

# GRACE LUTHERAN CHURCH

918 Garfield Avenue, Albert Lea, Minnesota

Church Offices (507) 373-6496

Basement / Kitchen (507) 373-7834

Janet A. White **Interim Senior Pastor**  
 Robert Tewes **AIM Director of Music and Organist**  
 Loree Anderson **Education Director**  
 Lori Tuchtenhagen **Parish Nurse**  
 Sherry Seberson **Choral Director**

Lisa Vogelsang **Office Manager**  
 Jessica Wencil **Financial Bookkeeper**  
 Darin LaFrance **Building Superintendent**  
 Jim Wildeman **Asst. Superintendent**

## ANNUAL REPORT, 2015

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**69<sup>th</sup> ANNUAL MEETING**  
**Sunday, January 31, 2016**

## REPORT OF THE INTERIM SENIOR PASTOR

My, oh my, what a year we shared at Grace Lutheran Church in 2015!

At Grace we experienced the highs and lows of church life together this year. When the pastor you called, refused to come, it could have been a very divisive moment, but it wasn't. You stood together, supported each other, and we are stronger today than at any time I've been with you, almost two years now.

I witnessed your church council and church leaders make good and sometimes hard decisions, but they made those decisions, and you supported them. You have been blessed with good leadership this year, and I believe that alone would have made it a good year for Grace.

But, there is much more. This year we have worked together to be the loving presence of God within our congregation, in Albert Lea, and in the world. These are uncertain times for people in our country and around the world. The unwavering faith of our people is inspiring and crucial as we look to the year ahead.

During 2015 we worked together to raise new generations of believers. We baptized our young, had faith formation classes for all ages, confirmed our youth, joined couples together in Christian marriage, and celebrated the lives of those who have died. Our life together has included all the passages of life. We experienced life together in this family of faith. Yes, in so many ways, it's been a good year at Grace.

As we look forward to all that 2016 will bring, I see many wonderful things.

I am convinced you will find a pastor who will be excited to serve you: a pastor who will have a heart for service; a pastor who will work with you as you continue to be disciples of Jesus Christ in the world; a pastor who will love you and share life with you; and a pastor who inspire you in your lives of faith.

We are working to find a youth director and will do that because we know the importance of ministering to our young people as they find their way, their place, and the importance of faith as they live in this world. Our search was delayed when we anticipated the arrival of the new pastor. But, we aren't waiting any longer.

Together we will continue to educate our children in the Christian faith. These are without a doubt the most important lessons they will learn. It's a vital and important part of our life together, to prepare our children to live as disciples of Jesus.

LEAD (Living Every Day as Disciples) is an intentional process of determining how God is leading us at Grace Lutheran Church. We have a good LEAD team in place. You will be hearing more about this process in 2016. I think that all churches would benefit by taking part in such an intentional process. I'm excited at the possibilities that LEAD offers to us at Grace.

Almost every Sunday I am thanked for our meaningful worship services. I don't do that alone. We are blessed with capable and skilled leadership from staff and volunteers. We are also blessed by your presence at worship.

The truth is that I don't do any of this alone. Whether I'm in Northfield where I live, or in Albert Lea, I am asked how I can do the work of a church this size as the only pastor. I always tell them, I can only do this because of the people I work with, the paid staff and the volunteer lay leadership.

- In this report I want to thank our staff. I know that I can count on my staff for just about anything—guidance when I need it, and I can rely on them as partners in ministry here.
- I am grateful to our church council. They have dealt with highly unusual and difficult circumstances this year, and never flinched.
- I am grateful for those who work on our various ministry teams. That's where the work of the church is truly done.
- And, I am thankful for you. I remember my first days at Grace looking out at the congregation on a Sunday morning and just seeing a sea of faces that I didn't know. Now I look out and see you. Yours are faces that I've come to know as people who love their Lord, cherish this church, and people who want to be inspired and guided in your lives of faith.

In 2016, I pray that we will continue to move forward as the people God has gathered in this place. I hope that you will be present in worship, and offer your gifts so that together we can be the church God wishes us to be.

I am pleased to be a part of you, this family of faith at Grace. I didn't expect to be back after the very thoughtful farewell that you gave me, but I'm glad to have this extra time with you. As I wrote last year, I don't know how long I will be with you, but I will work to be faithful to God and to you as I seek to guide you into your future.

God bless you, Grace Lutheran Church!

*Pastor Janet White*

## REPORT OF THE MUSIC COORDINATOR / ORGANIST

*I will sing to the LORD as long as I live,  
I will praise my God while I have my being.* (Psalm 104:33)

These words of the Psalmist encapsulate my life as a professional church worker, particularly a church musician. The work I do, and the work I enable others to do, is a truly gifted vocation: something that deeply reflects who I am and what brings me great joy. It is indeed a privilege to serve the people of Grace Lutheran Church as your Music Director. It is a privilege that seems even more enriched this year, as I have celebrated the completion of my fifteenth year in this position with you. We have spent five cycles of the three-year lectionary together. I have seen my children make their way through the Sunday School and Confirmation programs at Grace. I have been at many of your weddings and have watched young families grow before my eyes. I have watched baptized babies grow into healthy and inquisitive young men and women. I have been with you and helped you sing through your grief as your family members and friends have left this earth and taken their place with the saints in heaven. Through each of these journeys together the one constant has been the enduring faithfulness of a God who promises to bless those who put their trust in him. We are reminded throughout scripture that our journey is made together; we are not in this journey alone. We walk together, and are accompanied by a faithful God who loves us. That is, in fact, what worship is all about: Through our words and songs, we bring to life a celebration of each of the seasons of our lives together.

As I reflect more specifically on our last twelve months together, many fond memories fill my mind. We have continued to see new faces in each of our musical ensembles. Our worship cycle of a single family worship on Sunday morning and a regular congregation of Wednesday evening worshipers continue to feel positive. Liturgies celebrating God's gift of water, occasional outdoor worship services, and our Lenten series on "giftedness" have been memorable and meaningful for many. Our anticipation toward calling and receiving a new Senior Pastor occupied much of our thoughts and energies. One specific outcome of that anticipation was the creation of a notebook that in word and pictures shares what worship looks like at Grace Lutheran. This notebook was created to give insight to potential candidates, answering a variety of questions that they may have about our current practices. It was a labor of love to create, and I welcome your viewing of it. Although the anticipated outcome of the arrival of a senior pastor didn't come to fruition during the 2015 calendar year, we did not stand still and do nothing. I am so proud of how our congregation continues to flourish under the capable leadership of interim Pastor Janet White. I also continue to value the support I receive from Sherry Seberson in her fine work as Cherub Choir director. Additionally, I continue to find joy and fulfillment in serving in a variety of supportive musical roles within our public school district 241 and within areas of music and worship within our Southeastern Minnesota Synod.

A personal highlight of last year would definitely be the opportunity that I was given by the Synod to be our representative at the ELCA *Worship Jubilee* in Atlanta, Georgia last summer. Five days of excellent music making, worship, and comradery with colleagues old and new really nurtured me and filled me with new-kindled excitement and energy. I have looked forward to sharing some of those newly discovered worship elements with the people of Grace.

As I look ahead to this new year, I trust that as we seek to be faithful in our worship lives together, God will continue to bless us, as God has in the past, and will open up for us an exciting and creative future, full of hope and fulfilled promises. That is my prayer for each of us, that we remain faithfully patient and open to the nudging guidance of God's spirit among us. Thank you for the continued opportunity to serve you in my role as your Church Musician.

*Robert Tewes, Associate in Ministry  
Music Coordinator/Organist*

## REPORT OF THE EDUCATION DIRECTOR / EDUCATION AND LIBRARY REPORT

I cannot express enough the depth of my gratitude for the faithful and passionate volunteers here at Grace. These folks are willing to step up and help out, even with their super busy schedules. They share their time with our students and it really does make a huge difference.

September of 2015 marked my fourth year here at Grace I am blessed to work with the students and awesome families we have. We have done some growing over the last few years. When I started in September of 2011 we were already using the rotational method for Sunday mornings, we continued with that but discovered that was not the right fit for Grace. With the impute of families and classroom leaders we found more of a large group small group curriculum that was based on themes of the Bible vs stories, that wasn't the right fit either. In conversations with families and classroom leaders, in 2014 we transitioned into a more traditional classroom model that included experiential ideas and videos about those traditional stories we all grew up with. In 2015 we have continued using this same curriculum it is a better fit for Grace Lutheran families. During all that we changed the name of Sunday mornings to Faith Exploration, at the time of the change many meetings were offered on this change along with other information. The new name reflects the future of Faith Formation for our children, youth and families. It's been wonderful to see the increased interest in learning about our faith.

The Treehouse (5<sup>th</sup> & 6<sup>th</sup> graders) have some new great additional activities specifically for them. We had 3 summer events for them this year along with Youth Blast at GEV.

The Children's Christmas program changed to 11:30 last year and we continued that again this year. The timing works better for families and our littlest students. Brenda Herr has been doing a fantastic job with this and we are very grateful to have her. We hope she will come back again next year.



Our Faith Steps for Families classes have been very successful, these fit well with the growing interest and need for more learning opportunities for families. Many have shared that they love the classes and the opportunity to learn together with their child things they have forgotten when they were young. Faith Steps for Families classes provide an excellent environment to learn and grow together. Research shows us often when families do have time together the discussion is focused on did you get things done in order to be ready for next day, parents are getting through the mealtime, then homework, then bedtime, then the dishes and the laundry whew! We strive to help families learn together by providing resources, intergenerational events, classes and information.

VBS is a favorite time here at Grace. It's a week of being a kid and experiencing Jesus as a kid. We do crazy dances, have our imaginations inspired, go on Bible adventures, eat great snacks (a favorite tradition) and join in awesome games all centered around Jesus. A great way to learn and be around others sharing the same faith as you who are having a blast too. We are exploring the idea of daytime VBS for summer 2016.

Our library has added more books, a few music CD's, DVD's and resources for us. In the regular monthly *Grace Notes* article we have been including online resources for Faith Formation along with book and movie reviews. We are working on a section for the website that will have links and other resources for Faith Formation, watch for that to come in 2016.

Over the summer we added a trip to wilderness Canoe Base this was open to 7<sup>th</sup> grade – 9<sup>th</sup> we sent 9 students and 1 chaperone, they came back with praise and wanting to go again. This is offered again in 2016 for those entering 7<sup>th</sup> – 12<sup>th</sup>.

I love working more with all of our confirmation students. Our Faith Guide program has incorporated all the stages that were part of the original design. Watching the students and their Faith Guides having conversations after worship is inspiring. We added going to Winter Warm Up sponsored by local churches for all confirmation students in Southern MN, this has inspiring guest speakers each year. Our curriculum is relevant to students of today and challenges them to find their faith and own it. Relating faith with their current life and how to take with them for a lifetime. Our goal is to inspire them to be curious, keep learning and participate in their church as leaders. For the past few years I have been participating the Confirmation Project. The Confirmation Project is a collaborative research effort among five denominations to learn more about confirmation and equivalent practices across the United States. We are interested in how the experience of confirmation serves to intensify Christian identity and integrate belief into daily life. I have had an opportunity to join with many colleagues in this ongoing discussion and learn many things that are working and not working in several congregations.

Research also shows us that families have less and less time together to share and talk about our faith, those traditional lines of storytelling and sharing with older generations and within the family are missing replaced by frantic schedules. Outside activities sports, dance and other groups have really grown to be the place to be social with others, the places people congregate. The church is no longer the social place to gather. So where do we fit in now and how can we continue to be relevant to families? There are numerous studies on this, it has been one of my main areas of concern and research for the last three years. This past year I have been working on my certification in Children, Youth and Family ministry in order to provide better equipped programs here at Grace.

Back to the question how do we continue to be relevant to families? What is our vision and mission regarding Faith Formation and how do we get there? This is the topic for a group we are creating Children, Youth and Family Ministry Team. The duties of the Children Youth and Family Team include, but are not limited to:

- create and cast ministry vision
- develop programs which serve the purpose of educational ministry and meet the needs and interests of the congregation's membership
- coordinate and evaluate ministry programs

We are looking for 8-10 adults for this team. If you have some passion for this area of our ministries here at Grace I highly encourage you be a part of this team. You may contact me for further information.

Watch for upcoming surveys to give your feedback regarding the educational ministries here at Grace. Your valuable feedback will assist the team with providing programming that best suits the needs and resources here at Grace.

Looking forward to a great 2016,

*Loree Anderson*, Education Director

**Education Ministry Team**

*Nikki Schumaker, Rebecca Passer*

## REPORT OF THE PARISH NURSE

*Let your light so shine before others that they may see your good works and glorify your Father in heaven. (Matthew 5:16)*

As your Parish Nurse, I am a Registered Nurse who holds a current license to practice professional nursing while continuing to meet the state requirements for education. As your Parish Nurse I had to previously complete an endorsed Parish Nurse program prior to accepting the position here at Grace Lutheran, and today I will say that I am honored to be a part of the pastoral ministry here at Grace.

***A Parish Nurse is an Integrator of Faith and Health,*** reminding people to care for their body, mind and spirit.

***A Parish Nurse is a Health Educator.*** By utilizing the monthly *Grace Notes* I am able to offer an article utilizing a holistic approach for good health, along with one-on-ones or to small groups which allows me to encourage understanding as to the connection of faith and well-being.

***A Parish Nurse is a Personal Health Counselor.*** I am able to discuss health problems with parishioners, while giving clarity and support. I am able to make home, hospital and nursing home visits as needed. In 2015 I made on average 37 contacts through face-to-face visits, phone calls, email messaging, and small group involvements.

***A Parish Nurse is a Referral Agent.*** I have been able to assist others while navigating the health care system and making referrals when necessary. I not only network with area Parish Nurses, I also work with community agencies, establishing resources and networks that assist with the well-being of the congregation.

***A Parish Nurse is a Health Advocate.*** The nurse assists with healthcare assessments, referrals and decisions when requested or needed. At times my position has required making phone calls to involve family members, or provide transportation and accompanying a member to a health care facility and attending their MD appointments.

***A Parish Nurse is a Developer of Small Groups.*** Currently at Grace we have a women's and men's grief support group that meets on the fourth Monday of the month offering support for those who are grieving, while offering hope to those in despair or transition with their own health care needs, relationships, loss of job or transitions in life. The Parish Nurse also encourages fellowship with others by becoming involved with the Friends Group that meets the second Sunday evening for a time of fun, games and fellowship with others.

This past year I also started a small group ministry with our members that reside at Knutson Place to assist them in feeling connected to the church by offering a time of fellowship and bringing the Sacrament of Communion on a monthly basis.

***A Parish Nurse is the Trainer of Volunteers.*** Christ called all to be disciples of his ministry. The Health Cabinet continues to support the ministry of health and wholeness by assisting with the healing services throughout the year and also by providing a time of fellowship, and support to others following the Blue Christmas service, a service of hope and remembering for those who find it difficult to be joyful at Christmas time. I am grateful to our volunteers that bake cookies allowing the Parish Nurse to share a small gift of sweets or a choice of fruit when visiting. We also have talented volunteers that will knit and crochet not only baby booties and baby caps, but also prayer shawls that can be given as a Gift of Love from our congregation.

***The Visitation Team.*** I am currently seeking volunteers for a wonderful and rewarding opportunity to minister to others while sharing a caring heart and bringing communion to those homebound or living in nursing homes. The Visitation Team meets only every other month on the first Monday at 4:00pm to offer updates and organize visits to our homebound. Let your light shine before others and join us in this important ministry as we **'Bring People Together and Become Disciples for Christ.'** Please call myself or the church office if you are willing to become a part of this ministry.

God's Blessings,

Lori Tuchtenhagen, Parish Nurse

**MINISTERIAL REPORT**

<b><u>WORSHIP SERVICES</u></b>	<b><u>2013</u></b>	<b><u>2014</u></b>	<b><u>2015</u></b>
Total Sunday Worship Services	107	73	55
Total Weekday Worship Services	57	56	59
Total Services with Communion	64	65	68

**PASTORAL ACTS**

Children Baptized	16	13	10
Adults Baptized	0	0	0
Confirmation of 9 <sup>th</sup> Graders	14	17	20
Confirmation of Adults	0	0	0
Weddings	7	5	6
Reaffirmation of Wedding Vows	0	0	0
Funerals	25	22	18

**MEMBERSHIP REPORT**

Increases:

a. By Baptism (Children)	16	13	10
b. By Baptism (Adults)	0	0	0
c. By Reaffirmation of Faith	15	0	21
d. By Letter of Transfer	17	0	3
e. By Adult Instruction	0	0	0
f. From Other Sources	0	0	0
g. By Confirmation (not previously baptized members)	1	3	1

**TOTAL**

49            16            35

Decreases:

a. By Death	22	20	15
b. Inactive Member Reduction	0	683	253
c. By Transfer to ELCA Congregations	10	19	3
d. By Transfer to Other Lutheran Congregations	0	7	1
e. By Release to Non-Lutheran Congregations	1	2	4
f. For Other Reasons (or requested removal)	15	37	1

**TOTAL**

48            768            277

**TOTAL BAPTIZED MEMBERSHIP**

Total Baptized Membership, December 31, 2014	1,913
Total Baptized Membership, December 31, 2015	1,671
<b>NET FOR 2015</b>	<b>- 242</b>

**TOTAL CONFIRMED MEMBERSHIP**

Total Confirmed Membership, December 31, 2014	1,423
Total Confirmed Membership, December 31, 2015	1,267
<b>NET FOR 2015</b>	<b>- 156</b>



## MINISTERIAL REPORT

2015 BAPTISMS: (10) Jarek Rylan Talamantes, Maklynn Alexis Matson, Madison Jane Twedt, Dominic John Zamora, Kole Daniel Gilliam, Brandi Marlene Schroeder, Gavin Joshua Diaz, Mariah Ann Sturtevant, Knox Michael Hummel, Kane David Hummel.

2015 MARRIAGES: (6) Alexandra Schmitz and Luke Grossman, Ashley Wieland and Wesley Rueter, Alicia Andersen and Derek Drake, Lacey Williamson and Jace DeBoer, Rebekah Lorenz and Jesse Mowers, Jessica Nelson and Jared Asay.

2015 REAFFIRMATION OF VOWS: (None)

2015 DEATHS: (18) Dorothy Kvenvold, Elvina E. Linder, Allen R. Tullberg, Peter G. Galkin, Helen H. Lykken, Selma E. Bryan, \*Colton J. Poplow, Geraldine J. Sorenson, Ronald Walk Jr., Dorothy E. Jacobson, Dolores L. Benbow, \*Rev. David G. Hernes, Jack L. Sainsbury, Terrilyn D. Sager, Ethel L. Doty, \*Wilma L. Zoller, Marion P. Ball, Arthur R. Cornell.

**\*Denotes non-member.**

NEW MEMBERS RECEIVED INTO GRACE LUTHERAN: Judy Christenson, Kirk & Becky Farmer and family, Danielle Heitman, Ron & Deb Nelson, Doreen Poulson, Joyce Stundahl, Matthew Kermes, Tom & Angie Nelson and family.

REMOVAL/MEMBERS REQUESTING RELEASE OF MEMBERSHIP: Alyse Anderson, Brandon & Nicole Prihoda and family.

Additional inactive member reduction of 253 baptized, 171 confirmed.

MEMBERS TRANSFERRED OUT OF GRACE LUTHERAN: Timothy Rasmussen, Joshua O'Byrne, Phil & Kathie Rogers.

## USHERS' REPORT, 2015

<u>SPECIAL SERVICES</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>
Mid-Week Lenten Services (average, 6 services)	174	195	187
Holy Week Attendance (Maundy Thursday, 1 service)	246	218	152
Good Friday Service	127	153	112
Easter Sunrise Service	87	--	--
Easter 8:00am	282	246	222
Easter 9:30am	297	355	323
Easter 11:00am	204	167	130
Thanksgiving Eve	140	113	154
Blue Christmas			53
Christmas Eve 3:00pm	290	294	311
Christmas Eve 5:00pm	262	347	299
Christmas Eve 11:00pm	141	170	153
<b>Christmas Eve Total</b>	<b>693</b>	<b>811</b>	<b>763</b>
Christmas Day	100	56	62

### WEEKLY ATTENDANCE

Total Weekly Attendance	17,181	14,451	14,646
January-May and September-December (average)	347	294	295
9:00am Sundays, 5:30pm Wednesdays			
June-August, Sunday (average)	278	243	242
9:30am Sundays, 5:30pm Wednesdays			
All Weeks - 12 months (average)	331	280	282
Sundays in the Year	52	52	52
Record Sunday	870	768	675
	# Easter	## Easter	### Easter
Record Sunday (other than Easter)	490	548	617
	(10/27)	(10/26)	(10/25)
	Confirmation	Confirmation	Confirmation

# = Four Services

## = Three Services

Respectfully submitted,

*James Munyer*, Director of Ushers

**GRACE LUTHERAN CHURCH**  
**Minutes of the**  
**Sixty-eighth Annual Meeting**  
**January 25, 2015**

President Jim Westeng called the sixty-eighth Annual Meeting of Grace Lutheran Church to order at 11:00am in the Fellowship Hall. Pastor Janet White led devotions. The hymn, *We All Are One in Mission* was sung, accompanied by Robert Tewes. A motion was made for a correction of minutes for the Grace Foundation by Tom Sorenson – to remove Craig Loehr, Perry Loge and Jim Munyer and add Tom Sorenson and Mark Sanderson. There was a motion made by Bill Barber and seconded by Judy Munyer to approve the minutes of the sixty-seventh Annual Meeting; motion carried. Becky Tennis Hanson reported back on the table activities.

**Senior Pastor Report by Pastor Janet White:** Pastor Janet noted there has been a lot of change and transition this past year. Pastor Janet said we have a wonderful church and thanked everyone for their support. She thanked the staff. The Call Committee is working hard, please be patient. Pastor Janet is working on the procedures and practices of the church. There are items that are not normal and she is working with the proper people to make them right. She is looking forward to working with the new Council this upcoming year.

**Treasurer's Report:** Pastor Janet and Jim Westeng presented the treasurer's report. There are many different areas in the budget where there is mixing of the funds. Everything is being accounted for and we can track where it is being spent. The goal is to have the ministry teams and staff know what their budget is and control their expenditures. There will not be two pastor's salaries in 2015 and the property and equipment costs should be lower – this will help the budget. There will be budget procedures implemented in 2015. A peripheral review of the budget was made by two of our members. At our request, Patty Tewes also examined our books. Patty found a number of items that are mislabeled and moved, but nothing that can't be fixed. Patty has written recommendations to fix the items she found. They will be presented at the Council meeting. Patty's recommendations are the same recommendations that an auditor would make. A professional outside audit would be expensive. There are people in our church that who can help us establish stronger and healthier management procedures that the church will follow. There was a motion to approve the treasurer's report by Bill Barber and seconded by Bill Groskurth.

**Other Reports:** The reports of the ministry teams and church organizations were addressed.

**Church Council Elections:** A motion was made by Judy Munyer and seconded by Bill Barber to accept Bill Leland, Becky Tennis Hanson, Rebecca Passer, and Steve Thompson for three year terms on Church Council; and Emma Tewes and Amy Sanderson to one year terms. Leaving the Council are Denise Andersen and Gary Schindler; motion was carried. A motion was made and passed to accept Karen Hendrickson and Sherry Seberson as delegates to St. John's Lutheran Home.

**Grace Foundation:** A motion was made by Tom Sorenson and seconded by Becky Tennis Hanson to accept Tom Sorenson and Mark Sanderson for three year terms on the Grace Foundation Board. Leaving the Foundation are Craig Loehr and Perry Loge (staying on as an advisor) and Jim Munyer; motion carried.

**Synod Assembly:** A motion was made by Bill Barber and seconded by Tom Sorenson for Jim Munyer to serve as a voting member to the Southeastern MN Synod Assembly; motion carried.

**Nominating Committee:** A motion was made by Karen Hendrickson and seconded by Becky Tennis Hanson to keep the same members; motion was carried.

**Personnel Team:** A motion was made by Judy Munyer and seconded by Jeanne Schindler to accept Heather Earl and Darin Passer to three year terms on the Personnel Team; motioned carried

**Scholarship Team:** A motion was made by Gary Schindler and seconded by Jeanne Schindler to keep the same members; motion was carried

**Unfinished Business:** None.

**New Business:**

- A. A motion was made by Bill Barber and seconded by Julie Drommerhausen to increase the Christian Education budget to \$11,500.00; motion carried. A motion was made by Bill Barber and seconded by Julie Groeneweg to approve the 2015 budget. Passed.
- B. A motion was made by Bill Groskurth and seconded by Hazel Spiering to approve the Missionary for a Day 2015 budget.

**Discussion Followed:**

There was concern about the costumes that the youth use and where they are hanging. The portable racks are broken and Loree is currently getting a sturdier rack to hang them on. Judy Munyer suggested totes – she will bring them in.

Judy Menssen questioned why there was an increase in hours for Lori Tuchtenhagen and Loree Anderson. It was explained that Lori Tuchtenhagen has not accepted the position with more hours. Loree Anderson's increase in hours is because she is currently doing the work, just not getting paid for it. This was recommended by the Personnel Team and approved by the Council.

Judy Munyer is questioning why and what the Council is doing. Karen Hendrickson suggested that the Personnel Team deals with staff. We shouldn't second guess what the elected Council is doing. The congregation elects the Council and the church needs to support the Council.

The Call Committee is meeting every other week. The interview questions are put together and ready for the first name to be given by the Synod.

A motion was made by Bill Barber and seconded by Tom Sorenson to adjourn the meeting. Motion carried. Pastor Janet provided a closing prayer. The Doxology was sung, accompanied by Robert Tewes.

Respectfully submitted,

*Nikki Schumaker*, Council Secretary

**Council Meeting following Annual Meeting:**

Officers for 2015: President – Bill Leland  
Vice President – Jim Westeng  
Secretary – Nikki Schumaker

## PRESIDENT'S REPORT

This past year your church council worked not only on the regular business you would expect to come before the council, but also effectively navigated through multiple difficult issues effectively, resulting in a stronger council and congregation. The council also found time to work on three additional areas: 1) increasing transparency, 2) enhancing trust, and 3) identifying an effective approach to discern the common values, assets, and passion of the congregation of Grace Lutheran Church.

Why transparency? A transparent environment welcomes and encourages an open respectful discussion on issues and ideas. In many ways the council has succeeded in an establishing a transparent environment where congregation members are well informed and comfortable in expressing their ideas and personal passions. Moreover, in some areas we need to work harder in understanding others who still feel alienated in one way or another.

Trust is a cornerstone and foundational to relationships and organizations. Enhancing the trust, we have for each other and for the governing entities at Grace Lutheran are critical, in order to move toward an understanding of what God is calling us to do as a congregation. Yes, trust must be earned and communication is a key piece to providing a path to a trusting environment.

Identifying an effective approach to discern the common values, assets, and passions of our congregation provided the opportunity to apply for Synod's LEAD initiative. LEAD stands for Living Every Day as Disciples of God. The process is very intentional and thoroughly scripted to help congregations analyze if they are growing, becoming, stalled and/or out of breath. The LEAD program then provides direction on how to determine the proper course of action. Through the assessment taken last year, Grace Lutheran was identified as a congregation that is becoming and growing. In addition, one of the strongest behaviors identified of our congregation was listening. The LEAD group's first task is to build on this strength. This group is learning what it means to be great listeners and how to apply the skills they will learn to help the congregation of Grace Lutheran and our neighborhood to identify our common values, assets, and passions in order to understand what God is calling us to do.

Not all of this work could have been accomplished if it had not been for the strength and talents of the members of your church council. Your council members have exhibited great strength and insight in working through several difficult situations this year. They have served as a valuable role model to the congregation. They are a cohesive, confident, and wise board and I am honored to serve with them.

*Philippians 4:13 – I can do all things through Christ who strengthens me.*

Respectfully submitted,

*Bill Leland*, Congregational President  
Grace Lutheran Church

## PERSONNEL TEAM

During 2015 the Personnel Committee worked on updating the job descriptions and personnel guide. Work is continuing in both of these areas. The Personnel Committee also oversaw the hiring of the new Bookkeeper and Building Superintendent and currently is in the process of seeking a candidate to fill the vacated Youth Director position. An additional item included the research of issues pertaining to changes in federal rules for hourly and salaried employees. Action was taken and will be implemented this year to insure Grace Lutheran stays in compliance with the upcoming changes.

Respectfully submitted,

*Steve Bracker, Tricia Dahl  
Heather Earl, Darin Passer  
Hazel Spiering, Lanae Thorstad  
Bill Leland (Congregational President)  
Pastor Janet White*

## GRACE SENIORS

The 2015 year ended with Evelyn Eglund and Mary J. Peterson still working together to keep Grace Seniors meetings active.

Following a summer break, we began meeting again in September with the Annual Heritage Luncheon for Grace Lutheran Church members. We have enjoyed some very interesting programs and have more arranged in the coming months. We celebrate Christmas and Valentine's Day with dinners, and at the other meetings we serve coffee and wonderful Lutheran goodies.

Our guest speakers in 2015 included Sue Yost, Freeborn Public Health; Stacy Palmer, Blue Zones; Linda Ferguson, former emergency room nurse; Sally Benson, trip to Cuba; Joan Muschler, the Story Lady; Sam Yost and Spencer Noble, Heifer International farm; Jim Munyer, Ireland trip; and Pastor Milton Ost on our wonderful Grace Lutheran Church building.

Grace Seniors meet the second Wednesday of each month, usually at 2:00pm in the Fireside Room. We hope all will join us. Come and see how much fun we have and what you can learn!

See you soon at Grace Seniors!

In His Service,

*Evelyn Eglund and Mary J. Peterson*

## GRACE FOUNDATION, INC.

The purpose of the Grace Lutheran Church Foundation continues to be to receive from Grace Lutheran members or from the public, gifts, bequests or properties as may from time to time be given. Its purpose is to invest and administer such gifts with proper regard for their safety and interest according to the will of the membership and the designation of the donors. Interest accrued from the funds and investment returns including realized and unrealized capital gains controlled by the Foundation may be designated by the board to be used for missions, education or other specific projects of Grace Lutheran Church in its gospel outreach.

In 2015 we had another very busy year and completed many projects which included the formation of a Distribution/Request subcommittee to go along with the Financial and Farmland committees that were formed in 2014. With the formation of subcommittees it has helped immensely to a more efficient streamlined approach. We also created job descriptions for each Foundation officer position and for the subcommittees. These are just a snapshot of many tasks that the Foundation completed in 2015.

An in-house Foundation audit was completed by Dave Lundak on Feb. 12, 2015, and the findings were that the balance statements and banking records accurately reflect the financial position and activities for the year ending, Dec. 31, 2014.

Monetary support was again given in the form of scholarships to students from our congregation attending Lutheran colleges; 5 students were awarded scholarships. The Foundation once again supported the Vacation Bible School, youth camp expenses such as Good Earth Village, Boundary Waters Camp, Girls of Grace, and many other ministries.

The main source of income again in 2015 was the farmland rental monies. In 2016 we will be entering the last year of a two-year lease with our renter and we will be entering year #2 of a 15 year CRP contract with the USDA.

As we look ahead to 2016, we will prayerfully consider the needs of Grace Lutheran Church and continue to provide appropriate financial support to the needs of the congregation, its ministry programs and gospel outreach.

The Foundation would like to thank Julie Drommerhausen for her tremendous service on the Foundation as her second three-year term is expiring. We would also like to thank Perry Loge for filling in as our treasurer over the last year as an advisory position until we found a replacement for that position.

Sincerely in Christ,

**The Grace Foundation Board**

*Tom Sorenson, President*

*Roger Paul, Vice President*

*Corrine Tims, Secretary*

*Mark Sanderson, Tricia Dahl*

*Julie Drommerhausen*

*Perry Loge (Treasurer Advisor)*

*Alex Johnston (Advisory)*

*Bill Leland, Congregational President*

*Pastor Janet White*

**GRACE FOUNDATION, INC.**

**BALANCE SHEET**

December 31, 2015 and 2014

	<u>2015</u>	<u>2014</u>
<b>ASSETS</b>		
<b>Current Assets</b>		
Security Bank Checking Account	\$ 115,429.07	\$ 105,367.64
Schwab Cash Account	9,906.57	10,278.77
<b>Total Current Assets</b>	<u><b>125,335.64</b></u>	<u><b>115,646.41</b></u>
<b>Foundation Investments</b>		
Schwab Investments	198,149.47	200,649.96
<b>Total Foundation Investments</b>	<u><b>198,149.47</b></u>	<u><b>200,649.96</b></u>
<b>Godtland Investments</b>		
Mission Investment Fund CD	20,000.00	20,000.00
Mission Investment Fund CD	20,000.00	20,000.00
Mission Investment Fund CD	10,000.00	10,000.00
Security Bank CD	54,369.40	54,369.40
Security Bank CD	16,410.02	16,410.02
<b>Total Godtland Investments</b>	<u><b>120,779.42</b></u>	<u><b>120,779.42</b></u>
<b>Fixed Assets</b>		
H. Nelson Farm (Perpetuity) At Appraised Market Value	1,278,600.00	1,163,500.00
<b>Total Fixed Assets</b>	<u><b>1,278,600.00</b></u>	<u><b>1,163,500.00</b></u>
<b>TOTAL ASSETS</b>	<u><b>\$ 1,722,864.53</b></u>	<u><b>\$ 1,600,575.79</b></u>
<b>LIABILITIES AND NET ASSETS</b>		
<b>Net Assets</b>		
<b>Permanently Restricted Net Assets</b>		
Perpetuity Money/Godtland	\$ 566,637.17	\$ 566,587.17
Farmland Market Value Increase	985,500.00	870,400.00
Current Year Memorials	0.00	50.00
<b>Total Permanently Restricted</b>	<u><b>1,552,137.17</b></u>	<u><b>1,437,037.17</b></u>
<b>Temporarily Restricted Net Assets</b>		
Seminary Donations	150.00	150.00
<b>Total Temporarily Restricted Net Assets</b>	<u><b>150.00</b></u>	<u><b>150.00</b></u>
<b>Unrestricted Net Assets (Income)</b>		
Unrestricted Net Assets (Income)	133,904.41	97,083.71
Current Year Unrestricted Net Income/(Loss) (Less Memorials)	19,147.50	36,820.70
Unrealized Security Gains (Losses)	17,525.45	29,484.21
<b>Total Unrestricted Net Assets</b>	<u><b>170,577.36</b></u>	<u><b>163,388.62</b></u>
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<u><b>\$ 1,722,864.53</b></u>	<u><b>\$ 1,600,575.79</b></u>



Notes: In 2012, we went to recording farmland using the County Assessor's market value.  
Appraised market value for farmland for 2016 is set at \$1,150, 800.

### INCOME STATEMENT

For the Years Ended December 31, 2015 and 2014

	<u>2015</u>	<u>2014</u>
<b>Income</b>		
Checking Account Interest	\$ 106.52	\$ 97.64
Checking Account Interest - Godtland	0.00	39.80
Mission Fund Interest	0.00	281.60
Mission Fund Interest - Godtland	905.00	681.84
CD Interest - Godtland	693.94	174.91
Fidelity Interest/Dividends/CG Distributions	0.00	239.30
Schwab Interest/Dividends/CG Distributions	10,664.06	10,986.36
Farm Land Rent	32,928.00	41,160.00
Farm Land CRP	3,948.00	1,956.00
Memorials	0.00	50.00
Voided December 2013 Scholarship Check	0.00	500.00
Wind Farm Rent	1,000.00	1,000.00
<b>Total Income</b>	<b>50,245.52</b>	<b>57,167.45</b>
<b>Investment Sales</b>		
Investments Sold	0.00	39,655.16
Cost of Investments Sold	0.00	(41,111.47)
<b>Gain (Loss) on Investments Sold</b>	<b>0.00</b>	<b>(1,456.31)</b>
<b>Expenses</b>		
Student Grants	6,125.00	3,250.00
Property Taxes	9,140.00	9,746.88
Farm Expenses	0.00	447.62
Safe Deposit Box Rent	40.00	40.00
Investment Expense	1,577.99	980.94
WELCA Chair Purchases	0.00	4,375.00
Grace Lutheran Youth Camp Expense	5,750.00	0.00
Grace Lutheran VBS Expense	3,567.46	0.00
Grace Lutheran Wilderness Canoe Expense	2,392.57	0.00
Grace Lutheran Winter Warm Up Expense	855.00	0.00
Luthercrest - Loree Education Expense	1,650.00	0.00
<b>Total Expenses</b>	<b>31,098.02</b>	<b>18,840.44</b>
<b>Net Income (Loss)</b>	<b>\$ 19,147.50</b>	<b>\$ 36,870.70</b>

Respectfully submitted,

*Perry Loge*

Grace Foundation Treasurer Advisor, 2015

**GRACE WOMEN OF THE EVANGELICAL LUTHERAN CHURCH OF AMERICA**

WELCA Board met 10 times in the past year.

Events the WELCA Board arranged and provided workers, food, and programs for included:

- Heritage Luncheon
- Baccalaureate Breakfast
- Confirmation Breakfast
- Refreshments following two church services
- Decorating the Fireside Room for the Christmas holidays
- Providing four new roasters for the kitchen
- Kitchen repair and replacement for equipment and supplies
- Coffee and the supplies for the congregation

Our quilting group completed 231 quilts for Lutheran World Relief.

Stewardship Committee packed and sent 78 school kits and 44 personal care kits.

New chairs were purchased for the Fireside Room.

WELCA is currently working on re-carpeting and refurbishing the Fireside Room.

It has been a productive year and God-willing 2016 will be another productive year for WELCA.

Respectfully submitted,

*Kay Goodmanson, President*

**2016 WELCA Officers and Board**

Kay Goodmanson, President

Erika Youlden, Secretary

Mary Carlson, Treasurer Pro Tem

Melody Munden, Caring and Sharing

Ann Oliphant, Caring and Sharing

Gwen Groskurth, Stewardship

Faye Madson, Stewardship

Cheryl Page, Program / Education and Historian

Rebecca Passer, Board Member

Doreen Poulson, Board Member

Jean Bergo (Pending)

Mona Hobbiebrunken (Pending)

**GRACE LUTHERAN CHURCH WOMEN**  
**Treasurer's Report, 2015**

**CHECKING ACCOUNT**

**Receipts:**

Banquets and Special Events	\$ 751.29	
Caring & Sharing	1,617.83	
Circles (3)	197.88	
Funerals	1,350.00	
Weddings	0.00	
Missions	279.00	
Interest	2.74	
Miscellaneous	<u>530.80</u>	
		\$4,729.54

**Disbursements:**

Banquets and Special Events	\$ 330.00	
Coffee (for all church events)	1,264.16	
ELCA (dues/Thankofferings)	561.10	
Funerals (cake)	89.97	
Baptism Roses (10 x \$3.50)	35.00	
Miscellaneous	3,837.39	
Sewing Machines (2)	330.00	
Shut-in Stamps	39.20	
Food Disposer	1,594.83	
Down Pmt. on Carpet	1,500.00	
Support Staff Gifts (2)	225.00	
Small Kitchen Supplies	78.36	
		<u>\$6,117.62</u>

**Year End Checking Account Balance** \$1,436.77

**SAVINGS ACCOUNT**

**Year End Savings Account Balance** \$6,432.31

Breakdown of Savings Account

General Fund	2,761.57
Conventions Fund	2,500.00
Appliance and Kitchen Supplies Fund	608.17
Meal Ministry	180.00
Sewing Group Fund	<u>382.57</u>
<b>Total</b>	<u><u>\$6,432.31</u></u>

Respectfully submitted,  
*Mary Carlson*, WELCA Treasurer

## ALTAR GUILD

Grace Lutheran Altar Guild prepares the altar for Sunday morning, Wednesday evening services, and special services throughout the year. This includes flower arrangements, communion, and preparation for Easter, Thanksgiving, and Christmas. The Altar Guild also assists families for Baptisms, Funerals, and Weddings.

In the coming year of 2016, the Altar Guild will have two meetings. The spring meeting will be held Feb. 9 (this is before the Lenten and Easter season). The fall meeting will be held Nov. 15 (before the Thanksgiving and Christmas seasons). Each year the Altar Guild enjoys a Christmas potluck dinner (scheduled for Dec. 13). The current membership stands at 23 active members (five are new members, along with seven honorary members). We continue to seek volunteers and welcome new member to join us.

The funds that the Altar Guild has are used to purchase flowers for weekly services when needed and supplies used for services. The Altar Guild also has the responsibility for special donations given in memory or honor of a person or special event; these are for the purchase of altar flowers or wine and bread used for Communion. The suggested gift to the Flower Fund is \$35.00 and the Bread/Wine Fund is \$25.00. There are sign-up posters located in the narthex for those who would like to give to these funds, or you may also contact the church office.

Kathie Rogers resigned from the Directress position and we all want to thank her for all that she did for the Altar Guild.

### 2016 Altar Guild Officers Installed

Terry Perkins, Director  
Janet Henschel, Secretary  
Carol Roberts, Treasurer

### Funeral Committee

Marilee Citsay  
Carol Perkins

### Wedding Committee

Kay Goodmanson  
Julie Drommerhausen

We would like to thank the following for their help and contributions:

Lisa Vogelsang

Kent & Julie Jaspersen for the Thanksgiving decorations

Frank Wakefield for supplying palm leaves for Palm Sunday in memory of his wife, Evelyn

To all who have donated to the Flower and/or Bread and Wine Funds

Respectfully submitted,

*Terry Perkins*, Director

**ALTAR GUILD**  
**Treasurer's Report, 2015**

Balance on hand, all accounts, January 1, 2015 \$4,553.08

**Receipts:**

Flower Fund & Interest	219.62	
Bread & Wine Fund	590.00	
Memorial/Wedding	125.00	
<b>Total Receipts</b>	<hr/>	934.62

**Disbursements:**

Flower Fund	325.53	
(altar flowers, supplies, misc.)		
Bread, Wine, Cups & Wafers	713.66	
Memorial/Wedding	<hr/>	
<b>Total Disbursements</b>		1,039.19

Balance on hand in all accounts, December 31, 2015 \$4,448.51

**Balance in all accounts, December 31, 2015**

Flower Fund	91.78	
Wine/Bread Fund	337.60	
Memorial/Wedding Fund	4,019.13	
<b>Total all Funds</b>	<hr/>	
	\$ 4,448.51	

Respectfully submitted,

*Carol Roberts*

Altar Guild Treasurer, 2015

## **BUILDING, EQUIPMENT AND GROUNDS TEAM**

Our church has seen many challenges with our building in the past year. As most of you are likely aware, the highest priority has been with the heating system. It has become unfeasible to continue to repair and maintain. You may also be aware that we are seeking proposals to replace our current boilers with new steam boilers or convert to hot water heat. A few of the estimates we have obtained indicate we can expect to spend in the neighborhood of \$200,000 depending on the option we choose.

We recommended to the Council to consider a motion to create a designated fund for this purpose, and the Council approved it at the last meeting. Our goal will be to raise the amount needed to get the project done in the summer of 2018. This is an aggressive goal, but we are optimistic that we will achieve it.

The committee also received an insurance audit to explore what improvements would need to be made to possibly lower our premiums. Many of the items have already been done, and there are many more that hope to be completed in the next year.

The Personnel Team did an outstanding job with the hire of Darin LaFrance as our new Building Superintendent. He has been great at communicating with our committee and getting projects done.

Rod Anderson has maintained a priority list for the committee that we consider at our meetings to keep track of what has been done and what needs to be done. Some of the other improvements in the past year have included a new garbage disposal, water softener, motion light switches, GFCI outlets, emergency exit signs, replacement of steam traps on radiators, and the mud leg on one of the boilers. Thanks to Rod, and all who helped maintain the lawn with their time and saved an estimated \$3000.

Please contact one of our committee members with comments or concerns you may have regarding our beautiful property. I believe it is the most attractive church in our community, and it is our goal to keep it that way.

Respectfully submitted,

**Building, Equipment and Grounds Team**

*Rod Anderson, Wes Dahl, Kelvin Rehnelt*

*Matt Stay, Steve Thompson, Jim Westeng*

*Darin LaFrance (Advisory)*

*Pastor Janet White (Advisory)*

## **MEMORIAL TEAM**

The Memorial Team actually had an especially slow year. Payment was finalized on the new church sign and minor problems with the outdoor flower pots were taken care of. We would especially like to thank Lester Perschbacher and other volunteers who kept the Prayer Garden looking so great all year.

Please contact a Memorial team member if you have any comments or suggestions.

Respectfully submitted,

**Memorial Team**

*Harlan Bang, Judy Hall, Mary Hallum*

*Lester Perschbacher, Steve Thompson, Jim Westeng*

## LIFE AND GROWTH / SOCIAL CONCERNS MINISTRY TEAM

The ministry team typically meets monthly prior to the Council meeting. This year, the team continued emphasis on a number of on-going projects and activities. The Synod's goal to wipe out food insufficiency in southeastern Minnesota was previously adopted by this team and has continued through the year with targeted food drives every other month. During the past year, the following has been donated by the generous Grace family: 225 pounds of pasta and sauces, 70 boxes of cereal, 59 pounds of fresh and canned fruit, 97 pounds of school snacks delivered to the 4 elementary schools, 209 pounds of vegetables, and a yet to be weighed load of rice. A second order was placed for the t-shirts, polo shirts and bags inscribed with the specially created Grace logo. An inter-generational 'Stay and Play' event was held in January. Another was going to be held in the summer but a new plan was pursued instead. There were two Voyagers events planned for the year. In April, a group went to Faribault, touring the woolen mills, the art center and the Cheese Cave restaurant. In October, a group went on a bus trip to see *Mary Poppins* at Chanhassen Dinner Theater. The early morning coffee fellowship on the first Sunday of each month featuring the *Fair Trade* coffee being sold by the Mission Team was continued this year with very positive feedback. The team assisted with the new member Sunday in February.

New endeavors for the year included the initiation of CAP – Cinema and Potluck nights. Following a potluck meal and fellowship, a movie is introduced and viewed followed by interesting and thought-provoking discussion. A communication board was mounted in the gathering space. This provides a way for Grace family members to request prayers/material needs/assistance, to be able to offer assistance and to share highlights in the lives of family and friends. A joint effort with the Mission Team provided a breakfast for the bikers and staffers for the Habitat for Humanity bike ride. A new intergenerational activity called 'God's Work – Our Hands' was held on Rally Sunday. Teams worked to prepare sandwiches for the Salvation Army and The Rock, to provide entertainment for residents of Oak Park Place and Thorne Crest, to clean up the shoreline of Fountain Lake and to care for the lawns and gardens at Grace. This was followed by a meal for all on the church lawn. A presentation/discussion about use of technology and media was made to the Church Council. This has been moved to the newly formed Technology Committee.

The team welcomes new members and new ideas to continue moving forward with doing God's work with our hands and **Bringing People Together and Becoming Disciples for Christ.**

Respectfully submitted,

**Life and Growth / Social Concerns Ministry Team**

*Becky Tennis Hanson*

*Darin & Rebecca Passer*

*Dave Larson, Pam Leland*

*Amy Sanderson, Rich Oliphant*

*Gary Schindler, Patty Tewes*

## MISSION MINISTRY TEAM

The Mission Ministry Team meets monthly on the first Wednesday. The areas of service this team assists with are as follows:

The *Fair Trade* Equal Exchange products which include coffee, tea, cocoa, baking cocoa, and olive oil which is sold from our kiosk on the first Sunday of the month. This year we have included the individual coffee brew cups, the Salvation Army Angel Tree, the Garden Table, the Hawthorne School project, Habitat for Humanity, Channel One commodity distribution, Thanksgiving food project, the March Minnesota FoodShare project, the International Health Partners of U.S. and Tanzania and missions in Latvia, Tanzania, and the Russian Seminary.

This past year the Mission Team hosted Denny & Paula Lofstrom from the IHP (International Health Partners of U.S. and Tanzania). They will return again next October. The Angel Tree hosted 100 children's needs and these were all filled with gifts. Many fine fruits and vegetables were shared on the Garden Table and the donations were included in the Food Shelf donations. The World Hunger donations totaled \$2,433.25 and were sent to the Synod. Volunteers helping with local commodity distribution included seven Grace Lutheran members. This group serves between 60 and 70 seniors every month. The March Minnesota FoodShare project totaled 84 pounds of food and \$1,566.00 which went to the Ecumenical Food Shelf. Our annual Thanksgiving food drive totaled 401 pounds.

The Mission Ministry Team would like to thank all the members of Grace that make our projects a success.

Respectfully submitted,

**Mission Ministry Team**

*Al & Pat Arends*

*Bill & Gwen Groskurth*

*Todd & Christma Lange Family*

*Hazel Spiering*

## WORSHIP AND MUSIC MINISTRY TEAM

The Worship and Music Ministry Team met the second Tuesday of every month at 6:30pm.

We discussed music and worship concerns, schedules and events and would greatly appreciate any input from our congregation. We selected hymns for each Sunday making sure they coincided with that Sunday's texts.

We would like to specially thank Bob Tewes and Sherry Seberson for all of their work, and anyone else who contributed their talent to our worship services.

Respectfully submitted,

**Worship and Music Ministry Team**

*Pat Arends, Bill Buege, Julie Groeneweg*

*Robert Tewes*

*Sherry Seberson*

*Pastor Janet White*



## YOUTH MINISTRY TEAM

*For I know the plans that I have for you, says the Lord. Plans to prosper you and not to harm you, plans to give you hope and a future. (Jeremiah 29:11)*

The year 2015 was a busy year for the youth of Grace Lutheran Church. It is amazing how many came together to share God's word as they had fellowship, friendship and fun. The two larger events that the youth enjoyed were our Spring Break Mission Trip in Minneapolis and National Youth Gathering in Detroit. The Spring Break Mission Trip was attended with youth from both Grace Lutheran and First Lutheran Church. The youth had experiences in Feed My Starving Children, stocking and cleaning at a Metro Food Shelf, enjoyed a Timberwolves Game, and had Bible study in the evenings. National Youth Gathering was an eye-opening experience for many youth. Our group included a large number of youth from Grace Lutheran Church as well as a few smaller local churches. We started our trip with time in Chicago. Activities that we were able to share our talents were at a Feed My Starving Children work night, sightseeing, and having fun Bible studies and team building exercises on location with the youth. In Detroit the youth had many opportunities to share their faith with each other and other youth across the United States. The opening ceremony was an eye-opener for everyone. The amazing speakers were able to catch the attention of everyone and make them think about their faith journey in life. Every evening ended with "Highs and Lows" of the day, a time to celebrate what we had learned, what touched us and talk about our feelings of the day. I encourage you to speak to one of the youth that attended and ask them to share their faith moments from this trip with you.

There was much sadness as our Youth Director left our church and found a new adventure. In this time of transition it is difficult to see what we want for the future. Beginning the call process again for a new Senior Pastor is a large challenge, as will be looking into a Youth Director position. So as we move into the year of 2016, I challenge you to think of the future of Grace Lutheran Church. What we want to see happen in the future, involves the youth of our church now. We need to be able to maintain the opportunities we have had for the youth in previous years, as well as grow into the future. There are many ways we can use adult help to help in this time of transition. This way we can continue on with our youth program and keep it going strong. Our youth are the future of our church family, so it is important to focus on this program for years to come.

Blessings,

**Youth Ministry Team**

**Program Update:**

- We hosted our second Launch Project series this fall, where our speakers inspired church leaders to engage their ministry differently. We welcomed Becca Stevens, Carl W. Kenney II, and Brian McLaren, who shared their unique experiences and perspectives on life, the church, community, theology, and what it means to be a Christian in this day and age. Our 65 participants walked away with a renewed sense of curiosity and drive for using what they learned to benefit their own congregations and communities. It was a positive and growth-oriented experience, and we are eager to see what the 2016 Launch Project will bring.
- In Summer 2015, our theme was **Light the Way**. Campers learned how to see God's light at work in the world through the *Blaze* of creation, the *Spark* from Jesus that created a movement of love, the God-given unique lights that *Glow* inside each of us, and the way we nourish and *Shine* that light into the world. We are God's light.
- We care deeply about our campers' interests and needs, so in Summer 2015 we introduced six new programs to help meet the needs of the families we serve. **Imago Dei** was an arts camp that brought in guest artists to explore God at work through art and creativity. **Village Kids**, an on-site day camp that offered daily transportation from Rochester and Austin to Good Earth Village, allowed parents to enjoy the convenience of a day camp while their kids enjoyed the excitement of camp here at Good Earth Village. **Camp 45** gave four and five year olds the opportunity to experience camp for the first time alongside their parents or grandparents. **Off the Grid**, a half-week program where campers head into the wild and set up camp in a new secret location, provided a shorter option for older campers who preferred not to stay an entire week. **Glow in the Dark Camp** gave middle school campers the chance to experience God's light in a whole new way by flipping their schedules to stay up all night because God's light never goes out.

**Family Camp Weekend** gave families a time and place to play, relax, learn, explore, and worship together.

- A highlight of our summer was an increase in camper numbers for our On the Road and Day Camp programs. We have enjoyed seeing God at work in your communities, and are happy that we can continue to be a resource for you, both here at camp and in your own churches and communities.
- Our Youth Blast programs continue to grow and develop. We offered one Youth Blast in January, one in the spring, and three this fall. One of our fall Youth Blasts had over 60 campers in attendance - it was a blast! Our fall Youth Blast theme was Awake! Arise! Shine! and campers learned about what it means to notice and share God's love in the world, even when they are feeling scared and unsure (as Jesus' disciples often did).
- We hosted our First Annual VIP Camper Weekend in November. This was a free weekend retreat offered to all campers who had pre-registered for Summer 2016. The campers played in the snow, had an exclusive taste testing of potential summer snacks, got a peek into the lives of the counselors during the school year, and shared their ideas of what makes an ideal week at summer camp.
- This year we began construction on several new cabins in Old Town. The new cabins will match the "Old West" style and spirit of the rest of Old Town, and will feature bathrooms and showers, as well as a large boardwalk-style deck connecting them. We look forward to their completion and the positive impact it will have on our ministry.
- Our second annual Good Gifts Gala was a successful night of support for our mission. Close to 120 people attended, and over \$60,000 in income was generated. We're deeply grateful for the hard work of our planning team, everyone who donated items for the auction, and all of the attendees who joined us in celebrating the ministry of Good Earth Village. Your generosity allows our ministry to spread.

**2015 was a great year for ministry at Good Earth Village. We have faced many changes in past months, but these changes have given us the ability to see the many opportunities for efficiency and growth available to us. With new leadership and a fresh outlook on our ministry, we are challenged to continue to find innovative and effective ways of sharing our mission with the world around us.**

**Financial Update:**

- Thanks to a generous and unexpected estate gift, we were able to end the year “in the black.” Our final audit report will be available at the time of our annual meeting (February 21).
- Long-time supporters of Good Earth Village know that the tuition charged to summer campers doesn’t cover the total costs of providing a week of camp. We continue to believe in the importance of making leadership development programs available to kids from all walks of life, and we’re committed to providing financial assistance to those who need it.
- In 2015, we used tiered pricing, which allows parents to choose the price they wish to pay for summer camp. No matter which price they pay, they’re eligible to request scholarship funds. This makes it possible for families to pay the full cost if they can afford it, while making reduced fees available for those who need them. This is one way we can help to ensure that resources given to the ministry are used in the most effective way possible – making camp happen for kids who wouldn’t otherwise have the opportunity. We saw success in this pricing method in 2015, as our income from camper tuition remained fairly stable despite varying camper numbers.
- The success of tiered pricing and a rise in Day Camp numbers led to a slight incline in overall summer income.
- As mentioned in our program update, Old Town is under construction! This project is being funded entirely by “new money,” such as grants and designated funds. No operating funds will be used to fund the project. Thanks to the leadership of Dianna Parks, our new Executive Director, we are halfway to our fundraising goal for the Old Town project. We look forward to its completion with eager eyes.

**2015 was a year of huge advances in the way we deliver on our purpose – creating Christian leaders who will change the world. We’re proud of the work we’ve done and confident of the transformation we witnessed in people’s lives and work. Thank you for making this ministry happen, and for your ongoing involvement – financial support, prayers, volunteerism and participation. We couldn’t do it without the support of our member congregations and passionate supporters.**

**Join us for our Annual Meeting  
Sunday, February 21st at 2:30pm  
at Good Earth Village – Barr Lodge  
Spring Valley, MN  
[www.goodearthvillage.org](http://www.goodearthvillage.org)**

# GUSTAVUS

GUSTAVUS ADOLPHUS COLLEGE

## • ANNUAL REPORT FROM GUSTAVUS CHURCH RELATIONS — DECEMBER 2015 •

Greetings to you from Gustavus Adolphus College! 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.

Many years ago we established the Gustavus Adolphus College Association of Congregations as way of living our Lutheran identity and to create a tangible structure through which we might serve the wider Lutheran church.

This year we were excited to announce that Gustavus is investing in the long term health of the Gustavus Association of Congregations network by fully endowing the Office of Church Relations. The creation of the Endowment for Church Relations Fund is a continuation of our commitment to our Lutheran roots and a means to ensure our ongoing investment in offering congregation resources. More details and information on how to make a contribution to the fund can be found at: [www.gustavus.edu/churchrelations/endowment](http://www.gustavus.edu/churchrelations/endowment).

As you gather for your annual assembly, we hope you are inspired by the reminder of the many others who walk along side you in mission. We are blessed to be able to share numerous resources with your congregation. Thank you to the many of you who have made good use of our church and college ministry partnership.

### MARK YOUR 2016 CALENDARS AND JOIN US FOR THESE SPECIAL EVENTS:

- **STEP UP — MARCH 10, 2016**, a leadership development resource for high school youth. Students will be introduced to college level concepts of leadership that will help them develop a stronger personal plan for continuing to grow as a leader. For more information: [www.gustavus.edu/churchrelations/stepup](http://www.gustavus.edu/churchrelations/stepup)
- **Annual Gustavus Faith Conference and Association of Congregations Business Meeting — APRIL 23, 2016**  
The theme for the 2016 conference is *"Lutheran Convictions for Creation Care."* Rev. Dr. David Rhoads, Professor Emeritus of New Testament at Lutheran School of Theology at Chicago will speak on the topic, *"Embracing an Eco-Justice Reformation."* Dr. James Dontje, Director of Johnson Center for Environmental Innovation at Gustavus Adolphus College will speak on the topic, *"The Radical Freedom of Creation Care."* The Gustavus Faith Conference is free and open to the public. The Annual Business Meeting of Gustavus Adolphus College Association of Congregations will take place during the luncheon meeting. Thank you for sending your lay and clergy delegates to this important annual meeting. For more information: [www.gustavus.edu/faithconference](http://www.gustavus.edu/faithconference)
- **MAYDAY! Peace Conference—APRIL 27, 2016** *"Divestment: A Tool for Peace?"*
- **Annual Nobel Conference®— SEPTEMBER 27-28, 2016** *"In Search of Economic Balance"*
- **The Gustavus Academy for Faith, Science, and Ethics — JUNE 24-30, 2016**, an exciting new resource for high school youth coming in 2016! More information to follow.
- **Christmas in Christ Chapel—DECEMBER 2-4, 2016**

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: [www.gustavus.edu/churchrelations](http://www.gustavus.edu/churchrelations). Thank you for your partnership and prayers!

Rev. Grady St. Dennis  
College Chaplain/Director for Church Relations

### MAKE YOUR LIFE COUNT

Office of Church Relations | DIRECT 507-933-7001 | FAX 507-933-6337 | [church-relations@gustavus.edu](mailto:church-relations@gustavus.edu)  
800 West College Avenue | St. Peter, Minnesota 56082-1498 | 507-933-8000 | [gustavus.edu](http://gustavus.edu)

**MISSIONARY FOR A DAY**

Missionary for a Day is a project of Life and Growth Ministry Team. Projects supported are Children's Vision International Orphanage in Bogota; Lutheran Bible Institute in Bogota; St. Catherine Lutheran Church in Valka, Latvia; the Evangelical Lutheran Seminary Novosaratovka, St. Petersburg, Russia; and the Central Diocese and Morogoro Mission District of the Evangelical Lutheran Church of Tanzania.

Balance on Hand, December 31, 2014	\$ 2,272.67
Total Deposits	<u>2,902.05</u>
	\$ 5,174.72
Balance on Hand, December 31, 2015	<b>\$ 5,174.72</b>

Respectfully submitted,  
*Jean Severson, Treasurer*

**RESOLUTION 2016a**  
**Annual Designation of Approved Missions  
for Missionary for a Day**

**Whereas** Resolution 2003a calls for the annual designation of approved missions for Missionary for a Day by the congregation at its Annual Meeting each year after review by the Life and Growth Ministry Team and Church Council; and

**Whereas** the Mission Team, Life and Growth Ministry Team, and Church Council have approved the proposed 2016 approved missions for Missionary for a Day;

**Therefore be it resolved**, that the missions designated for Missionary for a Day until next Annual Meeting shall be:

Children's Vision International Orphanage in Bogota, Columbia;  
Evangelical Lutheran Seminary Novosaratovka in Saint Petersburg, Russia;  
A mission in the Central Diocese of the Evangelical Lutheran Church of Tanzania  
International Health Partners of Tanzania, or the Morogoro Mission District;  
Lutheran Bible Institute in Bogota, Columbia; and  
Saint Catherine Lutheran Church in Valka, Latvia.

**Balance Sheet**  
 Grace Lutheran Church  
 918 Garfield Avenue  
 Albert Lea, Minnesota 56007  
 Dec 31 2015

ASSETS

**Cash Accounts**

Security Checking Account	128,426.89
Security Savings Account	4,808.33
Mission Investment Fund Account	105,210.75
Thrivent Savings Account	0.00
Ameritrade Account	0.00
Martin Luther Fund Checking Account	1,039.26
Ryan Scholarship Mission Investment Fund Account	10,000.00
Guse Scholarship Mission Investment Fund Account	25,000.00

**Cash Accounts Total**

274,485.23

**TOTAL ASSETS**

274,485.23

LIABILITIES AND FUNDS

**LIABILITIES**

**Cash Accounts**

Federal Payroll Taxes Payable	8,023.57
State Payroll Taxes Payable	1,213.98
Retained Earnings	16,968.30
Member Pretax Contribution	16,492.59

**Cash Accounts Total**

42,698.44

**TOTAL LIABILITIES**

42,698.44

**FUND BALANCES**

**Undesignated**

General Fund	125,578.75
--------------	------------

**Undesignated Total**

125,578.75

**Designated**

**Designated Education**

Children's Ministry Fund	4,403.45
Library Fund	549.17

**Designated Education Total**

4,952.62

**Designated Missions**

Billboard Fund	633.34
Congregation Member Mission Fund	430.05
Martin Luther Fund	3,447.84
Hawthorne Fund	75.00

**Designated Missions Total**

4,586.23

**Designated Parish Nurse**

Prayer Shawl Fund	1,762.74
Parish Nurse Fund	52.63

**Designated Parish Nurse Total**

1,815.37

**Designated Property**

Boiler Maintenance Fund	333.33
Building Fund	7,077.33

Memorials Fund	3,175.00	
Prayer Garden Fund	3,134.66	
Thrivent Choice Fund	14,998.89	
WELCA Cookbook Fund	60.00	
WELCA Expense Fund	45.70	
Altar Guild Expense Fund	(4.08)	
Sound System Fund	20.00	
<b>Designated Property Total</b>		28,840.83
<b>Designated Scholarships</b>		
Godtland Scholarship Fund	13,602.84	
Guse Nursing Scholarship Fund	25,796.49	
Hanson Scholarship Fund	3,067.88	
Loehr Scholarship Fund	0.00	
Mathews Scholarship Fund	3,630.00	
Lu Ryan Scholarship Fund	10,608.34	
Don Gross Education Scholarship Fund	3,639.38	
Egland Scholarship Fund	0.00	
<b>Designated Scholarships Total</b>		60,344.93
<b>Designated Worship</b>		
Choir Robe Fund	3,539.74	
Hymnal Fund	0.00	
Music Fund	2,714.83	
Organ Fund	2,794.24	
<b>Designated Worship Total</b>		9,048.81
<b>Designated Youth</b>		
Camp Scholarship Fund	3,266.14	
Foundation Camp Scholarship and VBS Fund	627.87	
Youth Fund	(7,274.76)	
<b>Designated Youth Total</b>		(3,380.75)
<b>Designated Total</b>		106,208.04
<b>TOTAL FUNDS</b>		<u><u>231,786.79</u></u>
<b>TOTAL LIABILITIES AND FUNDS</b>		<u><u>274,485.23</u></u>
Difference		(0.00)

Respectfully submitted,  
Grace Lutheran Finance Team

GRACE LUTHERAN  
Albert Lea, Minnesota

Report of the Finance Team  
for the Year Ending December 31, 2015

Income and Expenditures

	2015 Budget	2015 Actual	2015 Difference
<b>Income</b>			
<b>Budgeted</b>			
Budgeted Offering			
Envelopes	\$ 481,024.00	\$ 485,174.25	\$ 4,150.25
Initial Offering	\$ 1,000.00	\$ 630.00	\$ (370.00)
Loose Offering	\$ 7,000.00	\$ 9,228.13	\$ 2,228.13
Love Offering	\$ 1,000.00	\$ 1,234.00	\$ 234.00
Lenten Offering	\$ 6,500.00	\$ 7,845.00	\$ 1,345.00
Easter	\$ 12,000.00	\$ 4,211.85	\$ (7,788.15)
Thanksgiving	\$ 6,000.00	\$ 1,634.00	\$ (4,366.00)
Christmas	\$ 10,000.00	\$ 15,553.00	\$ 5,553.00
<b>Budgeted Total</b>	<b>\$ 524,524.00</b>	<b>\$ 525,510.23</b>	<b>\$ 986.23</b>
<b>Undesignated</b>			
Fees and Miscellaneous Total		\$ 29,255.72	
Interest Income Total		\$ 1,147.06	
<b>Undesignated Total</b>		<b>\$ 30,402.78</b>	
<b>Designated</b>			
Designated Education Total		\$ 3,241.31	
Designated Missions Total		\$ 9,827.12	
Designated Parish Nurse Total		\$ 536.00	
Designated Property Total		\$ 25,469.64	
Designated Scholarships Total		\$ 2,427.07	
Designated Worship Total		\$ 917.00	
Designated Youth Total		\$ 22,294.62	
<b>Designated Total</b>		<b>\$ 64,712.76</b>	
<b>Total Income</b>		<b>\$ 620,625.77</b>	
<b>Expenditures</b>			
<b>Budgeted</b>			
Mission to Others Total (Benevolence)	\$ 36,800.00	\$ 30,527.62	\$ (6,272.38)
Pastoral Ministry Total (Pastoral/Staff Expense)	\$ 321,370.00	\$ 280,227.26	\$ (41,142.74)
Congregation Ministries Total (Ministry Teams)	\$ 54,612.00	\$ 77,903.09	\$ 23,291.09
Church Upkeep Total	\$ 111,742.00	\$ 96,155.29	\$ (15,586.71)
<b>Budgeted Total</b>	<b>\$ 524,524.00</b>	<b>\$ 484,813.26</b>	<b>\$ (39,710.74)</b>
<b>Undesignated</b>			
Fees and Miscellaneous Total		\$ 4,193.49	
<b>Undesignated Total</b>		<b>\$ 4,193.49</b>	
<b>Designated</b>			
Designated Education Total		\$ 1,266.97	
Designated Missions Total		\$ 11,016.10	
Designated Parish Nurse Total		\$ 719.74	
Designated Property Total		\$ 17,785.82	
Designated Scholarships Total		\$ 4,750.00	
Designated Worship Total		\$ 539.00	
Designated Youth Total		\$ 31,455.01	
<b>Designated Total</b>		<b>\$ 67,532.64</b>	
<b>Expenditures Total</b>		<b>\$ 556,539.39</b>	
<b>Net Income/Loss</b>		<b>\$ 64,086.38</b>	

Ending 12-31-15 Fund Balances  
See Balance Sheet (Liabilities)

\$ 4,952.62
\$ 4,586.23
\$ 1,815.37
\$ 28,840.83
\$ 60,344.93
\$ 9,048.81
\$ (3,380.75)
<b>\$ 106,208.04</b>

Respectfully submitted,

Grace Lutheran Finance Team



**2015**  
**Income**  
**Budget is \$43,710.32/month**

	January	February	March	April	May	June	July	August	September	October	November	December
Budgeted Offering	\$ 28,253.13	\$ 38,425.40	\$ 43,352.12	\$ 38,374.85	\$ 51,467.85	\$ 36,107.96	\$ 34,744.94	\$ 43,452.96	\$ 41,020.84	\$ 41,200.10	\$ 44,473.74	\$ 84,636.34
Undesignated Funds	\$ 406.87	\$ 314.10	13071.93	\$ 1,512.06	\$ 1,123.34	\$ 361.35	\$ 610.81	\$ 1,684.41	\$ 4,574.91	\$ 272.34	\$ 586.74	\$ 5,883.92
Designated Funds	3230.42	\$ 3,346.96	\$ 8,166.83	\$ 5,187.40	\$ 4,465.90	\$ 4,664.66	\$ 2,726.09	\$ 6,584.01	\$ (76.84)	\$ 8,443.60	\$ 14,761.13	\$ 3,212.60
	\$ 31,890.42	\$ 42,086.46	\$ 64,590.88	\$ 45,074.31	\$ 57,057.09	\$ 41,133.97	\$ 38,081.84	\$ 51,721.38	\$ 45,518.91	\$ 49,916.04	\$ 59,821.61	\$ 93,732.86

**Total Actual Budgeted Offering** \$ 525,510.23  
**Compared to Approved Budget** \$ 524,523.84 \$ 986.39

Total Undesignated Funds \$ 30,402.78 (Non Budgeted Item)

Total Designated Funds \$ 64,712.76 (Non Budgeted Item)

**Total Income** \$ 620,625.77

Income Notes:

- March Includes \$12,402.15 insurance reimbursement
- September Various Line Items: Affected by adjustments entries to re-classify Education and Youth entries
- November Affected by adjustment, approved by BEG to cover Boiler Maintenance Fund shortfall with Budgeted Maintenance dollars
- December Affected by \$7500 reimbursement from Pastor Susan Swanson for moving expense

**2015**

**Expense**

**Budget is \$43,710.32/month**

	<u>January</u>	<u>February</u>	<u>March</u>	<u>April</u>	<u>May</u>	<u>June</u>	<u>July</u>	<u>August</u>	<u>September</u>	<u>October</u>	<u>November</u>	<u>December</u>
Actual Budgeted Expense	\$ 35,902.31	\$ 36,622.79	\$ 42,912.81	\$ 35,963.11	\$ 50,776.51	\$ 34,505.30	\$ 46,563.44	\$ 34,030.62	\$ 24,068.87	\$ 54,110.02	\$ 54,642.51	\$ 34,714.97
Undesignated Expense	\$ -	\$ -	\$ 635.10	\$ -	\$ 1,136.60	\$ 325.00	\$ 909.94	\$ 150.00	\$ -	\$ 1,036.85	\$ -	\$ -
Designated Expense	\$ 988.80	\$ 3,992.14	\$ 8,143.41	\$ 6,701.02	\$ 10,005.18	\$ 4,898.59	\$ 4,382.14	\$ 7,635.73	\$ 6,894.07	\$ 825.45	\$ 6,624.05	\$ 3,892.06
	\$ 36,891.11	\$ 40,614.93	\$ 51,691.32	\$ 42,664.13	\$ 61,918.29	\$ 39,728.89	\$ 51,855.52	\$ 41,816.35	\$ 30,962.94	\$ 55,972.32	\$ 61,266.56	\$ 38,607.03

**Total Actual Budgeted Expense \$ 484,813.26**

**Compared to Approved Budgeted Expen: \$ 524,523.84**

Total Undesignated Expense \$ 4,193.49 (Non Budgeted Item)

Total Designated Expense \$ 64,982.64 (Non Budgeted Item)

**Total Actual Expense \$ 553,989.39**

**Total Profit/Loss \$ 66,636.38 (Includes All Fund Accounts)**

**Actual Budgeted Profit/Loss \$ 40,696.97 (Excludes Undesignated & Designated Accounts)**

**Expense Notes:**

- April Section 105 Adjustment
- September Various Line Items: Affected by adjustments entries to re-classify Education and Youth entries
- October Includes \$15,000 moving expense Pastor Susan
- November Affected by adjustment, approved by BEG to cover Boiler Maintenance Fund shortfall with Budgeted Maintenance dollars

**2016 BUDGET PROPOSAL**

**Income**

	<b>2015</b>	<b>2015</b>	<b>2016</b>
	<b>Budget</b>	<b>Actual</b>	<b>PROPOSED</b>
<b>Budgeted Income</b>			
Budgeted Offering			
Envelopes	\$ 481,024.00	\$ 485,174.25	\$ 519,266.00
Initial Offering	\$ 1,000.00	\$ 630.00	\$ 1,000.00
Loose Offering	\$ 7,000.00	\$ 9,228.13	\$ 9,000.00
Love Offering	\$ 1,000.00	\$ 1,234.00	\$ 1,000.00
Lenten Offering	\$ 6,500.00	\$ 7,845.00	\$ 7,650.00
Easter	\$ 12,000.00	\$ 4,211.85	\$ 5,000.00
Thanksgiving	\$ 6,000.00	\$ 1,634.00	\$ 2,000.00
Christmas	\$ 10,000.00	\$ 15,553.00	\$ 16,000.00
<b>Budgeted Income Total</b>	<b>\$ 524,524.00</b>	<b>\$ 525,510.23</b>	<b>\$ 560,916.00</b>

**Expense**

	<b>2015</b>	<b>2015</b>	<b>2016</b>
	<b>Budget</b>	<b>Actual</b>	<b>PROPOSED</b>
<b><u>Mission to Others</u></b>			
Southeastern Minnesota Synod Benevolence	\$ 34,400.00	\$ 28,916.75	\$ 34,400.00
Blue Earth River Conference Benevolence	\$ 200.00	\$ 194.20	\$ 200.00
Good Earth Village Membership	\$ 800.00	\$ -	\$ 800.00
Lutheran Social Service Benevolence	\$ 1,000.00	\$ 916.67	\$ 1,000.00
St John's Lutheran Home Benevolence	\$ 400.00	\$ -	\$ 400.00
SEMCAC Housing Project	\$ -	\$ 500.00	\$ -
<b>Mission to Others Total</b>	<b>\$ 36,800.00</b>	<b>\$ 30,527.62</b>	<b>\$ 36,800.00</b>

**Pastoral Ministry**

Staff Salaries	\$ 242,177.00	\$ 202,033.92	\$ 231,588.00
Staff Wages	\$ 21,805.00	\$ 40,994.63	\$ 56,600.00
Section 105	\$ -	\$ (2,000.87)	\$ -
Staff Expenses	\$ -	\$ 451.93	\$ 500.00
Staff Development	\$ 3,000.00	\$ 494.25	\$ 3,000.00
Pastors' Auto allowance	\$ 9,000.00	\$ 6,500.00	\$ 6,000.00
Pastors' Professional Expenses	\$ 2,000.00	\$ 1,174.79	\$ 2,000.00
Pension and Health Insurance	\$ 28,209.00	\$ 14,081.76	\$ 37,450.00
Lay Staff mileage	\$ 1,750.00	\$ 1,244.66	\$ 1,500.00
Lay Staff Social Security	\$ 11,529.00	\$ 12,958.93	\$ 12,128.00
Conference and Synod Assembly	\$ 1,900.00	\$ 750.00	\$ 2,000.00
Guest Speakers	\$ -	\$ 1,200.00	\$ 1,200.00
Fees	\$ -	\$ 343.26	\$ 350.00
<b>Pastoral Ministry Total</b>	<b>\$ 321,370.00</b>	<b>\$ 280,227.26</b>	<b>\$ 354,316.00</b>

**Congregation Ministries**

EducationMinistry Team	\$ 10,065.00	\$ 10,466.03	\$ 11,000.00
Life and Growth Ministry Team	\$ 1,200.00	\$ 318.85	\$ 1,200.00
Mission Ministry team	\$ 500.00	\$ -	\$ 500.00
Stewardship Ministry Team	\$ 4,000.00	\$ 2,848.34	\$ 3,000.00
Worship and Music Ministry Team	\$ 3,300.00	\$ 3,370.34	\$ 3,300.00
Youth Ministry Team	\$ 7,047.00	\$ 6,450.76	\$ 7,000.00
Administration	\$ 24,000.00	\$ 30,238.09	\$ 24,000.00
Advertising	\$ 1,500.00	\$ 2,709.53	\$ 2,800.00
Church Transportation	\$ 1,000.00	\$ 182.89	\$ 1,000.00
Miscellaneous	\$ 2,000.00	\$ 21,318.26	\$ 2,000.00
Call Process	\$ -	\$ -	\$ 3,000.00
Pastor Moving Expense	\$ -	\$ -	\$ 10,000.00
LEAD	\$ -	\$ -	\$ 2,000.00
<b>Congregation Ministries Total</b>	<b>\$ 54,612.00</b>	<b>\$ 77,903.09</b>	<b>\$ 70,800.00</b>

**Church Upkeep**

Boiler Maintenance fund Set aside	\$ 4,000.00	\$ 4,055.92	\$ 4,000.00
New Equipment	\$ 3,000.00	\$ 1,987.39	\$ 3,000.00
Maintenance (Affected by Eliminating Marsden service)	\$ 45,742.00	\$ 39,100.65	\$ 39,000.00
Property and Liability Insurance	\$ 22,000.00	\$ 22,928.00	\$ 23,000.00
Utilites	\$ 37,000.00	\$ 28,083.33	\$ 30,000.00
<b>Church Upkeep Total</b>	<b>\$ 111,742.00</b>	<b>\$ 96,155.29</b>	<b>\$ 99,000.00</b>

**TOTAL BUDGET**

**\$ 524,524.00    \$ 484,813.26    \$ 560,916.00**

**NOMINATIONS FOR 2016**

**\* FOR CHURCH COUNCIL – 3 year term (January '16 to January '19):**

- |                 |                   |
|-----------------|-------------------|
| 1. Wes Dahl     | 3. Todd Vogelsang |
| 2. Jerome Meyer |                   |

**\* FOR CHURCH COUNCIL (Youth Advisory) – 1 year term (January '16 to January '17):**

1. Amy Sanderson
2. Emma Tewes

**PRESENT COUNCIL MEMBERS:**

- |                        |           |                    |           |
|------------------------|-----------|--------------------|-----------|
| 1. Shari Anderson      | Jan. 2016 | 6. Rich Oliphant   | Jan. 2016 |
| 2. Wes Dahl            | Jan. 2016 | 7. Rebecca Passer  | Jan. 2018 |
| 3. Julie Groeneweg     | Jan. 2017 | 8. Nikki Schumaker | Jan. 2017 |
| 4. Becky Tennis Hanson | Jan. 2018 | 9. Steve Thompson  | Jan. 2018 |
| 5. Bill Leland         | Jan. 2018 | 10. Jim Westeng    | Jan. 2017 |

**\* DELEGATES TO ST. JOHN'S HOME, Annual Meeting, Dec. 5<sup>th</sup>, 2016**

1. Shari Anderson
2. Wes Dahl
3. Rich Oliphant

**\* GRACE FOUNDATION – 3 year term (January '16 to January '19):**

- |                |                                |               |                                 |
|----------------|--------------------------------|---------------|---------------------------------|
| 1. Bill Barber | (first term through Jan. 2019) | 3. Roger Paul | (second term through Jan. 2019) |
| 2. Matt Kermes | (first term through Jan. 2019) |               |                                 |

**PRESENT GRACE FOUNDATION, INC. DIRECTORS:**

- |                        |                            |                                  |                |
|------------------------|----------------------------|----------------------------------|----------------|
| 1. Tricia Dahl         | Jan. 2018                  | 6. Corrine Tims                  | Jan. 2018      |
| 2. Julie Drommerhausen | (expired second term 2016) | 7. Perry Loge, Treasurer Advisor | (expired term) |
| 3. Roger Paul          | (expired first term 2016)  | 8. Alex Johnston, Advisory       |                |
| 4. Mark Sanderson      | Jan. 2017                  | 9. Grace Council President       |                |
| 5. Tom Sorenson        | Jan. 2017                  | 10. Grace Senior Pastor          |                |

**\* VOTING MEMBERS TO BLUE EARTH RIVER CONFERENCE ASSEMBLY  
(Sunday, February 14, 2016, at Salem Lutheran Church, Albert Lea, MN)**

- |                   |     |
|-------------------|-----|
| 1. Jim Munyer     | 9.  |
| 2. Jo Sandler     | 10. |
| 3. Hazel Spiering | 11. |
| 4.                | 12. |
| 5.                |     |
| 6.                |     |
| 7.                |     |
| 8.                |     |

**\* VOTING MEMBERS TO SOUTHEASTERN MN SYNOD ASSEMBLY  
(Rochester, Friday and Saturday, May 6-7, 2016)**

- |    |    |
|----|----|
| 1. | 3. |
| 2. | 4. |

**\* NOMINATING COMMITTEE FOR 2017:**

- |                    |    |
|--------------------|----|
| 1. Julie Groeneweg | 4. |
| 2. Nikki Schumaker | 5. |
| 3. Jim Westeng     | 6. |

**\* PERSONNEL COMMITTEE – 3 year term (January '16 to January '19):**

- |                  |                 |
|------------------|-----------------|
| 1. Jill Hagen    | 3. Truman Thron |
| 2. Jeanne Lundak |                 |

**PRESENT PERSONNEL COMMITTEE MEMBERS:**

- |                   |                            |
|-------------------|----------------------------|
| 1. Steve Bracker  | 6. Lanae Thorstad          |
| 2. Tricia Dahl    | 7.                         |
| 3. Heather Earl   | 8. Grace Council President |
| 4. Darin Passer   | 9. Grace Senior Pastor     |
| 5. Hazel Spiering |                            |

**\* SCHOLARSHIP COMMITTEE FOR 2016:**

- |                        |              |
|------------------------|--------------|
| 1. Julie Drommerhausen | 4. Steve Lee |
| 2. LuVerne Godtland    | 5.           |
| 3. Jeanne Lundak       |              |

**\* = Elections are to be held for these offices.**



**Southeastern Minnesota Synod**  
**Evangelical Lutheran Church in America**  
God's work. Our hands.



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**2015 Ministry Report of the Southeastern Minnesota Synod, ELCA**

We join together in giving thanks for the multitude of ways the Holy Spirit is at work through the people and congregations of our Southeastern Minnesota Synod!

**DEVELOPING LEADERS**

- 6 pastors ordained, 1 Associate in Ministry commissioned & 1 Synodically Authorized Minister installed
- 167 rostered & lay leaders participated in the Fall Theological Conference
- 25 ministry candidates across 5 of our seminaries, including 6 students entering the candidacy process in 2016 and 5 scheduled for approval in 2016
- 193 congregational leaders participated in the Councils as Leaders event in spring 2015
- 34 pastors taking part in Small Church or Medium/Large Church Leadership Training

**SUPPORTING CONGREGATIONS**

- 10 congregations taking part in Stewardship for All Seasons, utilizing a stewardship coach for a year
- 6 congregations are working with LEAD (Living Everyday As Disciples), receiving a congregational assessment and coaching for a year
- 64 congregations in the call process
- 23 congregations called a pastor
- 514 people at the Southeastern Minnesota Synod Assembly

**ACCOMPANYING GLOBAL PARTNERS**

- 51 congregations partnering with congregations, schools, rural clinics and a hospital in Tanzania & Colombia
- 2 synod representatives to Colombia for 2015 Lutheran Church in Colombia Assembly
- 2 synod representatives to Central Diocese Tanzania for 2015 Companion Synod Accompaniment Consultation and partnership meetings
- 1 synod representative to Germany for Central Diocese Tanzania shared partnership meetings
- Commissioning of Pr. Wal Reat as an ELCA Missionary to South Sudanese Refugee Communities

**GIVING**

- Included in the synod's budget:
  - \$900,000 for the ministries of the churchwide expression of our ELCA
  - \$27,000 for theological education at Luther Seminary
  - \$40,000 for the campus ministries of our synod
- Specially designated gifts outside of the synod's budget:
  - \$144,000 to the ELCA World Hunger Program (through September)
  - \$150,500 to our companion synods (\$142,500 to Tanzania and \$8,000 to Colombia)
  - \$304,000 toward the ELCA Malaria Campaign since October 2010

Peace in Christ,

Steven Delzer, Bishop