Trust Account

Balance Sheet

As of December 31, 2023

In addition to worship, the congregation was invited to participate and share their individual time, talents, and treasures in a variety of ways which enabled Grace to highlight very special ministries of the congregation. The prayer shawl ministry anchored our Care Table where people can sign up to be involved in the many ministries of Grace, members and friends could take a shawl or prayer square to someone who needs to know they are being prayed for, and where our information on our new Care Caller and homebound communion ministries can be found. The Grace Pantry has been refreshed and a Care Bags team formed to meet the immediate needs of our guests who are hungry. Our People Helping People team was formed and has disseminated funds to those requiring assistance for utilities, rent, and other monetary items. All these ministries of care would not happen without your dedicated and thoughtful help.

God's Grace is Amazing Day returned along with *God's Work. Our Hands* Sunday where we worked on projects locally and globally to share God's love. Through worship, service, and fellowship, we walked the walk together, led by God's Spirit, to meet a need from health kits, bread for our bus drivers, to cards for our veterans. A meal ministry was established to provide meals for those undergoing treatment, following surgery, after the birth of a child, or the loss of a loved one.

Our confirmation students also participated in walking in the Glows Parade to invite the community to Christmas Eve at Grace, writing Christmas cards to our elders, as well as participating in worship as readers and greeters. Our youth learned the story of the little boy who shared his loaves and fishes from which Jesus fed thousands, and our kids then began to give to their own "loaves and fishes" offering for the Grace Pantry. Kids also were welcome to participate in worship by playing an instrument during the sending song.

Together, we joined in several community building activities such as our lively Octoberfest evening as we ate brats and hot dogs, with polka music and root beer, to celebrate our Lutheran Reformation roots. We also joined one another for Palm Sunday brunch, pumpkin bars and cider for Thanksgiving worship, and Christmas cookies after the wonderful kids' Christmas program. And we can't forget the pork chops on a stick for *God's Work. Our Hands* Sunday. Thank you to everyone who prepared these festive treats and meals!

| | Dec 31, 23 |
|--|-------------------|
| Video Camera | 244.10 |
| Weddings | -300.00 |
| Total WORSHIP MINISTRY | 6,268.92 |
| YOUTH | |
| BLAST/Confirmation Registration | 958.46 |
| Youth Trip - 2023 | 702.41 |
| Merge | 1,029.28 |
| Youth Gathering | 3,999.94 |
| Baptismal Blanket Project | 55.75 |
| Confirmation | 45.00 |
| Post Confirmation Youth Project | 1,000.00 |
| 7-9th Grd Confirmation Retreats | 222.00 |
| Challenge (scholarships) | 4,865.12 |
| Easter Breakfast fundraiser | 1,696.69 |
| Empties4Cash | 364.10 |
| Pop Machine Money | 647.77 |
| Youth Fund | 4,767.86 |
| Youth Room | 295.00 |
| Total YOUTH | 20,649.38 |
| Total Other Current Liabilities | 388,810.14 |
| Total Current Liabilities | 388,810.14 |
| Total Liabilities | 388,810.14 |
| Equity | |
| Opening Bal Equity | 4,913.81 |
| Unrestricted Net Assets | -37.71 |
| Total Equity | 4,876.10 |
| TOTAL LIABILITIES & EQUITY | 393,686.24 |

Grace Lutheran Church Trust Account

Balance Sheet

As of December 31, 2023

| | Dec 31, 23 |
|---|------------------|
| Card Ministry | 219.50 |
| Evangelism/Outreach | 4,738.45 |
| People Helping People | |
| Christmas Star Tree Program | -167.96 |
| People Helping People - Other | 2,901.37 |
| Total People Helping People | 2,733.41 |
| Prayer Shawls | 920.30 |
| Senior Programs | 410.01 |
| Women of Faith | 632.00 |
| Women of Grace/Outreach | 446.30 |
| Total OUTREACH MINISTRY | 14,856.74 |
| SERVICE MINISTRY/TRUSTEESHIP | |
| Stained Glass Window Project | 272.36 |
| Roof Repair-insurance | 270.00 |
| Darkening Curtains/Laura Lounge | 208.55 |
| Adult Chairs-Power Hour Rooms | 455.00 |
| Chairs w/arms in Laurel Lounge | 148.31 |
| Balcony Technology | 18.58 |
| Building/Capital Campaign | 79,879.64 |
| Fellowship Hall Imp/Technology | 120.66 |
| Gardening/Flowers | 310.85 |
| Interest earned | 1,266.33 |
| Kitchen | 1,426.06 |
| Portable Sound System | 206.00 |
| Projector | 200.00 |
| Round Tables | 50.00 |
| Round Table Covers | 144.22 |
| Total SERVICE MINISTRY/TRUSTEESHIP | 84,976.56 |
| WORSHIP MINISTRY | |
| Letters for Banners | 199.00 |
| Children's Choir | 10.00 |
| New Song | 270.60 |
| Piano Console | 416.33 |
| Brothers in Grace/Grace Notes | 934.95 |
| Altar Guild | 96.12 |
| Bell Choir-Bells of Praise | 113.00 |
| Chancel Choir | 715.00 |
| Christmas Flowers | 497.42 |
| Contemporary Worship | 458.26 |
| Easter Flowers/Balloons | -1.00 |
| Maundy Thursday Service | 1,043.38 |
| Music Ministry | 969.55 |
| Praise Band | 602.21 |

Your Council has worked diligently this year to listen to your feedback and pray about where God is leading Grace. With the help of Pastor Emily Carson, Assistant to the Bishop, we have defined our Core Values, Mission, and Vision for Grace. We have also clarified our financial needs and established a Stewardship Team to address year-round emphasis on giving of our blessings of time, gifts, and money that God has given.

Your staff at Grace loves Jesus and Grace Lutheran and have used this year to build a strong and cohesive team. We meet weekly for staff meeting, discuss the upcoming projects from bulletins to the building, to help members and friends meet Jesus in this place. We strive to make worship and other ministries a place to plug in, be fed and refreshed by God's Word, and leave ready to enter the mission field of life. Brad, Nicole, Kathy, Jane, Pastor Cheryl, and I thank all the volunteers who work alongside of us to accomplish the many ministries of Grace!

This year was a "Come and See" year for Grace. Jesus was known for his invitation to follow and see what God's kingdom was all about. His calling of disciples was not by force but by relationship. Just as Jesus called Andrew and Peter, who then called Phillip, who then called Nathaniel, we too are called to invite. I hope you have felt invited to participate and join in the ministries of Grace. And my hope moving into 2024 is that we all invite our friends and neighbors to "come and see" what goes on at Grace so that they may meet Jesus in a faith community that welcomes all.

It has been a blessing to serve Jesus alongside of you! I look forward to another wonderful year to come.

Your sister in Christ,

Pastor Allison

2023 Ministry Report of Pastor Cheryl Indehar

Isaiah 43:4, You are precious in my sight, and honored, and I love you.

God loves us and is always with us. We are blessed to have such a God that speaks these words to us. God's love is the only thing that never changes. With God's love, we find hope, security and life. It is the one thing we can cling to during these changing times.

On April 2, 2023, Palm Sunday, God brought me to Grace Lutheran Church as an Interim Pastor. These past 9 months have been a wonderful journey with God and you, the people of Grace. God's love and presence is here. His Spirit is working at Grace. It has been amazing to see the wonderful ministries that happen here. The ministry has included worship, choirs, ushers, communion servers, BLAST, Vacation Bible School, Confirmation, God's Work Our Hands, Care Callers, Visitation Team, various teams, to name a few. When there has been a call for volunteers to help do ministry, Grace members have stepped up to do the ministry as they have been called by the Holy Spirit. We are all God's feet and hands in the world.

During my time as associate pastor, I have attended many meetings. These include staff, Church Council, Service Team, Youth Team, Worship Team, Stewardship Team, Outreach and Fellowship Team, Care Callers-Visitation Ministry Teams, monthly Interim Pastors and Synod Conference. At these meetings ministry is planned and then done with others.

My involvement with the worship services is split 50/50 with Pastor Allison. When I preach, she presides and vice versa. It a joy to worship our God with you all. As Martin Luther states that God comes down to us when we worship. We are filled by God at worship to have what we need for the week. I have assisted with baptisms and confirmation. Once a month there are services at Lakeview and Goldfinch. This fall I have been singing with the Chancel Choir.

Another part of my ministry is teaching. I have taught the confirmation students, adult education, adult BLAST, and been with the circles when they do their bible studies. I provide news articles for Ways of Grace every other month. Lastly, is pastoral care ministry. I have met people and their families when there are in hospice, hospital, nursing facilities. Also, I have met with those in the community of Grace and those that walk in our church from the community. It has been a blessing to walk and accompany with you all.

It has been a privilege and honor to be your pastor at Grace. Jesus Christ is the head of the church, including Grace. It is an honor to do service for him here. May we all use our time, talents and treasures for working for Jesus. When we do ministry, we bring God's kingdom from heaven to earth.

Pastor Cheryl Indehar

Grace Lutheran Church Trust Account Balance Sheet

As of December 31, 2023

| | Dec 31, 23 |
|--|------------|
| FELLOWSHIP MINISTRY | |
| Art of Marriage | 196.75 |
| Fair Trade Coffee-GracTime only | 100.22 |
| Holy Hotdish | 1,719.14 |
| Total FELLOWSHIP MINISTRY | 2,016.11 |
| GRACE & GROWTH | |
| Distributions made/not distrib. | |
| Education | 5,803.96 |
| Library/Christian Promotion | 4,824.45 |
| Worship | 5,253.53 |
| Total Distributions made/not distrib. | 15,881.94 |
| Grace & Growth- Balance | 189,929.13 |
| Grace & Growth- New \$ to invest | 1,200.00 |
| Grace & Growth Interest-SBF | 486.08 |
| Grace & Growth Int Missions Inv | 5,025.05 |
| Thrivent Gain/Loss on Investmen | -6,882.95 |
| Total GRACE & GROWTH | 205,639.25 |
| MEMORIALS | |
| Designated Memorials | |
| Special Fund | 341.50 |
| Total Designated Memorials | 341.50 |
| Undesignated Memorials | 335.00 |
| Total MEMORIALS | 676.50 |
| MISSIONS | |
| Pine Ridge Missions Gas Can | 280.00 |
| Missions | 2,132.00 |
| Pine Ridge Mission Trip | 547.03 |
| Total MISSIONS | 2,959.03 |
| OUTREACH MINISTRY | |
| Grace Food Pantry | 450.34 |
| Barnyard Boxes | 448.25 |
| Lutheran World Relief | 425.00 |
| Bereavement Baskets | 500.00 |
| Summer Hunger Program | 829.77 |
| Pastor Visitation | 1,000.00 |
| Gas Can Fundraiser | 392.23 |
| Funeral Committee | 200.00 |
| Heifer Bank Project | 511.18 |

**Grace Lutheran Church Trust Account
Balance Sheet
As of December 31, 2023**

| | Dec 31, 23 |
|---|-------------------|
| ASSETS | |
| Current Assets | |
| Checking/Savings | |
| Profinium Checking Acct | 127,728.71 |
| Trust Investment Accts | |
| Mission Invest Fund-G&G-224855 | 62,934.65 |
| Mission Invest Loan-G&G-5846 | 11,502.41 |
| State Bank of Fairmont Acct-G&G | 32,708.85 |
| Thrivent Financial Acct-G&G | 158,811.62 |
| Total Trust Investment Accts | 265,957.53 |
| Total Checking/Savings | 393,686.24 |
| Total Current Assets | 393,686.24 |
| TOTAL ASSETS | 393,686.24 |
| LIABILITIES & EQUITY | |
| Liabilities | |
| Current Liabilities | |
| Other Current Liabilities | |
| CYF (Child, Youth, Family) | |
| Child, Youth, Family (CYF) | 76.82 |
| CHAOS BUS TRIP | 150.00 |
| VBS CD's | 866.92 |
| Vacation Bible School (VBS) | 2,330.25 |
| CHAOS | 880.81 |
| 2nd Grade Bibles | 943.45 |
| Adult Education | 1,031.11 |
| Kids Against Hunger | 571.65 |
| Library Memorial | 810.80 |
| BLAST | 50.52 |
| Sunday School Library | 213.20 |
| BLAST Offering | 1,079.86 |
| VBS (Offering) | 1,516.13 |
| Total CYF (Child, Youth, Family) | 10,521.52 |
| ENDOWMENT-MN FOUNDATION | |
| GLC/MN Foundation- Interest | 80,955.89 |
| GLC/MN Foundtion- Payout | -41,029.76 |
| ENDOWMENT-MN FOUNDATION - Other | 320.00 |
| Total ENDOWMENT-MN FOUNDATION | 40,246.13 |

2023 Pastoral Care Report

“You shall love your neighbor as yourself.” Matthew 22:39

Pastoral care is all about loving our neighbors and ourselves. It is bringing a compassionate presence to ourselves and another person who is in need. All of us as Christians have the responsibility for pastoral care to our families, friends, fellow church members, and neighbors. God calls us to love all people like he loves them.

At Grace we have teams that focus on pastoral care. One is our prayer chain team and prayer team. When a person is going through a need for prayer, they are asked if they want to be put on the prayer chain. This request can also come from the cards in the pews. There are 57 people on the prayer chain praying for the various needs of others. Once a week there is a prayer team meeting of 12 people who also pray over the people on the list.

Currently, there are 150 members who are over 80 years of age. To meet their needs are the visitation team and care caller team. The visitation team has 12 members. They visit shut-ins once a month and bring communion to them. To reach the other shut-ins, the Care Caller Team was established. There are 11 care callers who reach out to 70 members by phone or card once a month. Also, during this past year cards went out to shut-ins three times; once in May from God’s Grace is Amazing Day, second in September from God’s Work, Our Hands Day and lastly, Christmas Cards from the confirmation students went out to all those over 80.

Pastoral care is also done through our ushers and greeters at worship services, funeral meal preparers and servers and our meal ministry team within our community at Grace.

This year there was pastoral care for the community of Fairmont. This includes the following: the food pantry, care bags, star and sock tree at Christmas, and the two days of God’s Grace is Amazing and God’s Work Our Hands. During those days parks were cleaned, bread baked and handed out to our neighbors, cards to first responders and military, and even painted rocks for the community.

When we do pastoral care, we are following Jesus by imitating him, and we are bringing God’s love and presence to others. May we all give and receive pastoral care in our lives.

Pastor Cheryl Indechar

2023 Office Report of Nicole Kolbe

“For I know the plans I have for you, plans to prosper you and not to harm you, plans to give you hope and a future.” -Jeremiah 29:11

Hope for a new future was exactly what I prayed for as I walked into my interview for the Office Administrator position here at Grace. That day the Lord certainly answered my prayers and blessed me with a wonderful opportunity. My duties as Office Administrator consist of a wide variety of tasks that affect every area of this church. I have learned to conquer the duties within the territory of my titled job, as well as take on new responsibilities previously conducted by other positions.

My responsibilities include coordinating with volunteer counters on managing the offering deposits, inputting the financial information for deposits on Realm, taking the deposits to the bank, and delivering the weekly recorded service CD to Gemini Studios for broadcasting, every Monday. I maintain office inventory weekly and will order office, Tech, money counter, and other team’s supplies as needed. My telephone duties include programming voicemail messages and extensions on work phones throughout the seasons, answering calls, taking messages, ensuring inquiries are addressed appropriately, and taking People Helping People requests, which I then submit to our PHP Team. Technology or computer issues require me to work with our specialist when there are issues with office equipment, if a computer needs to be set up for a new employee or deactivated after a staff member leaves. My weekly bulletin responsibilities include collaborating with our Pastors and musicians to gather music and information to assemble the worship and children’s bulletins for worship services weekly and provide copies of the bulletin to our slide technicians for slides during worship. Additional bulletin and mailing duties consist of emailing Ministry Minutes, mailing homebound members worship service bulletins and Ministry Minutes weekly and emailing and mailing Ways of Grace monthly. I also schedule online broadcasts of worship services, respond to emails, manage offering envelopes, log member information and changes, make copies, generate reports, manage the church calendar, maintain and edit our church database, Realm, the GLC website, and Facebook. Another important area of responsibility is to ensure information updates are sent to publications in a timely manner, manage facility usage, weddings, baptisms, and funeral documentation and booking, assist in maintaining the Grace Food Pantry stock, organization, and appearance. During special celebrations, I assemble gift bags for Baptisms, and design and print certificates and materials for Confirmation, Baptisms, and First Communion. Our volunteer schedules are made quarterly, which includes generating and managing sound/ video tech, slide tech, usher, greeter, lector, money counter, and office volunteer schedules, then printing, folding, and mailing them. Additionally, I complete and submit annual reports, giving statements, and assemble and provide printed copies of the Grace Annual Report.

This year, the previous newsletter Editor resigned, and the editor position was absorbed by my office position. Consequently, I now collect information, assemble, and design the Ways of Grace every month. In addition to that, with the contract of a new printer, the church decided to

11:02 AM
12/31/23
Cash Basis

Grace Lutheran Church Profit & Loss - YTD January through December 2023

| | Jan - Dec 23 |
|----------------------------|-------------------|
| Worship | |
| Advertising | 140.00 |
| Choir Music | 60.32 |
| Contemporary Worship | 99.00 |
| Copyright Licenses | 2,751.74 |
| Gifts & Incentives | 782.68 |
| Instrument Maintenance | 410.00 |
| Sound/Projection Systems | 23.00 |
| Worship Supplies | 5,823.48 |
| Total Worship | 10,090.22 |
| Total Expense | 442,286.41 |
| Net Ordinary Income | -1,192.32 |
| Net Income | -1,192.32 |

Grace Lutheran Church
Profit & Loss - YTD
 January through December 2023

| | Jan - Dec 23 |
|--|-------------------|
| Ordinary Income/Expense | |
| Income | |
| Contributed support | |
| Christmas Offering | 7,464.00 |
| Easter Offering | 7,640.00 |
| Lenten Offering | 4,230.00 |
| Loose Offering | 6,777.52 |
| Offering Envelopes | 409,049.65 |
| Thanksgiving Offering | 1,313.00 |
| Total Contributed support | 436,474.17 |
| Misc. Income | 1,505.37 |
| Transfer Income | 3,114.55 |
| Total Income | 441,094.09 |
| Gross Profit | 441,094.09 |
| Expense | |
| CYF (Child, Youth & Family) | |
| Adult Ed Program | |
| General Ed Matl./Programs | 313.11 |
| Total Adult Ed Program | 313.11 |
| BLAST | |
| 1st Communion | 192.11 |
| Curriculum | 1,905.85 |
| Supplies | 1,037.72 |
| Total BLAST | 3,135.68 |
| Confirmation | |
| Curriculum | 80.00 |
| Supplies/Meals | 1,019.31 |
| Total Confirmation | 1,099.31 |
| Programs | |
| Christmas/Easter | 72.95 |
| Teacher Appreciation | 271.27 |
| Total Programs | 344.22 |
| Vacation Bible School | |
| Curriculum | 300.00 |
| Supplies | 2,180.45 |
| Total Vacation Bible School | 2,480.45 |
| Youth Activities | 2,473.29 |
| Total CYF (Child, Youth & Family) | 9,846.06 |
| Fellowship | |
| Congregational Events | 429.97 |
| Good Friday/Thanks Worship | 82.50 |
| Open Door Meals | 6,383.25 |
| Sunday Fellowship | 940.82 |
| Total Fellowship | 7,836.54 |
| Outreach | |
| Benevolences | |
| BE River Conference | 235.00 |
| Synod Donations/Missions | 5,000.00 |
| Total Benevolences | 5,235.00 |

begin publishing Ways of Grace in house, so I also print and prepare the mailings, mailing labels, bulk mailing documents, and deliver them to the Post Office. Prior to this year, Ways of Grace was published and mailed by a publishing company. I am also blessed to work alongside a wonderful group of volunteers who come monthly to assist me with folding, labeling, and sorting the newsletters.

Another addition to my duties is working closely with the Child, Youth, and Family Team. This occurred after the stepping down of our youth coordinator and not filling that position. Our CYF Team really stepped up after our Youth Coordinator resigned from her position and collaborated diligently with our staff to provide a wonderful year for our youth and families in BLAST and Confirmation. This year I collaborated closely with Carisa Anderson and spent many hours in the office organizing records and preparing for VBS and the BLAST and Confirmation new year.

It is truly a blessing to work with our amazing staff and volunteers here at Grace. With the volunteers, I schedule and manage weekly office volunteers and assign tasks for them to assist with during the work week as well as assembling the Ways of Grace. Kathy Roalson and I work together on organizing Open Door schedules, letters, mailing information to volunteers, as well as design and print weekly "Table Notes" for the tables. Jane Reiman and I work together on financial information, end-of-year reports, and the Annual Report. Two major projects this year included work with our pastors. Pastor Cheryl and I successfully revised, expanded, and updated the church website. Pastor Allison and I collaborated on ideas for updating our Gathering Area where I designed the Mission Statement banner, Grace Food Pantry signs, business cards, updated the volunteer bulletin board, designed the slides for the TV, and worked with both Pastor Allison and Pastor Cheryl on creating post cards, labels, cards, and other projects for Easter, God's Grace Is Amazing Day, God's Work. Our Hands, Oktoberfest, Christmas, and other events.

I want to thank our volunteers for their hard work and dedication to Grace. Volunteers are an essential component to the office work here at Grace. They answer phones, take messages, complete small office projects, greet our guests, and make my job possible. More help is always appreciated so please let me know if you are interested in spending time in the office with me!

It has been my great honor to collaborate with the wonderful staff, members, and volunteers here at Grace. The joy I feel coming into work every day is due to the consistent kindness, compassion, support, and appreciation shown to me by so many wonderful people. I want to extend my most sincere thank you to everyone who has supported me this past year.

May God bless you and your loved ones this year,

Nicole Kolbe

2023 Council President's Report

Wonderful, challenging, exciting, and blessed are just a few words to describe the work of the Grace Lutheran Church Council in 2023.

The council felt blessed to have Pastor Allison Cobb leading us as senior pastor. After several years without a full-time senior pastor position, it was a relief to have some stability in that position. It allowed us to get a lot done this year.

We began the year with a very productive church council retreat in February. Pastor Emily Carson from the Southeastern Minnesota ELCA Synod conducted the two-day workshop. The time was spent with team building activities, goal setting, and hard work. At this retreat we identified Grace Lutheran Church's core values: Faith, Christ-centered Community/Connections, and Service.

We hired Pastor Cheryl Indehar as our interim associate pastor in April, just in time for Holy Week events. She has been such a blessing for our congregation as we have continued our search for our associate pastor. Early on in her ministry at Grace she worked with us on a program to develop our ability to communicate as a council and congregation, titled "Agreeing and Disagreeing in Love".

Budget concerns were addressed monthly as giving was down from where we were prior to the pandemic. A stewardship committee was formed to help address this need. The council took part in a book study on stewardship entitled: A Spirituality of Fundraising. The co-presidents led a congregational meeting to inform the congregation of this financial need. After input from the congregation, the council decided to move forward in continuing to call an associate (youth/outreach) pastor. We had three candidates during the course of the year that came for in-person interviews, however all chose other congregations for various reasons. The call committee is diligently seeking just the right person to fulfill this role. We have faith that God will bring this pastor to Grace Lutheran Church.

During the summer, the council worked on developing a mission statement for Grace Lutheran Church. After much hard work and discussion, the council determined that the mission of Grace Lutheran Church is: "To boldly live out our faith in Jesus through worship, fellowship, and service to God, our neighbors, here and around the world".

It was so exciting to bring back God's Grace is Amazing Day and God's Work Our Hands Day. Hundreds of congregation members donated their time and talents to make these days happen once again.

11:02 AM
12/31/23
Cash Basis

Grace Lutheran Church Profit & Loss - YTD January through December 2023

| | Jan - Dec 23 |
|---|-------------------|
| Outreach Promotions | 2,609.24 |
| Total Outreach | 7,844.24 |
| Service (Trusteeship) | |
| Bank Service Charge | 686.71 |
| Facility Expenses | |
| Contracted Cleaning Service | 7,137.00 |
| Copy Machine Lease/Mai | 4,633.73 |
| Elevator Maintenance | 1,325.15 |
| Property Insurance | 14,150.32 |
| Repairs & Maintenance | 24,591.66 |
| Snow Removal | 5,160.00 |
| Trash/Recycling Removal | 2,903.32 |
| Total Facility Expenses | 59,901.18 |
| General Office Expenses | |
| Computers/Software | 6,055.15 |
| Contingency Provisions | 177.49 |
| Office Supplies | 4,632.19 |
| Postage, Shipping, Delivery | 1,334.05 |
| Staff Development | 435.51 |
| Ways of Grace | 4,123.84 |
| Total General Office Expenses | 16,758.23 |
| Other Personnel Expenses | |
| Apartment rental | 7,573.70 |
| Call Committee Expense | 927.14 |
| Continuing Education | 1,548.42 |
| Job Advertising | 609.50 |
| Professional Expenses | 814.00 |
| Pulpit Visiting Pastor | 720.35 |
| Work Comp Insurance | 2,018.88 |
| Total Other Personnel Expenses | 14,211.99 |
| Payroll Expenses | 261,348.11 |
| Stewardship Expenses | 2,175.01 |
| Travel & Meetings Expenses | |
| Conference, Convention, Meeting | 1,658.93 |
| Council Retreat | 1,007.87 |
| Mileage | 2,676.17 |
| Total Travel & Meetings Expenses | 5,342.97 |
| Utilities | |
| Electric/Water | 15,604.54 |
| Heating | 20,919.89 |
| Internet | 1,071.38 |
| Telephone Services | 4,954.87 |
| Total Utilities | 42,550.68 |
| Total Service (Trusteeship) | 402,974.88 |
| Transfer-Expense | 3,694.47 |

Grace Lutheran Church
Balance Sheet
 As of December 31, 2023

| | Dec 31, 23 |
|---|--------------|
| ASSETS | |
| Current Assets | |
| Checking/Savings | |
| Petty cash | 8.55 |
| Profinium Checking Account | 111,819.15 |
| Total Checking/Savings | 111,827.70 |
| Total Current Assets | 111,827.70 |
| Fixed Assets | |
| Buildings & Equipment | |
| Church & Education Unit | 1,091,752.00 |
| Total Buildings & Equipment | 1,091,752.00 |
| Furniture, fixtures, & equip | |
| Contents | 93,826.96 |
| Schantz Pipe Organ | 91,268.73 |
| Furniture, fixtures, & equip - Other | 737.32 |
| Total Furniture, fixtures, & equip | 185,833.01 |
| Land | |
| Church Lot | 10,000.00 |
| Parking Lot | 80,902.45 |
| Total Land | 90,902.45 |
| Total Fixed Assets | 1,368,487.46 |
| TOTAL ASSETS | 1,480,315.16 |
| LIABILITIES & EQUITY | |
| Liabilities | |
| Current Liabilities | |
| Accounts Payable | |
| Accounts payable | -0.90 |
| Total Accounts Payable | -0.90 |
| Other Current Liabilities | |
| Payroll Liabilities | 1,754.49 |
| Total Other Current Liabilities | 1,754.49 |
| Total Current Liabilities | 1,753.59 |
| Total Liabilities | 1,753.59 |
| Equity | |
| Opening Bal Equity | 1,389,908.58 |
| Unrestrict (retained earnings) | 89,845.31 |
| Net Income | -1,192.32 |
| Total Equity | 1,478,561.57 |
| TOTAL LIABILITIES & EQUITY | 1,480,315.16 |

The fall brought the highly anticipated stained-glass window repair project. The stained-glass windows were repaired and restored by Willet Hauser out of Winona, Minnesota. The project was completed on time and the windows were dedicated in November. A big thank you goes out to all who donated to preserving these beautiful windows. Because of the generosity of our congregation, our windows will be here for generations to come.

With resignations of various positions at the church during the year, the council decided not to fill these positions due to budget constraints. Lay leaders have volunteered and have done a tremendous job to keep our ministries strong. We are especially thankful for our volunteers on the Children, Youth and Family team. Those volunteers have our youth program thriving. Youth programs started out strong with over 200 children attending BLAST and confirmation on Wednesdays. The council is very appreciative of the many volunteer workers in Christ at Grace Lutheran.

A record number of people are also enjoying the good food and fellowship at our weekly Open Door Meals. In October we celebrated our Lutheran roots and Martin Luther during our Octoberfest. Everyone was able to enjoy German fare and polka music! We are grateful for all of those who make Open Door possible.

The Advent and Christmas season continued to be a very special part of Grace Lutheran Church. Our Wednesday night services were filled with all of our confirmation students and mentors. We were also able to bring back a wonderful children's Christmas program, and we had three highly attended Christmas Eve services.

Yes, it has been an exciting, wonderful, and yes, blessed year at Grace Lutheran Church. We are looking forward to 2024 and bringing the good news of Jesus Christ to our own congregation, our neighbors, and the world! God bless you all!

In Christ's Love,

Joice Forster & Pete Odgren
 Co-Presidents

2023 Grace Lutheran Church Annual Meeting Minutes

Grace Lutheran Church Annual Meeting Minutes - January 15, 2023

Call to Order: The meeting was called to order by Jolene Rosol, Council President at 9:40 a.m. in the Fellowship Hall with a quorum present.

Opening Litany: Pastor Allison Cob led the Opening Litany from the 2022 Annual Report with the members present.

Secretary's Report: The 2022 Annual Minutes were reviewed. A motion was made by Carol Madsen to approve. Dennis Trushenski seconded. Motion carried.

Financial Report: Jane Reiman, Financial Director, provided information of the 2022 finances. All obligations were met and bills were paid. Deb Forster moved to accept the report. Seconded by Bruce Ehlert. Motion carried.

A discussion concerning having grocery receipts being designated for particular funds, in particular, for the stain glass windows took place. The Service Team has the authority to decide when to use the grocery receipts for projects and will keep the suggestion about the stained glass windows in mind.

Jane Reiman then presented the 2023 budget. The budget will increase by 2% over the 2022 budget. Ernie Nuss moved to approve. Seconded by Louise Hendrickson. Motion Carried.

Elections:

Congregational Council:

3 year term: The following members were nominated:

Kris Boerner

Ardell Prescott

Troy Nemmers

A motion was made by Mike Katzenmeyer to cease nominations and cast a unanimous ballot. Second by Marian Holland. Motion carried.

Council Members (Term Continuing):

One Year Remaining:

Pete Odgren

Ilene Reiter

Ben Jordan

Results:

It is our opinion that the 2023 annual report is an accurate account of the financial position of Grace Lutheran Church.

Church credit card account was audited and all expenses had receipts to back up amount.

In our opinion all entries are entered and processed according to Generally Accepted Accounting Principles.

Recommendations:

We recommend that a spreadsheet and/or deposit ticket be developed listing the breakdown of checks, offering envelope amounts and Venco contributions that make up the weekly deposits.

Respectfully Submitted,

2023 Audit Committee

Memo

To: Congregation
From: David Johnson
Randy Lubenow
Jody Saxton

Date: January 2, 2024

Re: 2023 Audit Committee Report

The audit committee met on December 21, 2023 to perform the 2023 Grace Lutheran Church audit. This summary details the results of our audit.

Audit Procedures:

We performed audit procedures on revenues of the church. The audit committee selected two months, May and October, of information. The general and trust accounts were reviewed. Audit procedures included the following:

- We obtained copies of the monthly bank statements.
- We obtained the weekly offering envelopes and the worksheets of the weekly count of the offering envelopes.
- We obtained copies of the monthly profit and loss statements.
- We agreed the weekly count sheets to the deposits indicated on the bank statements.
- We agreed the monthly deposits on the bank statements to the monthly profit and loss statements.
- We traced a sample of weekly contributions from the members to the deposit statement.

We also performed audit procedures on church payables. We selected two months, May and October to review. The general and trust accounts were reviewed. Procedures included the following:

- We obtained copies of the bank statements.
- We obtained invoices for each check written.
- We agreed checks written to the supporting invoices.
- We agreed timesheets to payroll checks written.

Two Years Remaining:

- Joice Forster
- Josh Ensrud
- Patti Matthews
- Carolyn Bird

Departing Council Members (Term Fulfilled)

- Wayne Olson
- Jolene Rosol
- Eric Tonder

Council President, Jolene Rosol, asked for nominations for delegates to the Synod Assembly on Saturday, May 6, 2023 in Mankato. Grace Lutheran is allowed 2 adult delegates and 1 youth delegate. No nominations or volunteers were given.

Council President, Jolene Rosol, asked for nominations for the nominating committee. No nominations or volunteers were given.

Old Business

The Call Committee was able to call Pastor Allison Cobb as lead pastor at Grace Lutheran Church. Pastor Allison was overwhelmingly voted to take on this role by the congregation. She began her ministerial duties in September 2022.

New Business

Pete Odgren gave a thank you to Jolene Rosol for all the work she did as Council President the past year. He then went on to share reasons his young family chose Grace Lutheran as their church home. He related they could see the Gospel at work through the many opportunities Grace offers, as well as through the members.

Chery and Harry Brumbaugh, long term members of Grace, shared why they enjoy Grace Lutheran as their church home. They related they were seeking an ELCA church as an opportunity to grow in Christ through Bible Study, Sunday and Bible School, and the many service programs they were and are able to participate in. They truly enjoy being on the visitation team.

Financial Reports

There was a discussion about the icy sidewalks and parking lot this year. It has been an unusual winter for all the ice. This will continue to be addressed to make the sidewalks and lot as safe as possible.

Pastor Allison highlighted ways to serve without having to have a meeting. She gave examples such as Building and Grounds projects, making bags for People Helping People Program, and knitting prayer shawls.

Christian Education Director, Nicki Kueker, reported that this year Children's Church will be added starting January 22, 2023. This will take place between services and will include singing, a short lesson, and a craft. Fundraisers for the youth summer mission trip to Kentucky will be taking place, starting with a spaghetti lunch in February 2023. She also reported Bible Camps and Bible School will be offered for our youth this summer.

Pastor Allison reported that CT Hogan, music director, has been busy selecting and arranging music for the services, leading the Celebration Choir, and taking care of the church's technology needs. She reported that Deacon Jennelle Cuning has been making calls and visiting members as well as leading the visitation teams. Lastly, Pastor Allison reported that Brad Anderson has gone above and beyond to keep the building safe, clean, and in good working order.

Adjournment: With there being no further discussion, there was a motion to adjourn by Harry Brumbaugh. Seconded by Ernie Nuss. Motion carried.

Respectfully Submitted,

Joice Forster, Council Secretary

FINANCIAL REPORTS

| | |
|---|--------------------|
| Grace & Growth Fund | |
| Grace & Ground Balance | \$203,616.22 |
| 2023 made/not distributed balance | <u>\$28,757.21</u> |
| | \$232,373.43 |
| 2022 Interest (gain/loss) | \$(26,734.18) |
| 2022 Interest Disbursement: | |
| No payouts were made from the 2022 Grace & Grace funds because there were no gains in the accounts. | |
| Fund Balance as of 12-31-23 | \$205,639.25 |

Grace Lutheran Endowment Fund (St. Paul/MN Foundation)

| | |
|---------------------------|-----------|
| 10-1-22 through 9-30-23 | |
| Beginning Balance 10-1-22 | \$170,559 |
| Investment Activity | |
| Interest & Dividends | \$3,355 |
| Investment Gain/Loss | \$3,322 |
| Distribution | |
| Grants Paid | \$(6,886) |
| Ending Balance 9-30-23 | \$170,350 |

GRACE LUTHERAN MISSION FINANCIALS - 2023

January 1, 2023 thru December 31, 2023

| | |
|-----------------------------------|---------------------|
| OPENING BALANCE 1-1-2023 | \$ 3,397.78 |
| DEPOSITS | |
| Direct Deposits | \$ 1,073.29 |
| Envelopes and Miscellaneous | \$ 14,157.64 |
| Fund Raisers | \$ 35,237.52 |
| Memorial Gifts | \$ 665.00 |
| Interest | \$ 1.21 |
| TOTAL DEPOSITS | \$ 51,134.66 |
| MONEY PAID OUT | |
| Fund Raiser Expenses | \$ 13,683.09 |
| Mission Project Donations | \$ 30,500.00 |
| Bank Service Charge | \$ 16.75 |
| TOTAL MONEY PAID OUT | \$ 44,199.84 |
| CLOSING BALANCE 12-31-2023 | \$ 10,332.60 |

2023 Statistical Summary

Membership

Youth Baptisms: 16
 Youth Confirmations: 22
 Weddings: 1
 Funerals: 8
 Membership Additions:
 By Baptisms: 16
 By Transfer: 4
 Membership Decreases:
 By Death: 18
 By Transfer: 10

Grace Lutheran Church Membership
 as of 12/31/2023: 608

Special Worship Services Held :
 Maundy Thursday (2), Good Friday (2),
 Easter (3), Thanksgiving (2), Noon Advent (3),
 Christmas Eve (3)

Attendance

Sunday In-Person Average: 211
 Wednesday In-Person Average: 69
 Special Worship Services In-Person Average: 67

Sunday Online Average: **TBD**
 Wednesday Online Average: **TBD**
(TBD = TO BE DETERMINED)

*Online averages are calculated by adding the number of views on Facebook, YouTube, and Boxcast, and then multiplied by 2 (per ELCA guidelines).

Annual Meeting Ballot Information

Council Member Nominees

3 Year Term - Jamie Core, Joice Eisenmenger, Mark Morris

Council Members - Term Completed

Pete Odgren, Ilene Reiter

Continuing Council Members - Term Remaining

1 Year Term - Carolyn Bird, Josh Ensrud, Joice Forster,
2 Year Term - Kris Boerner, Ardel Prescott, Troy Nemmers

Audit Committee Nominees

1 Year Term - To Be Determined

Ministry Team Reports

2023 Children, Youth, & Family Committee Annual Report

We are so thankful as we reflect on this past year within Children, Youth and Family Ministry at Grace! Our team of volunteers has spent countless hours learning and preparing for Youth ministry, following the much valued vacancy role of Youth Ed Coordinator in May. We strive to find smooth and effective ways moving forward. Thank you to our Grace family for all of your support.

This spring, end of the year celebrations took place with BLAST students having ice cream sundaes & playing games on the south lawn. Confirmation groups had a pizza party at BowlMor Lanes.

This summer, we had an amazing Vacation Bible School Day camp, with counselors from Ingham Lake Okoboji! Students 3 years old through 6th grade learned about “Uncovering Gods Truth” and Jesus’s love. Our youth raised \$301 with offering during the week! WOW! Money was then donated to the Martin County Humane Society. Our dog friend, Fanta, found his forever home shortly after. The week concluded with root beer floats, singing, and pie in the face for counselors, Pastor Cheryl and Nicole Kolbe! What a fun week of memories made!

In September, we kicked off the school year with a back to fall night! It was so wonderful to see our BLAST and Confirmation students along with their families - seeing the redecorated classrooms, meeting their teachers and a quick treat in the new choir room with choir director Kris Tillotson & accompanist Carol Madsen! We are so grateful for all of the volunteers who made this school year get off to a great start. We couldn’t have done any of it without you- decorators, teachers, office personnel, and of course our Youth! THANK YOU!

On September 17th, our second and third graders were recognized as they received their very own Bible and Blessing. God’s blessings to them as they seek and learn Gods word throughout their lives. Show me your ways, Lord, teach me your paths. Guide me in your truth and teach me, for you are God my Savior, and my hope is in you all day long. Psalm 25:4-5

On October 29th, 22 confirmands were confirmed. What a special day for them along with their family and friends! God’s blessings to all of them! I praise you because I am fearfully and wonderfully made: your works are wonderful, I know that full and well. Psalm 139:14

Our BLAST students presented “The True Christmas Story” at their Christmas Program on Sunday, December 10th. It was pure joy to see their smiling faces sharing the Christmas story.

Our Grace youth and families continue to share their time, love and talents with our Congregation as well as within our community. Through their acts, Gods love and Jesus’s good news spreads! We are looking forward to a wonderful 2024, learning and sharing Gods love!

2024 Blessings,
Children, Youth & Family Ministry

2023 GLC Missions Ministry Team

Our Mission is to follow the teachings of our Lord by serving others, providing hope for the hopeless, food for the hungry, and help for those in need.

Our Motto is “God’s work, our hands.”

Our 2023 Budget of \$ 27,000.00 supports 24 organizations in local, regional, national, and international regions. There are additional funds which are undesignated for “Needs that arise in 2023.” A copy of our 2023 Mission Budget is attached.

We consider recommendations for beneficiaries of these gifts, research information about their programs, and consult tools like “Charity Navigator” reports.

Our team member and 2022 Treasurer, John Anthony, and his wife, Connie, moved in 2023, leaving a vacancy. Jolene Rosol agreed to serve as the new Treasurer and the board members welcomed her. Other members are Louise Hendricks, Chair Person, and Carol Cress, Secretary, Carol Nasby, Carol Voss, Bonnie Traetow, Larry Traetow, Marcia Schaefer, and Carol Mhyre. Pastor Cheryl Indehar also joins us for meetings. We would welcome more members on our team,

Our regular fundraisers include the “Phantom Tea”, Apple Pie Bake, “Homes for Homeless Snowmen”, Christmas Tree sales, and December Bake Sale. This was also the year for our GLC Missions Rummage Sale, which is held every other year. This event brought in \$ 5,176.00.

Finally, none of this great work would be possible without the Hands of Servants who graciously and regularly offer their time, talents, and resources. With your donations, special gifts, designated gifts, memorials, and fundraiser support, we have again met our annual goal.

The success is yours; the work is the Lord’s. Thank you.

Respectfully submitted,
Carol Cress

2023 Open Door Ministry Annual Report

Open Door offers a delicious, warm meal, every Wednesday evening during the school year. It is a convenient way for families to eat together before Blast, confirmation class, music rehearsals and evening worship. The meal is also offered to anyone in the community.

We have a ten week rotation of meals and each meal has its own team members. This year has seen an addition of some new team members, which is very nice. Everyone has a fun evening, serving our Lord in this way. It is a great service to be involved in.

We also have noticed some new faces coming to enjoy our meals, which is a blessing.

It's just a great service to be involved in. Providing a meal for others is a true blessing.

Kathy Roalson
Open Door Coordinator

2023 Personnel Committee Annual Report

The personnel committee consists of Sandy Griese, chair, Joice Forster, Tom Lytle, and Carolyn Bird, with Pastor Allison Cobb serving as an advisor. This year, we met with outgoing chair Dawn Becker to review responsibilities of this committee. We diligently looked for a worship technology coordinator for 8 hours a week, but had no viable applicants. Volunteers and our office administrator, Nicole Kolbe, have been fulfilling these duties. Joice Forster, representing our team, and Pastor Allison Cobb met with each Grace Lutheran employee for an end of year chat where they discussed accolades, opportunities, and goals for 2024. We are very thankful for our wonderful staff and look forward to a blessed and productive year doing God's work at Grace Lutheran.

In Christ,

Personnel Committee Members

Sandy Griese, Joice Forster, Tom Lytle, and Carolyn Bird

2023 Worship Committee Annual Report

Grace Lutheran Church offers three different types of services. Traditional service begins at 8:30 am. The Contemporary Service begins at 10:45 am. On Wednesday evenings, during the school year, the Praise Band has services at 6:30 pm and during the summer at Sylvania Park. In the summer there is one service at 9:30 am in the Sanctuary. Grace has also been involved with our Ecumenical partners in working on collaborating worship services.

Grace Lutheran Church has been blessed with musicians who have given their time and talent to provide music to the different services. A special thank-you to Sandy Ettesvold, Carol Madsen, Tanner Mammenga, Molly Bleess, Kris Tillotson, Joyce Jorgenson, and Jen Kahler with the Praise Band. There are also choirs to be involved in. For the children there are two choirs-the Alleluia and Cherub choirs. Adults can become involved in the Chancel and Celebration choirs.

In April, Pastor Cheryl Indeher joined Grace as an Interim Associate Pastor. We are very thankful and grateful for her.

God's work our Hands. was brought back along with God's Grace is Amazing.

This year, Worship on the Water had to be cancelled due to the weather.

The Holden Service is back during Advent and Lent on Wednesday evenings.

In October, on Confirmation/Reformation Sunday, the worship committee provided bars and cookies to all in attendance.

This year, Christmas service will start with Cocoa and Carols at 11am. Followed by a 3:00 pm Contemporary and an 8:00 pm Traditional service.

We, the Worship Team, will listen to all ideas and concerns you may have. Our goal is to bring you closer in your relationship with God.

Respectfully submitted,

Ilene Reiter and Kris Boerner

Currently, Grace has three active Circles who meet monthly. They are the Shalom Circle, Sarah Circle and Mary Circle. We also have an independent Bible study group who meet weekly at Grace.

Our Lay Visitors Team brings encouragement and friendship to individuals. The number of aging members of Grace living in nursing homes or alone is increasing significantly. We are in need of volunteers to serve on this team, who are willing to meet with our shut-ins. Two people are assigned to each individual who will go as a pair. Each team of two will visit once a month.

Prayer Shawls continue to be a very important ministry for people who need comfort. Grace has dedicated members who make our prayer shawls and they are available to anyone who you feel would be in need of one.

Because of a group of willing volunteers our Star Tree continues to be a rewarding mission to people who may not receive a Christmas gift. A Sock Tree was also put up decorated with donated socks for the community. A special thanks to all of these volunteers within our church for their time and effort coordinating these missions.

Outreach ministries include dedicated work from Grace's Missions Team strategically planning the rummage sale, apple pie bake, Christmas bake sales, Christmas tree sales and snowmen sales.

Outreach and Fellowship Team members are Mary Kotewa, Carolyn Bird, Del Prescott, and Louise Hendricks, our Missions Rep. We welcome anyone who would like to join our team. If you enjoy meeting people and interacting by serving others, our team is for you.

Submitted by Mary Kotewa, Outreach and Fellowship Chair

2023 Outreach/Fellowship Committee Annual Report

“Support and Empowering Servants” is our mission. The purpose of the Outreach and Fellowship Team is to support ministries within the church and bring people together in fellowship with one another.

“Pizza with the Pastor” was held in January for those who are new to Grace, who have recently joined the church, or may want to join in the future, to come and have lunch with the pastors. It is a time of getting acquainted with one another learning about what Grace has to offer and answering any questions those attending may have.

Grace opened up their own food pantry in January. Shelves with food are set up to serve the needs of our guests who come to Grace. Care bags are also available for guests who are in need of hygiene care products and basic items, including a list of resources in our community.

Outreach and Fellowship organizes two food drives during the year. March is Minnesota Food Shelf month and in November we have a Thanksgiving food drive. During November food is brought up to the altar where the congregation can watch it grow. After food is collected from our food drives 10% of the food goes to Heaven’s Table, our local food shelf, and the remainder of the food is stored on our food shelves at Grace. We had a Special Sunday of Thanks on November 19th between services, serving pumpkin bars and cider in the gathering area in appreciation of all the food contributions.

Fellowship served morning coffee and treats for the monthly Blue Earth River Conference meeting held at Grace in April.

In October our teams put on a Lutheran Heritage Fest in recognition of Martin Luther. It was a great success serving around 200 people. Our plan is to continue this again next October.

We participated in the Fairmont Glows Parade by pulling the Grace Lutheran Church float taking place the last Friday before Thanksgiving. Several youth and adults walked with the float giving out candy, glo sticks, and bags of candy canes and information on our church services.

Meals on Wheels are done twice a year at Grace. Members volunteer to deliver the meals for two weeks in June and two weeks in September. A Sign-Up Genius is available to schedule their time.

2023 Service Committee Annual Report

2023 Service Team Report

- Received/Monitored the monthly general and trust amount financial reports.
- Reviewed the annual 2022 audit as presented by the Audit Committee.
- Hired new office manager Nicole Kolbe.
- Installed a new hot water heater in the kitchen.
- Reviewed current insurance coverage with Grinnell. Quotes were sent out and the insurance/workers compensation plans were moved to Brotherhood Mutual.
- New copy machine lease was signed and machine installed in the office.
- The stained-glass window project was completed in the fall. Downpayment of \$51,000 was made from the Trust Account Repair & Maintenance account. The balance of \$138790 was paid by transferring funds from other Trust Accounts and the generous donations by the congregation.
- Held a congregational meeting to inform the congregation of the current financial needs.
- Established a QR code process for an additional opportunity for giving.
- The speaker system in Fellowship Hall was repaired.
- Purchased 3 new microphones.
- Repaired the parking lot cracks.
- Worked with the Financial director to prepare the 2024 budget.

Service Team Members – Pete Odgren, Lyn Johnson, Jolene Rosol, Jennifer Nielsen, Troy Nimmers, Pastor Allison Cobb, Jane Reiman