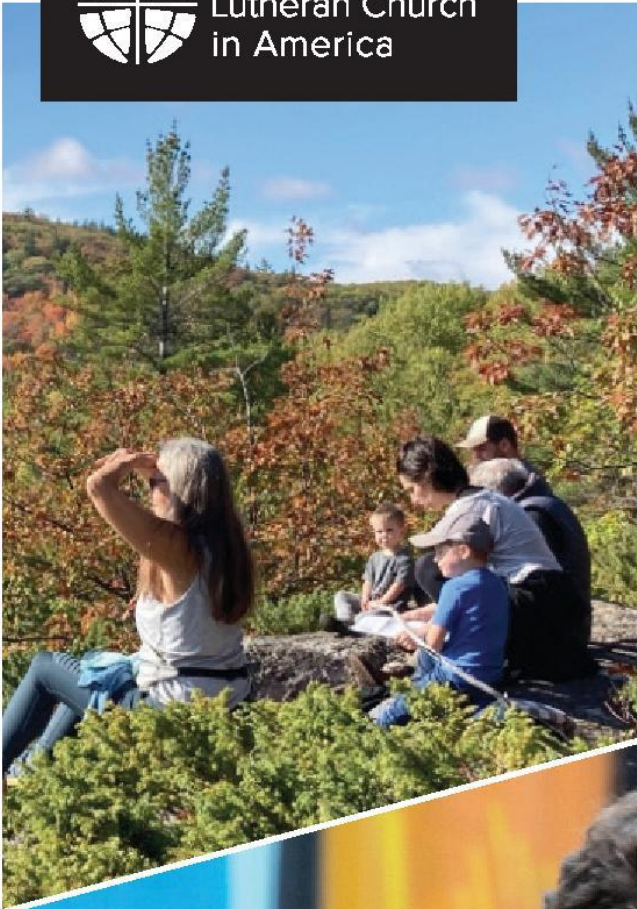




Evangelical  
Lutheran Church  
in America



# ANNUAL REPORT 2024

# ANNUAL CONGREGATIONAL MEETING

## OPENING LITURGY

Confident in God's generosity and gathered into one by the Holy Spirit, let us praise God and give thanks ...

God, we praise you and give you thanks.

**You are good, and your mercy endures forever.**

You gave us a garden with good food to eat.

**We praise you for food that nourishes us.**

You rescued your people from slavery.

**We praise you for freedom.**

You gave us prophets to correct, rebuke and encourage us.

**We bless you for your justice and mercy.**

You gave us your Son, Jesus, to love, redeem and save us.

**We praise you for his death and resurrection.**

You gave us your Holy Spirit to be our Advocate and Comforter.

**We bless you for the gifts of every tribe and nation.**

Strengthen your church with every spiritual gift

**and commission us again to be your servant people.**

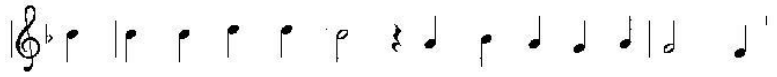
Multiply in us the fruit of the spirit:

**love, joy, peace, patience, kindness, generosity, faithfulness, gentleness and self-control.**

Send us in your love and mercy,

**that the world may know you and praise you.**

### Now Thank We All Our God



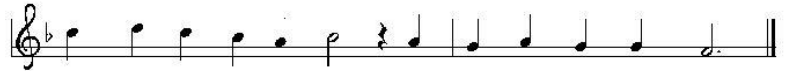
1 Now thank we all our God with hearts and hands and voi - ces,  
2 Oh, may this boun - teous God through all our life be near us,  
3 All praise and thanks to God the Fa - ther now be giv - en.



who won - drous things has done, in whom this world re - joic - es;  
with ev - er joy - ful hearts and bless - ed peace to cheer us,  
the Son, and Spir - it blest, who reign in high - est heav - en,



who, from our moth - ers' arms, has blest us on our way  
and keep us all in grace, and guide us when per - plexed,  
the one e - ter - nal God, whom earth and heav'n a - dore;



with count - less gifts of love, and still is ours to - day,  
and free us from all harm in this world and the next,  
for thus it was, is now, and shall be ev - er - more.

*Evangelical Lutheran Worship, 840*

Text: Martin Rinkhart, 1586-1649; tr. Cathering Winkworth, 1827-1878

Music: NUN DANKET ALLE GOTT, Johann Crüger, 1598-1662

Let us pray.

Gracious God, you are the giver of every good gift. Bless us with all that we need for ministry in your name, that we might be a blessing to others. In the name of the one who broke bread and fed the multitudes, Jesus Christ, our Lord.

**Amen.**

# The Vision/Mission of Grace Evangelical Lutheran Church Is:

*We will go as*

*“Spirit filled disciples of Jesus Christ.*

*Committed to change the world by*

*God’s grace through worship,*

*education, mission and ministry.”*

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**GRACE LUTHERAN CHURCH**  
**2024 Annual Congregational Meeting**  
**January 26<sup>th</sup>, 2025**  
**10:30 a.m.**

**AGENDA**

- 1. Call to Order: Council Chair, Sarah Hanson**
- 2. Opening Devotions: Pastor Gary Guptill**
- 3. Certification of the Quorum: Sarah Hanson**
- 4. Approve Agenda/ or Additions**
- 5. Approval of Minutes: 2023 Annual Meeting**
- 6. Pastor Oral Report**
- 7. Old Business**
- 8. New Business**
- 9. Nominating Committee Election**
- 10. Election of Synod Assembly Delegates and Church Council Members**
- 11. Presentation of the 2024 Financial Statement for Approval**
- 12. Presentation of 2025 Budget**
- 13. Proposed Budget:**
- 14. Adjournment of Annual Meeting**
- 15. Call to order for Grace Evangelical Lutheran Church Foundation Meeting**
- 16. Date & Time for next Annual Meeting:**  
**Sunday, January 25<sup>th</sup>, 2026**
- 17. Adjourn**
- 18. Benediction: Pastor Gary Guptill**

# Pastoral Acts 2024

## Membership and Statistical Report

### MEMBERSHIP: JANUARY 1<sup>ST</sup>, 2024

Total Baptized Membership 462  
Total Confirmed Membership 319  
Total Voting Members 285

### Average Weekly Sunday Worship Attendance- from 2024

8:00 a.m. 66  
9:30 a.m. 85

#### Baptisms

6 Children  
0 Adult

#### Confirmation

9 Affirmation of Baptism

#### First Holy Communion

6 First Communion

#### Funerals

6 Members  
4 Non-Members

#### New Members

8 Adults  
5 Children

#### Transferred

8 Members out no transfer moved  
2 Members in

#### Weddings

0 Marriage

# Grace Lutheran Church Annual Congregational Meeting 01-21-2024 Minutes

Meeting called to order 10:45 A.M. by: Sarah Hanson

Opening Devotions: Pastor Gary Guptill -- Opening Liturgy & Son of God, Eternal Savior song

Certification of the Quorum: Sarah Hanson

62 Congregation members / we have a Quorum.

Approve Agenda / or Additions: motion by: Roger Peterson & Greg Myers

Vote: yes – pass

No -- none

Approval of Minutes: 2023 Annual Meeting: motion by: Greg Myers & Jacki Peterson

Vote: Yes – pass

No – none

Old Business: None

New Business: 1. Grace Lutheran Church Constitution

This document summarizes changes between the existing 2003 and the proposed 2024 updated Model version by Ethan Elvehjem, Craig Schultz and Mary Olson. Presented by: Craig S.

Pointed out changes in red.

One change is: Chapter 12. C12.05,c. The Congregation Council may enter contracts of up to \$10,000 or 2% of approved annual budget, whichever is greater, for items not included in the budget.

Questions: None

Motion: Linda Johnson & Dianne Fischer

Vote: Yes – pass

No – none

2. Family Life Center ( FLC ) Tech area

Sarah Hanson presented to Congregation the need to build in the back of FLC, an area to protect equipment we have and any future equipment. Two of the proposed suggestions are 1. Tech area booth  
2. Loft above entrance.

Question by: Harry – Building code for Loft & handicap accessibility.

Todd – Something needs to be done. Equipment has been getting damaged.

Wires all over, needs protection.

Kim – Is it about getting better sound?

Mike – Question about the electronics we have

Harry – Having a loft better. Has seen it at another church.

Linda – Would both area be safe

Pastor Gary -- Create committee to study and present. The cost would have to be approved by Grace Lutheran Church Congregation.

**Nominating Committee Report:** Two members on council doing another 3-year term, Ethan Elvehjem and Lacey Danelski. Third position name: Shaun Joy. 2025 Nominating Committee will be Laura Strand, Jessica Thomson and Robin Blegen.

**Nominating Committee Election:** Motion to approve by: Todd Sjoberg & Roger Peterson

Vote: Yes – pass

No – none

**Election of Synod Assembly Delegates and Church Council Members:** May 2024 will be done via/ZOOM meeting. Need two people to take part of Synod Gathering.

**Presentation of the 2023 Financial Statement for Approval:** Motion: Roger Peterson & Greg Myers

Vote: Yes – pass

No – none

**Presentation of 2024 Budget:** By Ethan Elvehjem

**Proposed Budget 2024:** Motion by Roger Peterson & Greg Myers

Vote: Yes – pass

No – none

**Recess of Annual Congregational Meeting for Grace Evangelical Lutheran Church Foundation Meeting:**

Motion to Adjourn for Grace Lutheran Church Foundation, Inc. meeting

by: Greg Myers & Gene Weckwerth

Vote: Yes – pass

No – none

**Grace Lutheran Church Foundation:**

By Sarah Berry & Ethan Elvehjem. 2023 Thrivent Investment Account \$62,729.84

Checking Account \$24.28

Interest Income \$2,877.50

**Date & Time for next Annual Meeting:**

Sunday, January 26<sup>th</sup>, 2025.

**Adjourn:** Harry Blegen & Linda Johnson

Vote: Yes – pass

No – none

**Benediction:** Pastor Gary Gupstill



# 2025 Grace Lutheran Church Council Ballot

## THREE YEAR TERM

\_\_\_\_\_ Lacey Danelski

\_\_\_\_\_ Linda Johnson

\_\_\_\_\_ Craig Schultz

### 2025 Council Members

<u>Name</u>	<u>Term Expiration Yr.</u>
Mary Olson	2026
John Paulson	2026
Andrea Hams	2026
Ethan Elvehjem	2027
Sarah Hanson	2027
Shaun Joy	2027
Lacey Danelski	2028
Linda Johnson	2028
Craig Schultz	2028

31-Dec-24

**Savings**

Prayer Shawl	1,008.50
Library	1,819.16
Pastor Contingency	63.97
Fair trade	383.52
Thrivent Choice	5,473.43
Building campaign	42,161.53
Boiler	7,276.00
Technology	2,323.24
For General	0.00
Piano	0.00
Undesignated	121.57
Account balance	<b>60,630.92</b>

**Memorial Checkbook**

January 1	96,191.74
Memorial exp	(4,022.94)
Memorial designated giving interest	757.71
	46.94
Balance	92,973.45

**Memorial fund allocations**

FLC chairs/furnishing	25,000.00
Bldg	26,979.50
Facia/soffit	25,000.00
Blessing Box	2,055.70
Stephen Ministry	493.87
Library specific in 2024 (M)	460.00
Undesignated	12,984.38
	92,973.45

**Relational Checkbook (Camperships/youth fundraising)**

January 1	12,398.68
Fundraising	34,147.38
Youth trip/outings/expenses	(43,772.38)
Balance	2,773.68

**Monthly General Checkbook**

Beginning balance	(7,093.70)
Deposits*	55,356.98
Checks written *	(48,938.33)
Ending balance	(675.05)

**ANNUAL GENERAL CHECKBOOK**

Januaury 1	(132.57)
Deposits*	405,105.05
Checks written *	(405,647.53)
	(675.05)

\* includes checks moved FROM savings, etc

**Women of ELCA**

Beginning Balance January 1	1,944.13
Funerals	5,968.85
funeral exp	(3,528.00)
Eve Circle	200.00
bazaar	(184.97)
misc	(655.17)
Undesignated WELCA	3,744.84

**WELCA Savings Account**

	31,351.28
Bazaar 2023	-
Bazaar Reserve	1,885.89
Camperships	6,897.67
Kitchen	2,700.10
Landscaping	0.00
Women's retreat	403.78
Undesignated	33.51
Choir	781.08
Quilters	4107.44
Blessing bags	1705.65
Hospitality	227.66
Bazaar 2024	12608.50

Grace Lutheran Church

Statement of Activities

December 31, 2024

	Current Month Actual	Current Month Budget	Same Month Last Year Actual	YTD Actual	YTD Budget	YTD Last Year
<b>Income</b>						
Offerings Totals:	41,471.44	33,716.67	39,707.69	357,592.58	404,600.00	354,269.34
Benevolence Offerings Totals:	1,116.73	0.00	633.76	8,111.01	0.00	8,180.40
Other Income Totals:	2,989.01	235.00	908.52	14,249.42	2,820.00	12,252.88
Income Totals:	45,577.18	33,951.67	41,249.97	379,953.01	407,420.00	374,702.62
<b>Expense</b>						
Worship Totals:	2,025.96	875.83	1,200.00	13,416.21	10,510.00	9,714.21
Education Totals:	342.00	583.32	260.00	3,290.29	7,000.00	2,864.82
Benevolence-Missions Totals:	3,155.44	1,262.48	4,632.11	21,065.55	15,150.00	23,487.50
Administration Totals:	1,059.26	1,249.99	955.52	15,514.33	15,000.00	14,898.99
Salaries Totals:	23,043.77	23,681.88	22,670.83	270,616.80	284,182.62	261,820.03
Training & Education Totals:	388.37	366.65	0.00	937.58	4,400.00	1,672.26
Program Expenses Totals:	211.91	762.47	27.06	2,625.00	9,150.00	4,047.41
Building & Grounds Maintenance Totals:	1,912.81	1,274.99	865.12	14,150.59	15,300.00	13,010.28
Utilities Totals:	1,585.01	2,933.33	1,211.13	25,945.58	35,200.00	35,269.04
Insurance & Debt Retirement Totals:	4,874.23	1,333.33	0.00	21,381.62	16,000.00	13,714.95
Expense Totals:	38,598.76	34,324.27	31,821.77	388,943.55	411,892.62	380,499.49
<b>Income - Expense:</b>	6,978.42	(372.60)	9,428.20	(8,990.54)	(4,472.62)	(5,796.87)

Statement of Activities

December 31, 2024

Account Shortcut and Description	Current Month Actual	Current Month Budget	Same Month Last Year Actual	YTD Actual	YTD Budget	YTD Last Year
<b>Income</b>						
<b>Offerings</b>						
401 Envelope Offering	27,677.44	30,741.67	30,399.37	315,298.61	368,900.00	308,433.01
402 Loose Offering	2,324.00	1,041.67	2,081.32	15,253.00	12,500.00	17,485.13
403 Christmas	11,280.00	666.66	7,094.00	11,575.00	8,000.00	7,749.00
404 Lent	0.00	200.00	0.00	752.00	2,400.00	160.00
405 Easter	0.00	708.33	0.00	9,926.00	8,500.00	9,838.61
406 Thanksgiving	35.00	91.67	70.00	285.00	1,100.00	972.00
411 Sunday School	0.00	91.67	0.00	30.00	1,100.00	0.00
412 Vacation Bible School	0.00	91.67	0.00	416.82	1,100.00	325.00
479 Misc Income - general	155.00	83.33	63.00	4,056.15	1,000.00	9,306.59
Offerings Totals:	41,471.44	33,716.67	39,707.69	357,592.58	404,600.00	354,269.34
<b>Benevolence Offerings</b>						
421 World Hunger Income	884.25	0.00	289.25	5,161.55	0.00	5,712.75
409 Food Shelf	50.00	0.00	0.00	150.00	0.00	190.00
408 Noisy Offering	182.48	0.00	344.51	2,799.46	0.00	2,277.65
Benevolence Offerings Totals:	1,116.73	0.00	633.76	8,111.01	0.00	8,180.40
<b>Other Income</b>						
400 In Memory of	349.76	0.00	0.00	349.76	0.00	484.18
481 Interest Income - General	0.00	1.67	0.27	0.32	20.00	1.44
420 Grace Ministries Envelope (was bldg)	2,639.25	0.00	758.25	10,994.34	0.00	7,907.00
493 Facility Fees	0.00	0.00	0.00	200.00	0.00	0.00
413 Radio	0.00	233.33	150.00	2,705.00	2,800.00	1,950.00
490 Chat-n-chow	0.00	0.00	0.00	0.00	0.00	1,910.26
Other Income Totals:	2,989.01	235.00	908.52	14,249.42	2,820.00	12,252.88
Income Totals:	45,577.18	33,951.67	41,249.97	379,953.01	407,420.00	374,702.62
<b>Expense</b>						
<b>Worship</b>						
631 Worship	75.96	250.00	0.00	3,049.21	3,000.00	2,139.19
632 Choir	0.00	50.00	0.00	0.00	600.00	0.00
633 Radio	1,950.00	416.67	1,200.00	7,800.00	5,000.00	7,100.00
634 Pulpit Supply	0.00	63.33	0.00	567.00	760.00	475.02
635 Banner	0.00	62.50	0.00	2,000.00	750.00	0.00
636 Music Team	0.00	25.00	0.00	0.00	300.00	0.00
637 Celebration Singers	0.00	8.33	0.00	0.00	100.00	0.00
Worship Totals:	2,025.96	875.83	1,200.00	13,416.21	10,510.00	9,714.21
<b>Education</b>						
611 Sunday School	0.00	250.00	0.00	1,166.10	3,000.00	553.80

<b>Account Shortcut and Description</b>	<b>Current Month Actual</b>	<b>Current Month Budget</b>	<b>Same Month Last Year Actual</b>	<b>YTD Actual</b>	<b>YTD Budget</b>	<b>YTD Last Year</b>
612 Vacation Bible School	0.00	83.33	0.00	499.85	1,000.00	302.40
613 Confirmation	0.00	125.00	0.00	188.77	1,500.00	74.53
614 Release Time	0.00	41.67	0.00	61.74	500.00	0.00
615 Adult Education	0.00	16.66	0.00	0.00	200.00	0.00
808 Subscriptions	342.00	66.66	260.00	1,373.83	800.00	1,934.09
Education Totals:	342.00	583.32	260.00	3,290.29	7,000.00	2,864.82
<b>Benevolence-Missions</b>						
500 Noisy Offering	(302.80)	0.00	344.51	1,811.91	0.00	1,911.65
501 Synod	1,244.44	887.50	1,914.76	10,014.71	10,650.00	10,614.41
511 World hunger	884.23	0.00	1,142.50	4,638.03	0.00	5,812.75
516 Good Samaritan Fund	280.34	41.66	897.00	451.77	500.00	958.77
519 Other Benevolence	0.00	0.00	0.00	0.00	0.00	0.00
551 Lutheran Social Services	500.05	166.66	166.67	2,000.00	2,000.00	1,999.96
552 Luther Point Bible Camp	500.05	166.66	166.67	2,000.00	2,000.00	1,999.96
553 Food Shelf	49.13	0.00	0.00	149.13	0.00	190.00
Benevolence-Missions Totals:	3,155.44	1,262.48	4,632.11	21,065.55	15,150.00	23,487.50
<b>Administration</b>						
801 Copier	557.33	333.33	191.44	8,565.08	4,000.00	7,396.06
802 Computer	0.00	83.33	0.00	0.00	1,000.00	1,662.00
804 Postage	191.14	333.33	492.64	2,327.35	4,000.00	2,907.58
805 Office Supplies	285.36	250.00	197.39	3,752.15	3,000.00	2,420.60
807 Publicity - general	16.00	83.33	20.00	442.32	1,000.00	219.00
809 Other Administration Exp.	9.43	166.67	54.05	427.43	2,000.00	293.75
Administration Totals:	1,059.26	1,249.99	955.52	15,514.33	15,000.00	14,898.99
<b>Salaries</b>						
701 Salary - Senior Pastor	4,950.66	4,950.67	4,709.66	59,407.92	59,408.00	56,515.92
703 Housing - Senior Pastor	1,611.11	1,578.25	1,512.50	18,938.87	18,939.00	18,150.01
704 Pension - Senior Pastor	783.47	883.42	731.32	13,164.60	10,601.00	8,775.84
705 Medical - Senior Pastor	2,011.79	2,080.25	1,975.61	20,804.46	24,963.00	23,707.31
711 Salary - Associate Pastor	0.00	0.00	0.00	0.00	0.00	0.00
713 Housing - Associate Pastor	(32.87)	0.00	0.00	0.00	0.00	0.00
741 Salary - Family Life Ministry	3,636.62	3,636.61	3,530.68	43,639.44	43,639.33	42,368.16
744 Salary - Office Assistant	873.30	873.30	848.00	10,479.67	10,479.55	10,175.93
746 Salaries - All Musicians	1,049.36	1,585.56	831.03	9,785.46	19,026.78	9,176.43
747 Salary - Office Manager	2,872.18	2,872.17	2,788.48	34,466.16	34,466.07	33,461.76
748 FICA/Medicare Expense	889.72	978.10	1,706.49	9,676.65	11,737.24	10,848.75
715 Pension - Associate Pastor	0.00	0.00	0.00	0.00	0.00	0.00
750 Salaries - Custodial	2,269.30	2,269.25	2,140.84	27,231.95	27,231.00	25,690.08
751 Salaries - Security	0.00	0.00	0.00	0.00	0.00	0.00
708 Car Allowance - Senior Pastor	600.00	600.00	600.00	7,200.00	7,200.00	7,200.00
780 mileage - staff	229.81	75.00	0.00	229.81	900.00	195.19
745 Salary - Treasurer	0.00	0.00	0.00	0.00	0.00	0.00
706 Medical - associate pastor	0.00	0.00	0.00	0.00	0.00	0.00
789 Salary - SS/VBS Coordinator	105.98	105.97	102.88	1,271.76	1,271.65	1,234.57
720 Visitation Pastor Contract	0.00	0.00	0.00	0.00	0.00	0.00
755 Chat-n-chow Coordinator	0.00	0.00	0.00	0.00	0.00	0.00

<b>Account Shortcut and Description</b>	<b>Current Month Actual</b>	<b>Current Month Budget</b>	<b>Same Month Last Year Actual</b>	<b>YTD Actual</b>	<b>YTD Budget</b>	<b>YTD Last Year</b>
707 Personal Business Allowance - Pastor	333.34	333.33	333.34	4,000.05	4,000.00	4,000.08
749 Benefits - staff	860.00	860.00	860.00	10,320.00	10,320.00	10,320.00
Salaries Totals:	23,043.77	23,681.88	22,670.83	270,616.80	284,182.62	261,820.03
<b>Training &amp; Education</b>						
681 Synod Delegates - Council	0.00	83.33	0.00	0.00	1,000.00	1,387.23
791 Staff Training	0.00	8.33	0.00	0.00	100.00	0.00
793 Continuing Education - Pastor	0.00	83.33	0.00	422.07	1,000.00	0.00
794 Leadership Training	0.00	25.00	0.00	0.00	300.00	0.00
795 Family Life Ministry Training	0.00	83.33	0.00	(34.00)	1,000.00	285.03
792 Continuing training - staff	388.37	83.33	0.00	549.51	1,000.00	0.00
Training & Education Totals:	388.37	366.65	0.00	937.58	4,400.00	1,672.26
<b>Program Expenses</b>						
630 Prayer Shawl Ministry	0.00	33.33	0.00	0.00	400.00	0.00
617 Library Expenditures	0.00	83.33	0.00	0.00	1,000.00	0.00
621 Social Concerns	0.00	41.66	0.00	321.90	500.00	0.00
622 Stephens Ministry	0.00	41.66	0.00	0.00	500.00	0.00
624 Youth Allocation	0.00	0.00	0.00	0.00	0.00	0.00
625 Missions	0.00	8.33	0.00	0.00	100.00	0.00
641 Stewardship Expenses	311.47	200.00	83.16	2,212.93	2,400.00	2,214.51
645 Family Life Ministry - Supply	(99.56)	250.00	(56.10)	90.17	3,000.00	103.59
649 Other Program Expenses	0.00	41.66	0.00	0.00	500.00	0.00
640 New Discipleship Expenses	0.00	62.50	0.00	0.00	750.00	0.00
646 Chat-n-chow	0.00	0.00	0.00	0.00	0.00	1,729.31
Program Expenses Totals:	211.91	762.47	27.06	2,625.00	9,150.00	4,047.41
<b>Building &amp; Grounds Maintenance</b>						
820 Custodial Supplies	46.63	208.33	309.20	1,687.24	2,500.00	2,877.75
840 Repairs	275.00	525.00	0.00	275.00	6,300.00	149.99
841 Building Remodeling	0.00	125.00	0.00	0.00	1,500.00	0.00
842 Other Building Expenses	1,591.18	333.33	555.92	12,188.35	4,000.00	9,982.54
845 Sound System Maintenance	0.00	83.33	0.00	0.00	1,000.00	0.00
Building & Grounds Maintenance Totals:	1,912.81	1,274.99	865.12	14,150.59	15,300.00	13,010.28
<b>Utilities</b>						
806 Telephone	307.55	433.33	457.67	5,492.14	5,200.00	5,807.77
810 Utilities	1,277.46	2,500.00	753.46	20,453.44	30,000.00	29,461.27
Utilities Totals:	1,585.01	2,933.33	1,211.13	25,945.58	35,200.00	35,269.04
<b>Insurance &amp; Debt Retirement</b>						
782 Worker's Compensation Ins.	0.00	0.00	0.00	0.00	0.00	846.43
783 Insurance	4,874.23	1,333.33	0.00	21,381.62	16,000.00	12,868.52
851 Interest on Mortgage	0.00	0.00	0.00	0.00	0.00	0.00
852 Mortgage Principal	0.00	0.00	0.00	0.00	0.00	0.00
Insurance & Debt Retirement Totals:	4,874.23	1,333.33	0.00	21,381.62	16,000.00	13,714.95
Expense Totals:	38,598.76	34,324.27	31,821.77	388,943.55	411,892.62	380,499.49
<b>Income - Expense:</b>	6,978.42	(372.60)	9,428.20	(8,990.54)	(4,472.62)	(5,796.87)

Grace Lutheran Church

Budget Worksheet

	Two Years Ago Actual	Last Year Actual	Current Year Actual	Current Year Budget	Next Year Budget	Next Year Revisions
<b>Income</b>						
<i>General Fund</i>						
<b>Offerings</b>						
401 Envelope Offering	276,985.60	308,433.01	315,298.61	368,900.00	386,600.00	
402 Loose Offering	17,704.96	17,485.13	15,253.00	12,500.00	12,500.00	
403 Christmas	9,065.00	7,749.00	11,575.00	8,000.00	8,000.00	
404 Lent	717.00	160.00	752.00	2,400.00	2,400.00	
405 Easter	8,218.00	9,838.61	9,926.00	8,500.00	8,500.00	
406 Thanksgiving	1,025.00	972.00	285.00	1,100.00	1,100.00	
411 Sunday School	0.00	0.00	30.00	1,100.00	1,100.00	
412 Vacation Bible School	426.97	325.00	416.82	1,100.00	1,100.00	
479 Misc Income - general	27,959.56	9,306.59	4,056.15	1,000.00	1,000.00	
Totals:	342,102.09	354,269.34	357,592.58	404,600.00	422,300.00	
Offerings Totals:	342,102.09	354,269.34	357,592.58	404,600.00	422,300.00	
<b>Benevolence Offerings</b>						
408 Noisy Offering	1,628.01	2,277.65	2,799.46	0.00	0.00	
409 Food Shelf	790.00	190.00	150.00	0.00	0.00	
421 World Hunger Income	4,461.88	5,712.75	5,161.55	0.00	0.00	
Totals:	6,879.89	8,180.40	8,111.01	0.00	0.00	
Benevolence Offerings Totals:	6,879.89	8,180.40	8,111.01	0.00	0.00	
<b>Other Income</b>						
400 In Memory of	0.00	484.18	349.76	0.00	0.00	
413 Radio	2,965.00	1,950.00	2,705.00	2,800.00	2,800.00	
420 Grace Ministries Envelope (was bldg	6,151.73	7,907.00	10,994.34	0.00	0.00	
481 Interest Income - General	3.46	1.44	0.32	20.00	0.00	
490 Chat-n-chow	1,427.22	1,910.26	0.00	0.00	0.00	
493 Facility Fees	0.00	0.00	200.00	0.00	0.00	
Totals:	10,547.41	12,252.88	14,249.42	2,820.00	2,800.00	
Other Income Totals:	10,547.41	12,252.88	14,249.42	2,820.00	2,800.00	
<b>Income Totals:</b>	<b>359,529.39</b>	<b>374,702.62</b>	<b>379,953.01</b>	<b>407,420.00</b>	<b>425,100.00</b>	
<b>Expense</b>						
<i>General Fund</i>						
<b>Worship</b>						
631 Worship	3,398.86	2,139.19	3,049.21	3,000.00	3,000.00	
632 Choir	0.00	0.00	0.00	600.00	600.00	
633 Radio	7,050.00	7,100.00	7,800.00	5,000.00	5,000.00	
634 Pulpit Supply	829.45	475.02	567.00	760.00	760.00	
635 Banner	0.00	0.00	2,000.00	750.00	750.00	
636 Music Team	0.00	0.00	0.00	300.00	300.00	
637 Celebration Singers	19.96	0.00	0.00	100.00	100.00	
Totals:	11,298.27	9,714.21	13,416.21	10,510.00	10,510.00	
Worship Totals:	11,298.27	9,714.21	13,416.21	10,510.00	10,510.00	

	Two Years Ago Actual	Last Year Actual	Current Year Actual	Current Year Budget	Next Year Budget	Next Year Revisions
<b>Education</b>						
611 Sunday School	658.32	553.80	1,166.10	3,000.00	3,000.00	_____
612 Vacation Bible School	680.43	302.40	499.85	1,000.00	1,000.00	_____
613 Confirmation	725.41	74.53	188.77	1,500.00	1,500.00	_____
614 Release Time	0.00	0.00	61.74	500.00	500.00	_____
615 Adult Education	0.00	0.00	0.00	200.00	200.00	_____
808 Subscriptions	1,526.50	1,934.09	1,373.83	800.00	800.00	_____
Totals:	3,590.66	2,864.82	3,290.29	7,000.00	7,000.00	_____
Education Totals:	3,590.66	2,864.82	3,290.29	7,000.00	7,000.00	_____
<b>Benevolence-Missions</b>						
500 Noisy Offering	1,006.18	1,911.65	1,811.91	0.00	0.00	_____
501 Synod	9,614.19	10,614.41	10,014.71	10,650.00	11,547.00	_____
511 World hunger	4,345.70	5,812.75	4,638.03	0.00	0.00	_____
516 Good Samaritan Fund	0.00	958.77	451.77	500.00	500.00	_____
519 Other Benevolence	25.00	0.00	0.00	0.00	0.00	_____
551 Lutheran Social Services	1,999.95	1,999.96	2,000.00	2,000.00	2,000.00	_____
552 Luther Point Bible Camp	1,999.95	1,999.96	2,000.00	2,000.00	2,000.00	_____
553 Food Shelf	2,635.04	190.00	149.13	0.00	0.00	_____
Totals:	21,626.01	23,487.50	21,065.55	15,150.00	16,047.00	_____
Benevolence-Missions Totals:	21,626.01	23,487.50	21,065.55	15,150.00	16,047.00	_____
<b>Administration</b>						
801 Copier	6,067.04	7,396.06	8,565.08	4,000.00	4,000.00	_____
802 Computer	0.00	1,662.00	0.00	1,000.00	1,000.00	_____
804 Postage	3,261.71	2,907.58	2,327.35	4,000.00	4,000.00	_____
805 Office Supplies	2,125.91	2,420.60	3,752.15	3,000.00	3,000.00	_____
807 Publicity - general	217.07	219.00	442.32	1,000.00	1,000.00	_____
809 Other Administration Exp.	3,496.90	293.75	427.43	2,000.00	2,000.00	_____
Totals:	15,168.63	14,898.99	15,514.33	15,000.00	15,000.00	_____
Administration Totals:	15,168.63	14,898.99	15,514.33	15,000.00	15,000.00	_____
<b>Salaries</b>						
701 Salary - Senior Pastor	56,408.64	56,515.92	59,407.92	59,408.00	62,777.00	_____
703 Housing - Senior Pastor	18,722.64	18,150.01	18,938.87	18,939.00	19,858.20	_____
704 Pension - Senior Pastor	8,775.84	8,775.84	13,164.60	10,601.00	11,116.22	_____
705 Medical - Senior Pastor	23,221.62	23,707.31	20,804.46	24,963.00	24,745.20	_____
706 Medical - associate pastor	0.00	0.00	0.00	0.00	0.00	_____
707 Personal Business Allowance - Past	1,999.92	4,000.08	4,000.05	4,000.00	4,000.00	_____
708 Car Allowance - Senior Pastor	5,200.08	7,200.00	7,200.00	7,200.00	7,200.00	_____
711 Salary - Associate Pastor	0.00	0.00	0.00	0.00	0.00	_____
713 Housing - Associate Pastor	0.00	0.00	0.00	0.00	0.00	_____
715 Pension - Associate Pastor	0.00	0.00	0.00	0.00	0.00	_____
720 Visitation Pastor Contract	0.00	0.00	0.00	0.00	0.00	_____
741 Salary - Family Life Ministry	38,977.20	42,368.16	43,639.44	43,639.33	45,384.90	_____
744 Salary - Office Assistant	9,360.00	10,175.93	10,479.67	10,479.55	10,898.64	_____
745 Salary - Treasurer	0.00	0.00	0.00	0.00	0.00	_____
746 Salaries - All Musicians	6,903.07	9,176.43	9,785.46	19,026.78	18,751.00	_____
747 Salary - Office Manager	30,784.08	33,461.76	34,466.16	34,466.07	35,844.72	_____
748 FICA/Medicare Expense	7,186.47	10,848.75	9,676.65	11,737.24	11,737.24	_____
749 Benefits - staff	0.00	10,320.00	10,320.00	10,320.00	12,420.00	_____
750 Salaries - Custodial	25,038.00	25,690.08	27,231.95	27,231.00	27,519.30	_____
751 Salaries - Security	0.00	0.00	0.00	0.00	0.00	_____
755 Chat-n-chow Coordinator	0.00	0.00	0.00	0.00	0.00	_____



	Two Years Ago Actual	Last Year Actual	Current Year Actual	Current Year Budget	Next Year Budget	Next Year Revisions
780 mileage - staff	381.15	195.19	229.81	900.00	900.00	
789 Salary - SS/VBS Coordinator	1,135.68	1,234.57	1,271.76	1,271.65	1,322.52	
Totals:	234,094.39	261,820.03	270,616.80	284,182.62	294,474.94	
Salaries Totals:	234,094.39	261,820.03	270,616.80	284,182.62	294,474.94	
<b>Training &amp; Education</b>						
681 Synod Delegates - Council	1,982.99	1,387.23	0.00	1,000.00	1,000.00	
791 Staff Training	493.29	0.00	0.00	100.00	100.00	
792 Continuing training - staff	0.00	0.00	549.51	1,000.00	1,000.00	
793 Continuing Education - Pastor	0.00	0.00	422.07	1,000.00	1,000.00	
794 Leadership Training	0.00	0.00	0.00	300.00	300.00	
795 Family Life Ministry Training	989.87	285.03	(34.00)	1,000.00	1,000.00	
796 Seminary Ann fee	0.00	0.00	0.00	0.00	2,000.00	
Totals:	3,466.15	1,672.26	937.58	4,400.00	6,400.00	
Training & Education Totals:	3,466.15	1,672.26	937.58	4,400.00	6,400.00	
<b>Program Expenses</b>						
617 Library Expenditures	503.48	0.00	0.00	1,000.00	1,000.00	
621 Social Concerns	0.00	0.00	321.90	500.00	500.00	
622 Stephens Ministry	0.00	0.00	0.00	500.00	500.00	
624 Youth Allocation	0.00	0.00	0.00	0.00	0.00	
625 Missions	0.00	0.00	0.00	100.00	100.00	
630 Prayer Shawl Ministry	0.00	0.00	0.00	400.00	400.00	
640 New Discipleship Expenses	0.00	0.00	0.00	750.00	750.00	
641 Stewardship Expenses	1,493.51	2,214.51	2,212.93	2,400.00	2,400.00	
645 Family Life Ministry - Supply	626.55	103.59	90.17	3,000.00	3,000.00	
646 Chat-n-chow	1,555.01	1,729.31	0.00	0.00	0.00	
649 Other Program Expenses	0.00	0.00	0.00	500.00	500.00	
Totals:	4,178.55	4,047.41	2,625.00	9,150.00	9,150.00	
Program Expenses Totals:	4,178.55	4,047.41	2,625.00	9,150.00	9,150.00	
<b>Building &amp; Grounds Maintenance</b>						
820 Custodial Supplies	2,240.14	2,877.75	1,687.24	2,500.00	2,500.00	
840 Repairs	1,898.10	149.99	275.00	6,300.00	6,300.00	
841 Building Remodeling	213.69	0.00	0.00	1,500.00	1,500.00	
842 Other Building Expenses	9,234.16	9,982.54	12,188.35	4,000.00	4,000.00	
845 Sound System Maintenance	150.30	0.00	0.00	1,000.00	1,000.00	
Totals:	13,736.39	13,010.28	14,150.59	15,300.00	15,300.00	
Building & Grounds Maintenance Totals:	13,736.39	13,010.28	14,150.59	15,300.00	15,300.00	
<b>Utilities</b>						
806 Telephone	5,161.45	5,807.77	5,492.14	5,200.00	5,200.00	
810 Utilities	26,465.07	29,461.27	20,453.44	30,000.00	30,000.00	
Totals:	31,626.52	35,269.04	25,945.58	35,200.00	35,200.00	
Utilities Totals:	31,626.52	35,269.04	25,945.58	35,200.00	35,200.00	
<b>Insurance &amp; Debt Retirement</b>						
782 Worker's Compensation Ins.	0.00	846.43	0.00	0.00	0.00	
783 Insurance	11,587.12	12,868.52	21,381.62	16,000.00	16,000.00	
851 Interest on Mortgage	0.00	0.00	0.00	0.00	0.00	
852 Mortgage Principal	0.00	0.00	0.00	0.00	0.00	
Totals:	11,587.12	13,714.95	21,381.62	16,000.00	16,000.00	

	<b>Two Years Ago Actual</b>	<b>Last Year Actual</b>	<b>Current Year Actual</b>	<b>Current Year Budget</b>	<b>Next Year Budget</b>	<b>Next Year Revisions</b>
Insurance & Debt Retirement Totals:	11,587.12	13,714.95	21,381.62	16,000.00	16,000.00	
<b>Expense Totals:</b>	350,372.69	380,499.49	388,943.55	411,892.62	425,081.94	
<b>Income - Expense:</b>	9,156.70	(5,796.87)	(8,990.54)	(4,472.62)	18.06	

# Children Youth and Family Director's Report 2024

This report is an overview of the activities related to Children, Youth and Family Ministry.

**Mission Statement:** Grace Lutheran's Children Youth and Family Ministry is Christ centered with the purpose of building disciples of Jesus Christ by partnering with parents in fulfilling their baptismal promises. By God's grace we seek to provide meaningful faith formation experiences for all ages.

**Celebration Singers/Grace Time:** The group continued to practice on Monday afternoons and sing monthly at both services, ending the program year with the annual Spring musical in May. Kids are picked up from school if needed. We start with a snack, practice for about 30 minutes, and end with free time. In the fall it was decided to restructure the Monday afternoon practice time and switch it to Wednesdays. The new afternoon program is called Grace Time and is open to all youth from kindergarten through 6<sup>th</sup> grade. Extra activities are planned for children who are not participating in Celebration Singers during the practice time. There are currently 25 enrolled. Several volunteers help with rides from school to church and with serving snack. Amanda Strom is the co-leader of Grace Time and Rhonda Felland is the piano accompanist for Celebration Singers. Thank you to them and the other volunteers who make this program possible!

**Confirmation:** January 2024 was the start of the second "session" of Confirmation. Regular Wednesday night programming included a meal, large group with Pastor, activities and small group mentor time. During Lent there is no regular Wednesday programming. Parents and youth are expected to attend Lenten services together. The final "session" was held in April/May. We follow a three-year rotation of instruction. The 2023/24 program year focused on the Apostles Creed, the Lord's Prayer and the Every Day Good Samaritan curriculum from Peer Ministry. The 2024/25 program year covers the Old Testament/New Testament, science and faith, the Sacraments of Communion and Baptism, and other religions. Confirmation enrollment has remained steady with 25-30 youth and we have welcomed several new families during the last two years. Thank you to the parents for providing meals and the team of mentors who lead our small groups. In October we confirmed nine 10<sup>th</sup> graders at the Affirmation of Baptism service.

**Feed My Starving Children Service Days:** The intergenerational FMSC service day was August 1<sup>st</sup>. The Youth FMSC service day was September 28<sup>th</sup>.

**First Communion:** On March 24<sup>th</sup> 6 young disciples were instructed in the Sacrament of Holy Communion and received their first Communion on Maundy Thursday or other Sundays following Easter.

**ELCA National Youth Gathering in New Orleans:** 18 youth and 7 adults from Immanuel Brunswick, Calvary and Grace Lutheran Churches began the "journey" to the National Gathering of 2024 in the fall of 2023. Once a month we met to engage in the Gathering theme "Create to Be" through scripture, fellowship and activities. The group visited each church on Sunday July 14<sup>th</sup> for blessings, prayers and a commissioning of service. Then, in partnership with the NE MN Synod we gathered with over 200 other youth and adults from around the Synod at Camp Onomia to kick off the week. While in New Orleans, we emerged ourselves in New Orleans

culture, experienced service learning and worshiped with thousands of other youth and adults from across the country. Several fundraisers were held to make the trip possible including a Mardi Gras dinner in February. Thank you for all the prayers and support for the trip!

**Professional Development:** In January of 2024 I attended the ELCA Youth Leader Network's Training Extravaganza in New Orleans. I attended several workshops, received continuing training as a mentor/guide for the Formation Co-op and was oriented as leader for the July National Youth Gathering.

**Religious Release Time:** We continued offering monthly Religious Release from Jan. to May for children grades 1-6. It was decided over the summer to recruit a primary leader for RR. Kelly would stay on as a coordinator of the program, but the new leader would take the monthly Wednesday commitment. As no one had accepted the call to help lead this ministry, it was decided that we would offer RR 4 times for the year (October, November, March and April) with Pastor Gary, Kelly, Nancy Peterson and Amanda Strom co-leading the program. Thank you to Eunice Weckwerth and Carol Allman for providing and serving snacks and Mary Brelie for teaching in the 2023/24 program year. We have 21 children enrolled. Future plans for the Religious Release program will be decided in the Spring of 2025.

**Sunday School:** Regular Sunday School continued from January – May. In Jan. Kris Pulford once again did an amazing job of coordinating the Annual World Hunger campaign. The kids raised money for supplies for Lutheran World Relief school supply backpacks and packed over 80 of them! We split Sunday school into 2 groups. Lacey Johnstone is the main teacher for Preschool -1<sup>st</sup> grade and Kelly leads 2<sup>nd</sup>-6<sup>th</sup> grade with Jess Olen and Amanda Strom leading/helping when able. Several 7<sup>th</sup>-12<sup>th</sup> graders have also been helpers. We currently have 54 kids from Preschool to 6<sup>th</sup> grade enrolled with an average Sunday attendance of about 20.

**Vacation Bible School:** Mora United Methodist, Calvary Lutheran and Grace Lutheran teamed up for the Ecumenical Mora Community Vacation Bible School the week of June 3<sup>rd</sup>-7<sup>th</sup>. The ELCA World Hunger VBS Curriculum "Who is My Neighbor" was used. There were about 75 kids served by 50+ volunteers between the three churches. Thank you to everyone who made the community ministry possible!

**Recruiting for 2025!** The CYF Ministry at Grace Lutheran needs people of all ages and gifts to share the Love of God in Christ Jesus through the Holy Spirit with those in our church, in our community and in the world! Please prayerfully consider how you are being called to pass on the faith!

Respectfully submitted January 6<sup>th</sup>, 2025 by Kelly Kehr – Children Youth and Family Director

# Volunteer Coordinator Report 2024

I would like to start off 2025 by thanking each and every one of you here at Grace. Your willingness to be a part of Grace has made me truly appreciate the work I do here.

There are many ways to help at Grace Lutheran. I encourage you to find your joy here at Grace, to try new things, to find a connection with other church members, or if you have a passion or talent consider starting a new ministry. Some of the weekly activities that can always use new faces are: Ushers, Lectors, Sunday School Teachers, Confirmation Mentors, Choir Members, Quilters, and more. If you have questions about a ministry, please contact me. I can be reached at the church office or on my cell phone 612-390-0781. **Make sure you have my updated email: [kristagrancelutheran@gmail.com](mailto:kristagrancelutheran@gmail.com)**

We continue to work as a team to get services on Facebook, the Radio, and the Website. The website continues to be updated on a regular basis. You can find links to the current GOL, Worship service, and the Newsletter. There are tabs to find information from council (including email addresses), any active ministry, staff and the pastor.

Our website is [gracechurchmora.com](http://gracechurchmora.com), please check it regularly.

Many blessings,

Krista Elvehjem

# COVENANT OF CONDUCT

In order for the congregation and the church council to deal effectively with issues of the congregation, the following guidelines are suggested.

1. All members affirm their right to express their opinions about the life and ministry of the congregation.
2. The congregation operates with a direct democracy form of government that allows members to share their opinions directly with the pastors, church council, commissions, and at congregational meetings.
3. When members of the congregation express an opinion to a member of the council, the council person shall ask, "What would you like me to do with this information?"
4. If the member desires to have the information transmitted to the council, the member shall be invited to bring the information/opinion to the next council meeting. The time and dates shall be given.
5. If the member does not wish to appear in person, the council member shall ask the member for permission to use their name in reporting. If permission is not given, the council member shall say, "I'm sorry, but I will not be able to report this to the council since we do not deal with anonymous letters or comments."
6. \*If permission is given, the council member shall report the information/opinion to the council and use the member's name.
7. At his/her discretion, a council member may ask that the member refer the issue to another council member for presentation.
8. Each issue shall be placed on the agenda and written in the minutes along with the action taken by the council. Action may include: "Received as information," "Pastor and/or President to visit member and report at next meeting," etc.
9. Opinions may be shared in writing with the council and shall be handled in the above mentioned manner if the letter or statement is signed.

*"It is certain that the spirit of self-justification can be overcome only by the Spirit of grace; nevertheless, isolated thoughts of judgment can be curbed and smothered by never allowing them the right to be uttered... Thus it must be the decisive rule of every Christian fellowship that each individual is prohibited from saying much that occurs to him... [T]o speak about a brother covertly is forbidden, even under the cloak of help and good will; for it is precisely in this guise that the spirit of hatred among brothers always creeps in when it is seeking to create mischief." Lutheran theologian Dietrich Bonhoeffer*

*\*\*Anonymous complaints create undercurrents that threaten to divide the gathered congregation and disturb its health. Further, anonymous comments can become breeding grounds for gossip and speculation that leads to further division. Conversely, bringing requests, concerns and information to the leadership in a spirit of openness builds trust and creates an atmosphere of accountability and faithfulness.*

# A MESSAGE FROM PRESIDING BISHOP ELIZABETH EATON



Dear friends in Christ,

All around us, we see signs of God’s love and goodness. A person who has stepped away from church for many years steps back into a congregation, feeling the call of the Holy Spirit. Young adults feeling isolated in a digital-first world start gathering in person in a small group, enjoying the warmth of a hug and a new friend asking about their week. A mother plants a garden, and it yields fruits and vegetables, giving her nutritious food for her kids and extra produce to sell at the local market. Everywhere we look, we see signs of Christ’s love. In Psalm 93, we read: “More majestic than the thunders of mighty waters, more majestic than the waves of the sea, majestic on high is the Lord! Your decrees are very sure; holiness befits your house, O Lord, forevermore” (4-5).

God’s love is a majestic thing, and it moves us to share it in word and deed. The ministries of our congregations, our synods and the ELCA churchwide organization are all working together to share God’s love with people in our neighborhoods, across our country and around the world.

I am so grateful for you, dear church. Your generosity to each of these three expressions of the church — your congregation, your synod and the churchwide organization — has bolstered the church’s ability to share the message of God’s love to people who are longing for it. Through your

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“More majestic than the thunders of mighty waters, more majestic than the waves of the sea, majestic on high is the Lord! Your decrees are very sure; holiness befits your house, O Lord, forevermore.”

—Psalm 93:4-5

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financial resources, your time volunteering and accompanying others, and your voices, you’ve helped carry this message of God’s majestic love. Thank you, dear church. As we look ahead to the coming year, I encourage you to stand steadfast in God’s promises, sure of God’s love and goodness.

A handwritten signature in black ink that reads "Elizabeth A. Eaton". The signature is written in a cursive, flowing style.

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

Through your generosity, God is at work across the ELCA. A portion of your offering, called Mission Support, advances the ministry of our church, helping the ELCA nurture Christian community, raise up leaders, serve our neighbors and strive for justice. Read stories and learn more at [LivingLutheran.org/SOFIA](https://LivingLutheran.org/SOFIA).

