

ANNUAL REPORT 2023



Evangelical
Lutheran Church
in America

Farmington Evangelical Lutheran Church
Annual Congregational Meeting
Sunday, January 28, 2024 – 11:45 am

“As a community of believers, guided by the Holy Spirit, we seek to do God's will, share God's Word, and celebrate the grace of our Lord Jesus Christ.”

Contents

2023 Church Leadership	3
Church Membership Activity	3
Baptisms	4
Weddings	4
Funerals	4
Annual Congregational Meeting Minutes	5
Senior Pastor's Report.....	9
Pastors of Intergenerational Ministry	12
Council President Brandon Meyer	14
Director of Church Operations and Communication	15
Director of Music Ministries	16
Director of Children's and Family Ministries	17
Fellowship & Service	18
Women's Ministry	18
Human Resources Ministry Team.....	19
Fishers of Men Ministry	19
Altar Guild	20
Memorial Committee.....	20
Property Committee	21
FLC Technology Team.....	22
Endowment Fund Committee	23
Farmington Lutheran Cemetery	24
Treasurer's Report	25
Audit Committee.....	25
FLC 2024 Annual Budget- Final.....	26
Sample Ballot	30
Message from Presiding Bishop Elizabeth Eaton	31
Saint Paul Area Synod Letter	32
Lake Wapogasset Lutheran Bible Camp.....	35

Farmington Evangelical Lutheran Church
Annual Congregational Meeting
January 28, 2024 11:45am
2023 Church Leadership

Council:

Brandon Meyer- President
 Linda Landwehr - VP
 Dennis Watson- Treasurer
 Michelle Beauvais - Secretary
 Matt Dimich
 Craig Beissel
 Christopher Lynch
 Liz Grossman
 Julie Amdahl
 Whitney Quast
 Jeff Tickle

Pastors:

Kevin Woestehoff, Senior Pastor
 Ben Eisele, Pastor of Intergenerational Ministries
 Kristen Eisele, Pastor of Intergenerational Ministries

Staff:

Karissa Dennis, Director of Music Ministries
 Dawn Albrecht, Director of Children's and Family Ministries
 Jen Watts, Director of Church Operations and Communications
 Rene Mewes, Finance Coordinator
 Lois Luecke, Office Administrative Assistant
 Clay Fleck, Facilities Custodian

Church Membership Activity

	2020	2021	2022	2023
Avg. Weekend Worship Attendance (All Year)	*415	405	375	364
Avg. Weekend Worship Attendance (Program Year)	*471	455	412	392

Baptisms

Lillian O'Brien	Cora Eisele	Shain Kimmes	Violet Hjort
Dakota Wenck	Liam Redepenning	Riley Watson	Mason Malz
Rhett Wenck	Eddie Hamers	Carter Mueller	Weston Olund
Jack Yorks	Memphis Hamers	Dieter Prawdzik	Bennett Sherman
Dakota Wenck	Theodore Van Heest	Delaney Schaefer	Theodore Schmitz
Rhett Wenck	Ezra Carlson	Ella Erickson	DJ Storck
Jack Yorks	Evelyn Wannigman		Chris Reinhold

Weddings

Per Nestingen & Jenna Laube	11/17/2023
Kaitlin Bruun & Brett Thompson	12/02/2023

Funerals

Delores Joyce Gulsvig	1/7/2023
Darold Ashton	1/12/2023
Eugene Hildreth	5/21/2023
Jim Schwanebeck	3/13/2023
Linda Sorenson	3/31/2023
Francis DeLage	4/25/2023
Allen J. Wachter	4/29/2023
Orville Castle	5/11/2023
Don Gamer	5/15/2023
Catherine Scholtes	5/18/2023
Dr. Souheil Ailabouni	5/25/2023
Madden McKean	6/6/2023
Pearl Shirley	6/20/2023
Marge Rice	7/11/2023
Robert Lubbers	7/13/2023
Lester Priebe	8/1/2023
Marce Danner	8/2/2023
Carol Brankley	8/19/2023
Thomas Kaldunski	9/11/2023
Marion Walsh	10/1/2023
Leon Orr	10/2/2023
Sharyl Mohawk	10/30/2023
DJ Storck	11/11/2023
Calvin Pflaum	11/20/2023
Janet Carpentier	12/12/2023
Donna Bostrom	12/14/2023

Farmington Evangelical Lutheran Church
Annual Congregational Meeting Minutes
January 29, 2023 11:45am

Call to Order

President Chris Lynch called the Annual Meeting to order at 12:05pm

Welcome and Opening Prayer – Pastor Kevin Woestehoff

Announcements

- Voting can be done in person or digitally through QR code
- All Encompassing Motion for Approval:
 - 2023 Annual Meeting Agenda
 - 2022 Annual Meeting Minutes
 - 2022 Annual Reports
 - Election of Officers, Committee Members and Council Members
 - Attendance Numbers Quorum – members could attend in person or virtually
 - 85 members attended in person or virtually; quorum met.

Light of Christ Award – Pastor Kristen Eisele

- Childe Family

Senior Pastor Report – Pastor Kevin Woestehoff

- Thanks to God and thank you (congregation, staff, Council, ministry teams)
- Thank you to the 4 council members retiring and those joining Council
 - Rachel Harmon, outgoing Council Member and Council Vice President
 - Ajay Cook, outgoing Council Member
 - Peter Elliott, outgoing Council Member
 - Chris Lynch, outgoing Council Member and Council President
- Thank you to the staff for the time and effort in organizing this meeting
- **A look back on 2022 – Pastor Kristen and Pastor Ben**
 - Caregiving ministry, congregational care team
 - Adult Spiritual growth, Brewed theology
 - Onboarding of Nick Madsen
 - Moms and Dads groups
 - Food on the 4th
- **A look back continued – Pastor Kevin**
 - Youth Director search
 - Improving the membership database
 - Equip the Saints - Continuing to build our ministry systems
 - Listening strategies
- **Works in progress and hopes for the future – Pastor Kevin**
 - Mental health ministry team
 - Benevolence giving
- **Hopes for the future – Pastor Kristen and Pastor Ben**
 - Grow our outreach in Tanzania
 - Continued development of our Milestones ministry
 - Lots of things we want to do- we really need help from others to get the ball rolling

- Men's Bible Study, Minecraft Lab, after school activities, Busy families network
- **Thank you to Pastor Kevin – Pastor Kristen and Pastor Ben**
 - Thank you to Kevin's leadership; this is a very healthy place to work that encourages flexibility and time with family.

2023 Initiatives – Pastor Kevin Woestehoff

- Developing Support Groups and Small Group Ministries
- Deepening FLC's connection and service to the broader community
- Strengthening our Farmington Lutheran Youth Ministry
- The reality is that it's a different world. We are showing a slowness in our giving. We received Statements of Intent from 182 households and of those, 100 households said they would increase their giving. While we are hopeful, we are projecting giving that is flat to last year.

Where do we go from here?

- We will continue to live our mission
- Listening strategies
- Grow as a culture of Abundance and Generosity
- Development of ministry teams and system

Treasurer's Report – Dennis Watson

- 2022 bottom line: a loss of \$26,541 (Budget = loss of \$12,568)
- General Fund Receipts = \$861,424
- \$7,102 or 0.8% increase over 2021 Receipts
- General Fund Expenses = \$887,965
- \$56,452 or 6.8% increase over 2021 Expenses (\$37,686 is Payroll & Benefits and \$22,950 is Building Repairs/Utilities)
- General Fund Cash Balance = \$214,607
- \$31,890 decrease from 12/31/2021
- Dedicated Funds Cash Balance = \$114,487
- Total Cash Balance = \$329,094 (a \$26,194 decrease from 12/31/2021)
- Mortgage Principal Balance = \$1,020,137
- \$93,387 principal paid down in 2021 (\$19,613 from Strengthening Faith giving)
- \$73,774 expected principal to pay in 2023 before Strengthening Faith payments
- Special note – by the end of March 2023 the mortgage note will be under 1 million. (met with enthusiasm and cheering!)
- Spring Appeal was used to bring up the Capital Reserve Fund.
 - Reserve fund is used for things like replacing a water heater, air conditioning repair and our maintenance fee.
- Spring Appeal was also used for our Technology Fund
- Thank you to the Audit Committee and our Finance Coordinator Rene Mewes
- Question from audience: Statements of Intent- What was pledged the prior year?
 - Answer: Over 500k was pledged the year prior – very similar this year

Ministry Team Reports – In Annual Report

- Spiritual Growth
- Fellowship & Service
- Women's
- Human Resources
- Stewardship
- Fishers of Men
- Finance / Audit
- Children's Ministry
- Youth & Family Ministry
- Property
- Worship & Music
- Altar Guild
- Technology
- Endowment Fund
- Memorial

New Business for 2023 – Dennis Watson

- Bottom Line: negative (\$63,006)
- General Fund Receipts = \$875,289
- Of this, Offerings = \$827,000
- This is a \$19,771 or 2.4% increase over 2022 Offerings received
- Total Expenses = \$938,295
- Of this, Payroll and Benefits = \$596,020
- Payroll and Benefits are 63.5% to total
- Includes a 2% increase in pay
- Is a \$32,672 or 5.8% increase over 2022 Payroll and Benefits expense
- Question from audience: It doesn't appear a wage increase is included for Pastor Ben and Pastor Kristen? Answer: They took on Youth Director activities for part of the year that they will not need to take on in 2023.

Elections

Motion to approve names on a ballot? Tim Grundler approve with Paul Landwehr second.

- Ballots passed out

Officers – 2 positions, 1 year term

- Brandon Meyer (President)
- Linda Landwehr (Vice President)

Council Positions – 4 positions, 3 year term

- Michelle Beauvais
- Matt Dimich
- Craig Beissel
- Christopher Lynch

Endowment Committee – 1 position, 3 year term

- Kristen Lynch

Finance Committee – 2 positions, 3 year term

- Dennis Watson
- Lois Leucke

Nominating Committee – 2 positions, 2 year term

- Rachel Harmon
- Ajay Cook

Light of Christ Awards – Pastor Kevin, Pastor Ben and Pastor Kristen recognized the following

- Janice Rollag and Lois Luecke
- Kristin, Maddie and Ava Lynch
- Tim Grundler and Lura Jackson
- Lindell-Woody Family
- Jodi & Mike Jansen
- Sarah Preston
- Betsy Grawe
- West Family
- Pam Schoolmeester & Kris Akin
- Bruce Orehek and John Oney

Election Results – Chris Lynch

- Every question and measure has been approved
- Congratulations to all new roles
- Chris closed out his time with a heartfelt thank you
- Welcome to Brandon Meyer as new Council President

Closing Prayer – Pastor Kristen Eisele

Adjournment

President Meyer adjourned meeting at 1:24pm.

Senior Pastor's Report Kevin Woestehoff

Now to him who is able to do immeasurably more than all we ask or imagine, according to his power that is at work within us, to him be glory in the church and in Christ Jesus throughout all generations, for ever and ever! Ephesians 3:20-21 (NIV)

God's blessings to you as we reflect on another year together. Indeed, we have a God who can do immeasurably more than all we ask or imagine! I am thankful for the gift we have in Jesus and how your faith in Jesus shines in this world. I see this each day in passionate partners in ministry: ministry team members, volunteers, church council members, staff members, and the whole people of God!

Our mission is vital. It is an interesting time to be the church in these sort of post-pandemic days. Our overall focus in ministry is for people to know God's amazing love, for that love and faith in Jesus to shape our lives, and to send us out to shape the world. Whether it is seen in comfort for those who grieve, the feeling of support for one who is lonely, vibrant and welcoming worship, the gift of faith and identity as a child of God, or in your boldness in generosity, grace, or service for others. The mission we share is needed in this world! **In 2023 we prioritized these initiatives:**

- Developing Support Groups and Small Group Ministries
- Deepening FLC's connection and service to the broader community
- Strengthening our Farmington Lutheran Youth Ministry

We celebrate the meaningfulness experienced in expanded caregiving and new small groups where folks can be supported. I'm thankful for the reorganization of Pre-Con/Confirmation and the experience students and adults are having. A key driver of carrying out these initiatives was having increased pastoral hours. We entered the year with an anticipated \$63,000 deficit, and with that did not add pastoral hours. We pivoted to carry out these initiatives the best we could without additional staffing hours.

- We promoted a theme of Generosity (Immeasurably More) in 2023. Intentional communications, teachings, and preaching happened throughout the year to encourage a culture of abundance and generosity.

Culture and Environment - I am thankful for our church council's leadership and strategic oversight. I am thankful for our staff team and ministry teams who carry out the strategic management of day to day ministries. I love to hear feedback from visitors, new members, and those who come to funerals or ministry programs. While we are always a work in progress, I want to convey to you their reflections of experiencing hospitality, authentic welcome, meaningful worship, feeling grace, and a sense of belonging. Thank you for being the church and carrying out the mission of people knowing and experiencing God's amazing love!

Transitions and Staffing plans- Linda Morris, who served as Administrative Assistant retired in February. Lois Luecke who had been volunteering in the office was hired as our new Administrative Assistant. Nick Madsen concluded his role as our Director of Youth & Family Ministry in May. Pastor Ben has been leading a team that is looking at how Youth & Family Ministry should be lived out at FLC. He also has developed a team of Youth Volunteers to offer more support and engagement for our Youth. The council has increased the FTE of Pastor Ben and Pastor Kristen from 1.0 to 1.5 FTE from September '23 – May '24 in order to be the architect and leader of our Pre-Con/Confirmation/and Senio High Ministry. Aside from the increased FTE to oversee Youth & Family Ministry, our hope is to strengthen our mission and ministry in other

areas. A main tool to do that will be in increasing their pastoral FTE from a shared 1.0 to 1.5. The 2024 budget also has a 30 hr./week youth assistant beginning around June 1st.

Close the Gap – As we celebrate a God who comes and meets us where we are at, we began a Special Appeal in February to support life-giving ministries and close the budget gap. For every \$10,000 raised, \$1,000 has been given to a ministry partner. Your generous giving as a congregation eclipsed \$50,000 by the end of the year!

Cultural Trends – At the beginning of the year I shared three national trends that were highlighted for me in some conference calls with other comparable in size ELCA churches across the country include: 1. Less children and youth in ministry programming 2. In-person worship attendance is roughly 65% of what it was pre-pandemic. 3. 84% of congregations have giving levels that are less than or even with pre-pandemic giving amounts. We indeed are seeing these trends lived out in our life together at FLC. Our overall giving (\$807K in 2022) as a congregation has stayed pretty flat over the past 4-5 years. As we neared the end of 2023 I heard more churches share a trend of continual decreases in giving and future plans of downsizing. When I see statistics on the median income of our zip codes, and think about our collective resources as the people of God I feel that we have the ability to make a much greater impact in the world.

Listening and responding – While we will continue to live out our core values of worship, connecting, serving and caring, and journeying in faith together we will also do continual listening through surveys and other tools to sense where the Spirit is moving. These listening efforts help us to hear ministry needs and then make efforts to respond. It has been a real gift to hear the repeated response of ministry participants saying, “That was just what I needed.” We have heard this after funerals, and in reflections from small group, youth ministry, and adult education participants. Thanks be to God for the ways God provides and meets people where they are at with what they need.

Bucking the Trend - Our mission and its impact on people's lives is where we want to put our focus. Our offerings fund this mission. Our giving story is complex. There are lots of households with continually strong giving, stories of new giving, and other increases. Thank you!!! There is also the impact of death, households that have moved, less engaged giving habits, or other changes that have negatively affected overall giving. While we will look closer at the details of our 2023 giving story we celebrate the generosity that resulted in regular offerings increasing by 4.4% (\$35,768) over the previous year. And with the \$50,379 in giving to the Close the Gap Appeal we celebrate a giving increase of 10.67 % (\$86,147) over the previous year! Thank you and thanks be to God who does immeasurably more than we can ask or imagine.

The three main initiatives for 2024 that we highlighted in the Just What I Needed Stewardship Appeal:

- Knowing our Story (Offering more Bible Study and other Spiritual Resources, addition of Y & F staffing hours)
- Knowing our Purpose (Engage in ministries of serving, expand caregiving efforts and provide volunteer training, Peer ministry or other leadership training for youth and youth volunteers)
- Knowing we Belong: (Expand small group opportunities, First Wednesday Meals, Online picture directory, Sunday morning intergenerational Bible Study and Faith Conversations)

As we live into 2024 we will plan to communicate our happenings and timelines with carrying out these desired initiatives. Our proposed budget has Pastor Ben and Kristen at an overall increase of 1.1 rather than the hoped for 1.5 FTE. (They will have an additional .5 FTE from January – May to oversee the Pre-Con/Confirmation/Senior High Ministry.)

Discerning a path forward - As we move forward we continue the focus on our mission and core values. In order to be proactive in living that out well I will also be furthering my learning and working with teams to give attention to:

- Strengthening our giving and exploring ways to better fund our mission.
- Consider more on how we should best be staffed to carry out our ministry in the most effective and sustainable way.

Thank you again for the privilege of serving as your Senior Pastor. Let's keep growing as followers of Jesus and keep trying to live out our faith to bring about God's dream for this world.

God's blessings to you,
Pastor Kevin Woestehoff

Pastors of Intergenerational Ministry
Ben Eisele and Kristen Eisele

“Now to God who is able to do immeasurably more than all we ask or imagine, according to his power that is at work within us, to him be glory...forever and ever! Amen.”
(Ephesians 3:20-21)

Greetings, Farmington Lutheran Community,

Last year in our annual report, we suggested that a helpful approach to the intimidating task of summarizing a year in a handful of paragraphs was to organize the information in categories: “gratitude, things done, and ideas to do.” In a similar vein, this year we offer “thanks, accomplishments, and hopes.”

Thanks: When we think about life and work at FLC, one of the words that comes to mind most frequently is “gratitude.” We are grateful for our fabulous colleagues; for another year of dedicated, faithful leadership from the council; for each of you and the energy, commitment, and fun you bring to FLC. Our theme verses for last year were Ephesians 3:20-21, and we are most especially grateful for the ways those words bore fruit in our personal life and in our life together at FLC. God has, indeed, shown us immeasurably more grace and abundant life than we could have asked for or imagined. Thanks be to God!

Accomplishments: While day-to-day worship, prayer, pastoral care, occasional funerals, and occasional workshops and milestones aren't so much “achievements” as regular rhythms, they still bear mentioning. In addition to these routines, Kristen led Moms' Group gatherings and facilitated two rounds of the Grief Support Group, which offered participants supportive environments in which to connect, be encouraged and grow together in faith. Kristen also collaborated with the rest of FLC's talented staff on worship opportunities including Evening Worship and Prayer, All Saints Sunday, the Comfort and Hope service, and First Wednesday worship. Other significant efforts for Kristen in the last year included coordinating congregational care and leading the prayer team ministry with wise and loving volunteers, working with Ben on a grief-themed Brewed Theology, and organizing learning events like Understanding Grief and Strategies and Support for Dementia.

Ben continues to lead Brewed Theology monthly, which continue to be thoughtful and fruitful conversations on a range of topics. These will continue, both in the evenings and with OWLs. Last Lent, Ben facilitated our “Fed & Sent” series to wonder about things that feed us, and ways we're called to feed others. With Nick Madsen's departure as Youth Director last spring, the majority of Ben's time has gone into youth ministry, particularly PreCon and Confirmation programs. Big thanks to Dawn Albrecht for her support in PreCon and more, to Chris Patsche for leading senior high conversations on Sunday mornings, and the Youth Team for their many hours of conversation and volunteering. See the Youth Ministry report for more.

Hopes: Ben intends to continue Brewed Theology and OWLs. Aspirations exist to launch a Bible & book study for Dad's Group and Fishers of Men. Much of his efforts will continue to be in the realm of youth ministry, as Confirmation extends into 9th grade, and with hopes to strengthen senior high ministry. (Again, see the Youth Ministry report.) Kristen hopes to continue strengthening the network of congregational care, to exercise some faithful creativity in worship planning, and to assist in reviewing the congregation's constitution and bylaws. As usual, the phrase “drowning in ideas and starving for time” holds true. Often, the best initiatives are groups or projects we can help launch, then hand off for you to breathe life into them. We covet your partnerships.

With those specifics named, we also intend to tend to our limitations. Our hopes are to sustain our current projects, but also survey the "What" and "Why" of ministry efforts. Sometimes ministry programming can feel like forging ahead without taking time to look up and get our bearings, without realizing we've missed an off ramp or an opportunity. A risk in professional ministry is losing devotional sight of the "forest" of what God is doing for the everyday busyness of the "trees" of what we're doing as a staff or institution. In 2024 and beyond, we hope to be good stewards of God's "forest," even as we stand back to simply enjoy its beauty.

**Council President
Brandon Meyer**

It's been a pleasure to serve on Farmington Lutheran Church Council the past three years and in 2023 as Council President. The year was full of opportunity and challenges requiring adaptability, creativity, courage, empathy, and demonstration of God's love for our members and community.

A few of the many highlights from the year include:

The Congregation's overwhelmingly generous response to the Close the Gap appeal. FLC offerings grew substantially in 2023 and did, in fact, close the gap. It's simply marvelous to reflect on the budget deficit expected when this year began and how it ended. God is good! Thank you for your financial support of the mission and ministry of FLC, which provides stability to ensure FLC continues to provide just what we need.

Change in a few key staff positions with the retirement of Linda Morris and Nick Madsen departing. It's been a blessing to have Lois Luedke join the office staff and Pastor Ben admirably adapt to the need while developing a new support structure for Confirmation. Many thanks to the Youth team and all the volunteers as well.

Finding new ways to come together and foster community such as the Great FLC Get-Together in the spring and fall and the pancake breakfast hosted by the Property team in November.

The response of FLC and the community in times of tragedy, including one that struck our youth - providing a place to come together and lean on one another. The outpouring of volunteers and generosity that our congregation continues to show is inspiring.

Continual efforts by the Properties team to maintain and beautify our building and grounds like tree preservation, new molding in the sanctuary and keeping FLC a safe place to worship by researching and installing a Nitrogen system that should reduce or eliminate corrosion of our sprinkler system that should also reduce future repair costs.

As my time ends on council, I'm filled with gratitude and confidence in the future by our wonderful trio of Pastors and our dedicated and talented staff, council, ministry teams, volunteers, and members that make FLC the place it is. My family and I are grateful to be a part of this Congregation. Thank you for the opportunity to give back and serve.

Blessings,

Brandon Meyer

FLC Council President

Director of Church Operations and Communication 2023 Annual Report

As Director of Church Operations and Communications, 2023 was a busy year with properties projects, technology improvements, volunteer coordination and communications.

In partnership with the properties team, we launched the "Tree Preservation Fund". With leadership from Jay Baago, we were able to get the trees on property assessed and treated for Oak Wilt, a common disease in oak trees. The properties team presented their findings between worship services and hosted a pancake breakfast to fund the expense of treating the trees.

Throughout the winter of 2022/2023 the sprinkler system at FLC was having ongoing issues with holes/leaks in the pipes. After months of repairs, research, and the support of the properties team, I met with FLC Council to ask for their support of an upgrade of the sprinkler system to a nitrogen generator. The new nitrogen generator will limit the need for ongoing repairs to the sprinkler system, as well as provide a safer sprinkler system for the building.

Weekly and monthly communications continue to be shared with FLC members, participants, and visitors through email and paper mailings. The Grove Newsletter has shifted to a quarterly(ish) Newsletter that reflects on the events of the previous few months and highlights upcoming program events and worship services.

We are still learning and growing from the changes that were brought on during the pandemic, one of which being that FLC's website needed some improvements. Elvanto (our church database software) provides new tools and features that we implemented for some of the improvements. FLC members and participants can access information more easily, contact staff or ministry teams if needed, and search for groups or programs that their interested in being a part of.

Other projects that I have worked on this year include:

- Assisting with the Minecraft Lab and afterschool club that was hosted in the spring of 2023. 12 youth ranging in age from preschool to 6th grade attended and worked together to create a variety of "worlds".
- Organized, published, and shared Elvanto calendars for each ministry group that meets at FLC.
- Organized painting project of the education wing with the help of properties team
- Updated and organized a system for background checks for FLC volunteers.
- Designed and published FLC's 2024 stewardship appeal brochures
- Led teacher/volunteer training to ensure our youth and volunteers are following FLC's Safeguarding Children and Youth Policies
- Took part in FLC's youth at Valleyfair day.
- Create screens, purchase music, and run sound and livestream for funerals.
- Provide support for Women's Ministry, Great FLC Get Together, Cemetery Board, Trunk or Treat, & Harvest Market
- Support for Tree Preservation Fund Pancake Breakfast

In 2024, with the support of the properties and tech team, I hope to launch the Elvanto app for Farmington Lutheran members. They will have access to calendars, groups, group message boards, group chats and an online member directory. I look forward to another great year at Farmington Lutheran Church.

Blessings,
Jen Watts

Director of Music Ministries 2023 Annual Report

The Music Ministry is a meaningful, vibrant part of Farmington Lutheran Church! I would like to express gratitude to the numerous volunteers who generously give of their time and gifts to maintain our ministry. There are too many people to list, but please know that you are each sincerely appreciated.

Ash Wednesday services were at 5:30 and 7pm on February 22. Weekly Holden Evening Services during Lent included song leaders and piano accompaniment. The Passion Story was read by volunteer speakers on Palm Sunday, and we had 3 well-attended Easter services on April 9. Vacation Bible School took place the 3rd week in July: Karissa helped lead music, dancing and singing. Christmas decorating took place in the end of November with a good group of volunteers. Karissa directed the choir and those interested in singing Christmas carols the evening of December 10, at Dakota City Heritage Village. We had a contemplative, meditative Comfort and Hope service on December 4. Our Spontaneous Unrehearsed Christmas Program included all ages on December 10, with familiar Christmas hymns. We hosted 4 Christmas Eve services, in which a variety of special music was incorporated. One service was held on December 25, at 10am as well as one on December 31, at 10am.

We have some amazing music ensembles! Karina Nelsen and Jared Rendell have led Wednesday school children's music, while Lily Nelsen has helped by playing guitar. Alleluia Bells for grades 4-8 continue with great attendance. Both groups have sung and rung in Sunday worship. Our musical Youth Band for grades 6-12 meets each Wednesday with percussionists, bass guitarists, an electric guitarist, singers, and Karissa directing from the piano. They lead First Wednesday worship music at 5:30pm, which has quickly grown in popularity. The Praise Band leads Sunday worship music once a month. Our talented brass ensemble played during Easter and Christmas Eve services. The Sanctuary Choir and Joyful Ringers have excellent participation and continue to gain new members!

Overall, we are thrilled and grateful to be making music together! It's truly a blessing to have so many musicians in our ministry. This year has included fellowship connections with growth. Creativity, positivity, and quality while incorporating technology to reach people outside of our church building have been our goals. Thank you for your support!

Blessings and peace,
Karissa Dennis, Director of Music Ministry

Director of Children's and Family Ministries 2023 Annual Report

Children and Family Ministries is a huge part of FLC. You can see children and families here on Sunday mornings and Wednesday evenings. I would like to thank all the volunteers that help in the forefront and behind the scenes to make this ministry a success. You are appreciated!

Milestones are still growing and developing. We have started offering milestones during FLCTime, which means most are offered at two times. This gives families a chance to come to one or the other.

We are still adjusting to offering the First Communion Workshop to all ages (not just fifth graders). It brings me great joy to see the little ones coming up for communion. We offer the communion workshop twice a year.

The Baptismal anniversary is our lowest attended milestone. We had 22 baptisms in 2023. We want to find a new way to involve these families.

First Wednesday worship has continued in 2023. We decided to add a meal to those evenings. These meals were well attended. It was great seeing all the families enjoying the meals and conversations.

Camp Emmaus was held in late spring. Our numbers were down a bit and finding volunteers was difficult. We had to make the decision not to stay overnight. The Children and Family Ministries team met and decided to move Camp Emmaus to January starting in 2024. It would serve as a way to kick-off summer camps/activities registration season.

VBS/KiC ROCKS was held in July. We had 100 VBS attendees and 25 KiC ROCKS attendees. This week is one of the busiest of the year. 4 days of a lot of children and volunteers of all ages. This couldn't have happened without the generous support from the congregation. Thank you!

In addition to the Toys for Town collection we accepted donations for Operation Christmas Child and made 15 boxes. These boxes were packed by 4th/5th graders and preschoolers. This was a fun project to have the different age groups work together on.

In December we decided to "adopt" someone that made a difference in our Children and Family ministries program at one time or another. That person happened to be Ruth O. Ruth volunteered for many years in Children and Family Ministries teaching Sunday school and helping to direct the children in music (helping Karissa and other music directors). We were able to give her a few gifts just before Christmas. A small group of children and adults went to visit her and deliver the gifts. Ruth was so appreciative of this gesture.

The Christmas program was held on Dec. 10 at both worship services. Pastor Kristen and Pastor Ben were the main leaders of this service. Participants were encouraged to grab a part as they walked into the sanctuary. It was a hit and added no additional stress to families having to figure out a way to make all the rehearsals happen.

The Children and Family Ministries team:

Dawn Albrecht, Carmen Belden, Gina Lester, Linda Morris, Kristen Lynch and Maddy Lynch (Youth member)

Blessings,

Dawn Albrecht

Director of Children and Family Ministries

Fellowship & Service 2023 Annual Report

We are serving coffee hour between services mostly. We need more sign up for treats and servers. I am more than willing to assist anyone willing to help with serving. We had our Harvest Market in November and it was a great turn out. There were many additional helpers to assist Pat Orndorff with this event. We will be having the big Yellow Ribbon Event the first Monday in May 2024 with Veterans and new recruits and their families. I will be looking for helpers for this.

We have two new funeral volunteers to organize the funeral luncheon, Beth Gulsvig and Wanda Harper and there has been a group lined up to help with serving. The luncheons are being catered in. We also did our part for the Harvest Bazaar and Market by serving rolls, soup, breads, etc.

Big thank you to our members for their continued support and service, Pat Orndorff, Marlis Sloss, Jean Reinnitz, Vicki Cole, Pam Schoolmeester, Anita Grimm and Connie Honrud.

Respectfully submitted,
Connie Honrud, chairperson

Women's Ministry 2023 Annual Report

Following Covid pandemic Women's Ministry started meeting again on a regular monthly basis, beginning in March, 2023. We meet at FLC and currently have 30 members. Janice Rollag and Lois Luecke serve in leadership roles and Marilyn Briesacher serves as our treasurer. However, each of our members is as important as the next one.

Our major fundraiser, once again, was a garage sale held the last week in July. Despite the road construction and heat, we made over \$4400. So far that money has been used for:

- \$50 to the youth for helping with clean-up
- \$236 for lunch for Habitat for Humanity workers
- \$300 to the high school for hygiene products (not all money was used-more for the future)
- \$500 for the tree restoration project
- \$100 for candy contribution for FLC's Trunk or Treat

There are many more suggestions and uses for the money that will benefit the church and the community. Discussions are ongoing.

Some other activities: We had a picnic in September at Carol Fischer's farm and a Christmas party in December at Janice Rollag's house. We sponsored a Hat, Mitten and Sock bin at the church prior to Christmas. And our latest project is a FREE Community Puzzle Exchange beginning the third Thursday of this month.

Respectfully submitted,
Janice Rollag

Human Resources Ministry Team 2023 Annual Report

It is the mission of the Human Resources Ministry Team to help maintain a smooth running, caring and positive work environment at Farmington Lutheran Church and keep in compliance with all legal requirements.

The main activity of the HR ministry team in 2023 was to update the FLC Employee Handbook to reflect the new earned Sick and Safe Time leave law, effective January 1, 2024, mandated by the MN Department of Labor and Industry. Additionally, required work place posters were updated and posted,

Members include Council President Brandon Meyer and volunteers Michelle Beauvais, Karen Brownawell, Kristie Niehaus, Heather Ohaks and Jeff Tickle. Senior Pastor Kevin Woestehoff is an ad hoc member of the HR team.

Respectfully submitted,
Karen Brownawell – HR Ministry Team Chair

Fishers of Men Ministry 2023 Annual Report

Fishers of Men (FOM) is a ministry group for men of all ages at Farmington Lutheran Church (FLC). Their mission is to encourage a culture of strong, healthy friendships among men by engaging them in meaningful work, service and faith that impacts their families, church, and community.

The main focus of our group in 2023 was to rebuild and serve. We were able to add some new members and work side-by-side with other ministry teams to serve our FLC community. Some of those efforts were running the grill for hot dog/brat feeds or flipping pancakes to fundraise, trimming trees and edging around headstones at the cemetery, and helping to put out the flags and stars for veterans.

In 2024, we are going to continue our efforts to grow the group and serve our FLC community, but will also be looking to provide some Bible study options and social events for our FOM members. If you would like more information about the group, want to join us for an event, or know of a way that we can support the FLC community, please let us know.

Jon Albrecht

**Altar Guild
2023 Annual Report**

The Altar Guild has had a couple changes this year, as we are continuing to serve from the rail and also intinction.

We may need to start looking into some new communion goblets and bowls as we now can barely have enough for five stations. I have shared this with Karissa.

A big thank you to the ones that have helped with preparing communion and changing the paraments- Paul and Linda Landwehr, Carolyn Ryan, Bonnie Briesacher, and Vicki Stephens.

Respectfully submitted,
Connie Honrud, Committee Chair

**Memorial Committee
2023 Annual Report**

The Memorial Committee is responsible for administering any undesignated memorial monies given to the church. In 2023 memorial funds were distributed as follows:

Reusable Dry Erase name tags - \$143.64
Table for Library - \$241.98
New Microphone for front of Sanctuary - \$1,170.37

Please contact any member of the committee with suggestions for distribution of these undesignated funds. An application process is in place to consider any requests.

Members include Karen Brownawell, Lisa Carey, Wanda Harper, Mark Pearson and Deb Schmitz. Ad hoc member Michelle Beauvais (council rep).

Respectfully submitted,
Karen Brownawell

Property Committee 2023 Annual Report

Greetings to all and best wishes for a blessed 2024 from the FLC Property Team! ***Our mission is to preserve and enhance this wonderful campus and facility that God has given us.*** Team members include Bob Brownawell, Clay Fleck, Jen Watts, Brandon Meyer, John Oney, Mark Patsche, Brent Grengs, and Jay Baago.

Thanks to the wonderful contributions from our congregation a number of projects were continued or completed this past year. **Here's what was completed in 2023:**

- New nitrogen-based sprinkler system applied to our existing dry system. Repairs were needed due to consistent loss of pressure and alarm triggering. The cost was app. \$25,000 but included needed repairs to the system. The money came from our budget reserve.
- South Entrance Garden Refresh as an Eagle Scout project by Tommy West and Troop 9119. The garden really needed work and Tommy and his team came through splendidly.
- The wall trim project completed in the sanctuary as planned. We really feel it has enhanced both the gathering area and sanctuary where cracking had taken place.
- Painted the large hall in the education wing.
- Completed the re-staining of the picnic tables.
- Hosted Burr Oak Tree Preservation breakfast fundraiser that was very successful.
- Ongoing maintenance projects in the kitchen and other areas of the church by Clay Fleck and John Oney.
- Repaired the exterior cross light on the west side of the church.

Continued in 2023:

- Burr Oak Tree Preservation project went into full swing with the treatment of 18 trees and removal of six. Most of the removal completed by Noah Finch and a team of volunteers. We will monitor the progress of the treated oaks and seek to grind or cut down the remaining stumps from the trees removed. Congregational support for this project has been overwhelming. We will also possibly include ash and linden in this comprehensive program depending on funding.
- The Brownawells continued their siege of the buckthorn nuisance and to enhance the north garden with flowers and additional trails to walk.

New in 2024:

- Paint the hallway and church office.
- Explore new lock and key options for enhancing building security.
- Possibly looking to have two food pantry units installed at campus for an eagle scout project.

God Bless!

Jen Watts and Jay Baago
Property Team

FLC Technology Team 2023 Annual Report

Another great year for the Technology Team at FLC. As a group, we are continually working to maintain and improve the technology at FLC for staff, members, and guests. We work hard to evaluate current trends while remaining focused on being cost-effective with all decisions made.

Because of the investments of both time and finances in previous years, we were able to take a more balanced approach allowing us to be very strategic in the initiatives we set out to accomplish. We were able to spend our time refining and building off the strong foundation that is already in place.

Here are some examples of our 2023 projects and accomplishments:

- We always want our members and guests to be comfortable in their surroundings while at FLC. To further grow in that mission, we installed a TV monitor in the quiet room of the Sanctuary to allow participants to view a camera image of the service. This allows them to feel engaged with the service in a more comfortable and quieter atmosphere.
- To further meet people where they are, we started an FLC Podcast. This Podcast is the weekly message given by one of the Pastors on Sunday mornings. In the coming months and years, we hope to keep expanding the offerings of the Podcast, so stay tuned!
- In collaboration with the communications team at FLC, we rolled out a new and improved website interface. You can now find all our social media presence, streamlined calendar integration and volunteer opportunities are just a few of the additions. We encourage everyone to check out what it has to offer!
- We continue to invest in strategic repairs to our soundboard to allow it to function reliably for many years to come.
- As technology changes, it is important that we grow with it as well. Part of that process is analyzing the age of laptops and making sure they are reliable for our staff. We replaced two of our oldest laptops which were used by Dawn & Lois.
- As we replace our staff laptops, we have been able to creatively repurpose them around the church. One of those ways is the creation of a Minecraft gaming lab at FLC. FLC's first afterschool Minecraft Club met for 6 weeks and had 12 youth in attendance, ranging in age from preschool to 6th grade.
- As ministry groups are meeting more in person, we decided to install a more modern TV in the fireside room to allow media and presentations to be easily shared in a group setting.
- In addition to the day-to-day maintenance of the wireless and phone infrastructure, we put technology in place to more easily allow the staff to engage with the phone system digitally. This is a time saver in their day-to-day operations.
- The technology team would like to thank Ron Muehlenkamp for his continued support of the technology at FLC. He has graciously donated a spare projector for the Sanctuary so we always have a backup plan in case one goes down. He also has donated TV's mounted on portable carts that allow our programming directors to display lesson materials and other presentations to their students.

There was a great deal done in 2023, and plenty of opportunities in 2024 to creatively enhance our digital Ministries to further engage our members as we strive to enhance our ministries through technology!

Sincerely,
The 2023 Technology Committee
Jen Watts Win Watts Chris Lynch

Endowment Fund Committee 2023 Annual Report

The Endowment Fund of Farmington Lutheran Church was established in 2003 as an ongoing ministry providing financial resources to assist the FLC congregation with its ministry of proclaiming the Gospel of Jesus Christ. Funded through charitable giving and held in perpetuity, the fund generates income supporting grants such as scholarships, program startup costs, new materials or equipment, and other opportunities within the FFLC congregation to encourage Christian growth in faith, fellowship, service or outreach. Approximately 75% of the fund's annual income may be distributed with the remaining 25% retained to grow the principal. New donations or intentional bequests to the Endowment Fund are encouraged and welcome.

In alignment with the FLC Core Value of Nurturing and Developing Faith Journeys, in 2023 the Endowment Fund Committee received 11 scholarship applications and awarded 2 scholarship grants totaling \$400 in May. The reduction in scholarship awards was due to availability of funds. Priority was given to those who are attending Christian based post-secondary schools, as noted in the scholarship application.

As in previous years, the Endowment Committee maintained the ongoing Fund investment choices in both a Thrivent Managed Fund account, as well as an InFaith Fund investment account. Below is a brief financial review:

Farmington Lutheran Church 2023 Endowment Funds				
Thrivent Account		InFaith Account		Combined
Beginning Balance as of January 1, 2023	\$ 95,484.78	Beginning Balance as of January 1, 2023	\$ 37,613.37	\$ 133,098.15
Withdraws	\$ (800.00)	Withdraws	\$ -	\$ (800.00)
Misc Corp Actions	\$ 56.63		\$ -	\$ 56.63
Income/Dividends	\$ 3,279.16	Interest and Dividends	\$ -	\$ 3,279.16
Taxes Fees and Expenses	\$ (1,460.31)	Admin Fees	\$ (389.60)	\$ (1,849.91)
Other Activities	\$ 9.12			\$ 9.12
Change In Value	\$ 6,091.96	Change in Value	\$ 3,071.87	\$ 9,163.83
Ending Balance as of December 31, 2023	\$ 102,661.34	Ending Balance as of December 6, 2023	\$ 40,295.64	\$ 142,956.98

**Note: Endowment Committee has \$2,202.74 in church account and available for distribution*

The Endowment Fund Ministry Committee meets quarterly. The committee team of 2023 included the following FLC Members: Dave Baumbach, Janice Rollag, Jeff Hady, Kristen Lynch, Nancy Gustafson, Sarah Rausch, Liz Grossman (council liaison), and Pastor Kevin Woestehoff.

Should you have any questions regarding the FLC Endowment Fund, potential future grant opportunities or interest in learning more about contributing to this ongoing ministry, please reach out to the Endowment Committee.

Respectfully submitted,
Janice Rollag and Kristen Lynch
Endowment Fund Committee Co-Chairs

Farmington Lutheran Cemetery 2023 Annual Report

The FLC Cemetery is located about 3 miles south of Farmington on 245th Street in Eureka Township. It is well maintained thanks to the lawn mowing of Gavin Ruud plus many hours of upkeep from Phil Kadlec. Thanks to the Tom Nordseth family for the spraying for weeds. Thank you also to Fisher of Men for spring clean up. Thank you to Jonathan Albrecht for updating computer records.

The cost of lots has remained the same at \$800.00 per lot or \$1500.00 for 2 lots. Cremation lots are \$400.00 per lot. Cremation burial is \$400.00. Staking fees are \$75.00. If you would like to take a look at the Farmington Cemetery and/or purchase lots, any of the Cemetery Board members would be willing to assist you.

A new committee has been formed members are Kris Akin, Jonathan Albrecht, Linda Morris and Chris Lubbers. Paul Houck advisor. More help is needed please reach out to church office for information.

Due to the fact that year end statements are not available before the FLC Annual Report deadline, the Cemetery Financial Report will be stated from December 1, 2022 through November 30, 2023.

Respectfully Submitted,
Paul Houck

Cemetery Financial Report

Balance on Hand November 30, 2022	\$56,807.69
Sale of Lots and Cremation burial	3,975.00
Donations	200.00
Marking Fees	650.00
Total from Outside Sources	\$4,625.00
Interest Received	
Airlease Corp. (3.75%)	\$375.00
Bank One Corp (4.56%)	1,200.00
Bank America (3.87%)	\$813.00
Total Interest Earned	\$ 2,388.00
Expenses	
Lowes	\$98.30
Scout troop 118 (Wreaths)	135.00
Gavin Ruud	1,300.00
Aspenwell Tree Service	5,859.00
FLC youth (donation from tree service)	\$500.00
Midwest Fence	\$4,774.00
Total Expenses	\$ 11,659.39
Assets	
Air Lease Corp.	\$10,000.00
Bank One Corp	15,000.00
Bank America	21,000.00
	0
Insured cash account	3,928.31.00
Total on Hand as of November 2023	\$50,338.48
Grand Total on Hand November 30, 2022	\$56,807.69

**Treasurer's Report
Dennis Watson
Year Ending December 31, 2023**

2023 started with a discussion at the annual meeting about being at full employment for the first time in years and a negative bottom line on the budget. The "being at full employment" lasted for about two weeks after that meeting. 2023 turned out much different than what was expected last year at this time.

We ended the year with a \$29,450 net income on the bottom line. The 2023 budget as presented last January showed a (\$63,006) loss. Offerings were \$15,997 more than the budget, the Close the Gap appeal added in an additional \$50,379, and Payroll & Benefits expenses were \$34,437 less than the budget. All of these contributed to 2023 being much better than originally planned.

On the balance sheet the cash balance in the accounts at the end of 2023 was just over \$400,500, of this \$136,187 is dedicated, leaving a general fund cash balance of just over \$264,300. This is a \$49,728 increase in the general fund balance for the year. The mortgage payable balance at year end is \$928,105. Principal paid on the mortgage during 2023 was \$92,031. At the current payment amounts, the regular monthly payment and the additional principal payments from the Strengthening Faith funds, the mortgage is scheduled to be paid in full in December 2031. Eight years.

In closing, I would like to thank my accounting team member, Finance Coordinator Rene' Mewes. Rene's attention to detail and knowledge of proper accounting policies, procedures, and processes is greatly appreciated.

Respectfully submitted,
Dennis Watson, Treasurer

**Audit Committee
2023 Annual Report**

The Audit Committee has applied audit procedures to the congregational Treasurer's Annual Report, the accompanying funds and accounts as of and for the year ended December 31, 2023. Our procedures consisted primarily of tests of selected supporting documentation and analytical procedures applied to the financial data, and are substantially less in scope than an examination in accordance with auditing standards generally accepted in the United States.

Based on our limited procedures, the Treasurer's Annual Report and the accompanying funds and accounts present fairly in all material respects, the financial position of Farmington Lutheran Church as of December 31, 2023 and the results of its activities for the year then ended.

January 17, 2024

Kris Dohrmann
Dan Schmitz
Brandon Meyer

FLC 2024 Annual Budget- Final

FLC - 2024 ANNUAL BUDGET FINAL	2023 Actual	2023 Budget	+/- Budget	2024 Budget	+/- 2023 Actual
RECEIPTS					
4000.0 Offerings					
4000 General Operating Fund	325,204	304,400	20,804	325,200	(4)
4001 Gen Op Fund - Simply Giving/Elec.	480,565	498,500	(17,935)	530,945	50,380
4003 Loose Plate Offering	26,752	12,250	14,502	26,750	(2)
4009 Other Offerings	3,610	11,850	(8,240)	3,610	(0)
4010 Special Gifts	6,866	-	6,866	6,865	(1)
Total 4000.0 Offerings	842,997	827,000	15,997	893,370	50,373
4100.0 Education Receipts					
4100 Sunday School	7,194	4,380	2,814	4,385	(2,809)
4103 Vacation Bible School	5,550	3,550	2,000	4,505	(1,045)
4104 VBS KiC Rocks	1,040	735	305	1,130	90
4106 Kids in Christ (KIC)	655	1,650	(995)	1,175	520
4107 Milestone & Other Receipts	2,187	900	1,287	900	(1,287)
4109 Wednesday Evening Meal	400	-	400	350	(50)
Total 4100.0 Education Receipts	17,026	11,215	5,811	12,445	(4,581)
4130.0 Camp Receipts					
4131 Camp Emmaus Receipts	1,625	900	725	1,125	(500)
Total 4130.0 Camp Receipts	1,625	900	725	1,125	(500)
4150.0 Adult Education Receipts					
4150 Adult Education	621	-	621	500	(121)
4156 Compassion Thursday	-	-	-	-	-
Total 4150.0 Adult Education Receipts	621	-	621	500	(121)
4170.0 Women's Ministry					
4170 Women's Ministry Receipts	5,928	3,500	2,428	5,000	(928)
Total 4170.0 Women's Ministry	5,928	3,500	2,428	5,000	(928)
4200.0 Youth Receipts					
4207 Confirmation Receipts	9,480	12,500	(3,020)	10,500	1,020
4208 Other Activity Fees	-	-	-	-	-
4210 Other Youth Receipts	1,205	960	245	1,100	(105)
Total 4200.0 Youth Receipts	10,685	13,460	(2,775)	11,600	915
4300.0 Fellowship & Service Receipts					
4300 Fellowship & Service Receipts	821	940	(119)	860	39
4301 Funeral Receipts	825	-	825	300	(525)
4302 Event Receipts	32	3,750	(3,718)	150	118
Total 4300.0 Fellowship & Service Receipts	1,678	4,690	(3,012)	1,310	(368)
4400.0 Worship & Music Receipts					
4400 Special Events	-	-	-	-	-
4410 Other Worship & Music Receipts	671	-	671	750	79
Total 4400.0 Worship & Music Receipts	671	-	671	750	79
4700.0 Other Receipts					
4707 Bank Interest Earned	1,033	24	1,009	24	(1,009)
Close The Gap	50,379		50,379	-	(50,379)
4710 Miscellaneous Receipts	845	-	845	500	(345)
4920 Usage of Church	19,995	14,500	5,495	18,000	(1,995)
Total 4700.0 Other Receipts	72,251	14,524	57,727	18,524	(53,727)
Total Income	953,482	875,289	78,193	944,624	(8,858)

Farmington Lutheran Church Balance Sheets

As of December 31, 2023 and 2022

	As of Dec 31, 2023	As of Dec 31, 2022
ASSETS		
Current Assets		
Bank Accounts		
1000 Old National	217,788.37	272,684.30
1001 Mission Investment CDs	140,000.00	0.00
1002 Farmers State Bank	42,734.37	56,411.09
1005 Petty Cash	125.18	125.18
1100 Endowment - Lutheran Community	40,295.64	38,455.83
1101 Endowment - Thrivent	102,663.36	95,703.99
Total Bank Accounts	\$ 543,606.92	\$ 463,380.39
Other Current Assets		
12100 Inventory Asset	0.00	10,770.98
Total Other Current Assets	\$ 0.00	\$ 10,770.98
Total Current Assets	\$ 543,606.92	\$ 474,151.37
Fixed Assets		
1200 Land, Building, & Fixed Assets	3,865,330.68	3,865,330.68
Total Fixed Assets	\$ 3,865,330.68	\$ 3,865,330.68
TOTAL ASSETS	\$ 4,408,937.60	\$ 4,339,482.05
LIABILITIES AND EQUITY		
Liabilities		
Current Liabilities		
Credit Cards		
2006 Church Visa Card	-31.95	0.00
2007 New Church Credit Card	848.89	1,692.95
Total Credit Cards	\$ 816.94	\$ 1,692.95
Other Current Liabilities		
2003 Payroll Withholding - Other	10,382.93	0.00
Total Other Current Liabilities	\$ 10,382.93	\$ 0.00
Total Current Liabilities	\$ 11,199.87	\$ 1,692.95
Long-Term Liabilities		
2200 Mortgage Loan #1	928,105.34	1,020,136.57
Total Long-Term Liabilities	\$ 928,105.34	\$ 1,020,136.57
Total Liabilities	\$ 939,305.21	\$ 1,021,829.52

Equity		
3000 Equity	2,990,666.78	2,898,635.55
3100 Permanently Restricted		
9600 Endowment Fund	142,959.00	134,159.82
Total 3100 Permanently Restricted	\$ 142,959.00	\$ 134,159.82
3200 Dedicated - Unrestricted		
9002 Retreats	121.77	121.77
9010 Other Education	1,230.59	1,230.59
9203 Camp Wapo	489.97	489.97
9204 Camp Scholarships	7,795.84	5,213.08
9206 Youth Trips	5,854.99	300.00
9210 Youth Dedicated	7,593.07	5,850.71
9400 Farmington Lutheran Quilters	1,407.35	1,663.68
9500 All God's Children	565.38	815.38
9503 Garland Hall	2,237.09	2,237.09
9507 Tanzania	3,760.57	2,920.57
9510 Other Mission	589.22	789.22
9610 Women's Ministry	3,200.00	0.00
9700 Memorial Fund	7,444.78	6,444.09
9702 Music Fund	9,221.06	9,221.06
9703 Endowment Fund Interest	2,202.74	1,702.74
9704 Family Emergency Fund	1,003.19	2,303.19
9708 Fishers of Men	901.57	566.82
9710 Food Shelf	2,174.93	1,768.61
9712 Farmington Mental Health Alliance	160.58	160.58
9720 Property Appeal Projects	1,779.25	0.00
9800 Strengthening Faith Campaign	23,104.85	22,834.86
9802 Reserve Fund	50,347.79	44,853.52
9803 Technology	3,000.00	3,000.00
Total 3200 Dedicated - Unrestricted	\$ 136,186.58	\$ 114,487.53
32000 Unrestricted Net Assets	170,369.63	196,910.63
Net Income	29,450.40	-26,541.00
Total Equity	\$ 3,469,632.39	\$ 3,317,652.53
TOTAL LIABILITIES AND EQUITY	\$ 4,408,937.60	\$ 4,339,482.05

FLC Dedicated Accounts Activity

Year Ending December 31, 2023

	Beg Balance	Deposits	Withdrawals	End Balance
9204 Camp Scholarships	5,213.08	13,256.68	(10,673.92)	7,795.84
9204 Youth Trips	300.00	16,744.86	(11,189.87)	5,854.99
9210 Youth Dedicated	5,850.71	3,100.00	(1,357.64)	7,593.07
9400 Farmington Lutheran Quilters	1,663.68	275.00	(531.33)	1,407.35
9500 All God's Children	815.38	0.00	(250.00)	565.38
9507 Tanzania	2,920.57	3,140.00	(2,300.00)	3,760.57
9510 Other Mission	789.22	0.00	(200.00)	589.22
9610 Women's Ministry	0.00	3,200.00	0.00	3,200.00
9700 Memorial Fund	6,444.09	2,490.00	(1,489.31)	7,444.78
9703 Endowment Fund Interest	1,702.74	1,300.00	(800.00)	2,202.74
9704 Family Emergency Fund	2,303.19	0.00	(1,300.00)	1,003.19
9708 Fishers of Men	566.82	799.25	(464.50)	901.57
9710 Food Shelf	1,768.61	1,509.69	(1,103.37)	2,174.93
9720 Property Appeal Projects	0.00	10,650.15	(8,870.90)	1,779.25
9800 Strengthening Faith Campaign	22,834.86	20,935.02	(20,665.03)	23,104.85
9802 Reserve Fund	44,853.52	12,885.20	(7,390.93)	50,347.79

Sample Ballot



Farmington Evangelical Lutheran Church
Annual Congregational Meeting
January 29, 2023 - 11:45 am

Do you approve the agenda?

- Yes
- No

Do you approve last year's annual meeting minutes?

- Yes
- No

Do you approve the submitted reports?

- Yes
- No

Church Council Positions

(Vote for up to three candidates, each for a 3 year term)

- Rick Stevens
- Karen Hulscher
- Jared Rendell

Farmington Lutheran Church Officers

(Vote for one president and one vice president)

- Linda Landwehr (President)
- Michelle Beauvais (Vice-President)

Endowment Committee

(Vote for up to two candidates, each for a 3 year term)

- Nancy Gustafson
- Kris Dohrmann

Finance Committee

(Vote for up to three candidates,)

- Bob Brownawell (1 year term)
- _____ (2 year term)
- Joe McKean (3 year term)

Nominating Committee

(Vote for up to two candidates, each for a 2 year term)

- Whitney Quast
- Tim Grundler

Do you approve of the proposed 2024 FLC budget?

- Yes
- No

A MESSAGE FROM PRESIDING BISHOP ELIZABETH EATON



Dear friends in Christ,

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

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

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

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

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

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

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



*You crown the year with your goodness, and your paths overflow with plenty.
Psalm 65:11 (ELW)*

The year 2023 brought us again to in-person worship and events after the long disruption of the COVID-19 pandemic. What we did not do as a synod was to return to everything as it had been before. Recognizing that God always calls us forward into a new future, congregations discovered myriad ways to build on the lessons and new practices learned during the pandemic. Likewise, the synod embraced new ways of doing familiar things and experimented with new ideas and programs.

Here are some highlights of the investment of time and energy by the synod office during 2023. All these are made possible because of the generous financial support that passes from congregations to the synod. Thank you for helping us be a church together as we all find ways to be faithful to our callings in a changing and complex world.

An undeniable highlight was the presentation of a check for \$1,000,000 to Lutheran Social Service of Minnesota during Synod Assembly last May. The check is for renovations to a building that will house the Families Together East Side Preschool on the lower level of Grace Lutheran Church in St. Paul. This partnership is one of the pillars of The Planting Hope Campaign, which has raised \$1,473,861 to date at the end of December 2023. This is one half of our overall campaign goal.

In addition to this transformational work with LSS-MN, in 2023 we also launched the first summer of paid internships, funded through The Planting Hope Campaign. From June through August, nine young adults served in a variety of congregations and Lutheran agencies. We are grateful for the work of Pastor Bristol Reading (St. Luke, St. Paul) in overseeing this project. Also, we gave significant financial support to congregational vitality through the campaign. Those investments are detailed later in this report.

Alongside the work of The Planting Hope Campaign, congregations like yours continue to contribute toward our budget of \$1,885,000 in mission support. Fiscal Year 2023 ends on January 31, 2024 and we hope to be at the goal by then. Again, thank you for seeing how your congregation's work is supported and expanded through our common funding of synod and ELCA churchwide ministries. Despite needing to navigate new realities in a post-pandemic world, God continues to crown our efforts with God's abundance. The synod's financial work is guided by David Roinas.

During 2023 there were 28 persons in the candidacy process, preparing to serve the wider church as pastors or deacons. Currently, 22 persons are serving their first call in the Saint Paul Area Synod. They also participate in a structured program of First Call Theological Education (FCTE). Both candidacy work and FCTE are led by Deacon Krista Lind. This past year two candidates received calls in other synods. As you might imagine, this work is important for the church today and for the church in the coming years.

Candidates ordained in 2023 include Pastor Jennifer Luong, Pastor Jua Jay Her, Pastor Carrie Stiles, Pastor Amy Vigesaa, Pastor Reed Fowler, Deacon Katherine Lindberg. We also received Pastor Stanley Ayashim, recently ordained in the Lutheran Church of Christ in Nigeria, as a first call pastor through our partnership with the Lutheran World Federation. We welcome these seven new rostered ministers.

In addition to first call candidates, the synod staff works with call committees in more than two dozen congregations each year. In addition, the call manual was revised this past year and new protocols were developed to assist congregations to be open and ready to receive candidates who are persons of color or from the LGBTQIA community. As a synod, we know how important the gifts of all leaders are to the work of God's church.

During times of transition, the synod finds pastors and deacons to serve in interim roles. Those serving in interim ministry meet monthly for prayer, mutual support and learning and are directed by Rolf Lowenberg-DeBoer. With Rachel Holsten, front office administrator and registrar, Rolf coordinated the Tool Kit for Congregational Leaders in February, which brought together 165 participants from 52 congregations. The two most attended workshops addressed issues of racism and implicit bias, issues which matter to all of us in this synod. In 2023, the synod also inaugurated the Deeper Dive series, a Zoom gathering for presidents and vice presidents. Twenty-four congregations participated in this inaugural series of monthly leadership training and support.

The synod also provides other initiatives to address congregational vitality. These workshops, which include Tools for the Church, Spiritual Gifts, Stewardship for All Seasons, Building a Culture of Generosity, and Liberating Structures, are led by Pastor Justin Grimm and members of the vitality team. In 2023, participants numbered more than 300.

Serving as mission developers and redevelopers during 2023 were Pastor Liz Eide, Lutheran Church of Peace; Pastor Jon Yurk, Christ the Servant; Pastor Thomas Tsen, Minnesota Faith Chinese; Pastor Dale Stiles, St. Paul in Wyoming; Pastor William Siong and Pastor Jua Jay Her at Eternal Flame; Pastor Gilo Agwa, Foundation of Life; Pastor Jodi Houge, Humble Walk; Deacon Kari Olson, Shobi's Table; and Pastor Ana Becerra, Cristo Rey. Pastors Ben and Kristen Eisele (Farmington Lutheran) completed an exploration for mission possibilities in Rosemount. When asked what is new (or renewed) in this synod, it's easy to see fresh ideas in all these settings.

During 2023 church groups were again able to travel to our partner churches in Guatemala and Tanzania. Five congregational groups were hosted by the Iglesia Luterana Agustina de Guatemala (ILAG). Two members of the Guatemala Committee, Janet Metcalfe and Jennifer Reinhardt, participated in an ELCA Global Mission international consultation in November. In 2023, 200 individuals from 16 congregations, nine affiliate organizations and two colleges traveled to the Iringa Diocese. As bishop, I was also thankful to be with our partners in Tanzania this past November.

The generosity of members of the synod supports our global companions with scholarships, emergency aid, congregation-to-congregation partnerships, and through prayer. Staff members Kirsten Levorson and Susan Seidel oversee the work of Bega Kwa Bega, which we undertake with our siblings in Tanzania.

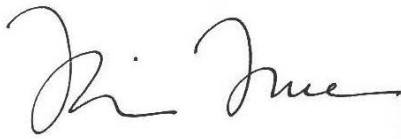
A grant from Lilly Endowment Inc. allowed additional opportunities for pastors to be well equipped for today's challenges. Synod pastors of color and the synod program staff participated in a facilitated retreat in Sedona, Ariz., in February. In addition, this past year 19 pastors, deacons, mentors, and a facilitator were a part of the Second Act cohort for rostered ministers in their fourth through tenth years of service. Our Lilly grant programs are directed by Leslie Ortiz.

Behind the scenes, Mary Smith oversaw the launch of our new website (spas-elca.org), along with 51 editions of the weekly *News and Events* newsletter, 40 companion synod newsletters, 300 social media posts, and other essential communication from the synod. (You can sign up to receive our newsletters at spas-elca.org/subscribe-to-synod-news.)

With all this creative work of the synod staff, you may wonder what the bishop does. As bishop, I work on governance with the Synod Council and Executive Committee, as well as meeting with the finance committee. I ordain new pastors and deacons and preach regularly (29 times in congregations, synod and churchwide events in 2023). I help plan the Bishop's Theological Conference and gatherings of the ministerium. I represent the synod on institutional boards and at ecumenical and inter-religious gatherings. I am a member of the Conference of Bishops and through 2023 served as a liaison bishop on the ELCA Church Council, as well as co-chairing the Lutheran-Catholic Dialogue. I work with congregations in times of conflict and oversee the discipline of rostered ministers, when needed. Best of all, I serve as a pastor for the pastors and deacons in this synod, meeting regularly with individual leaders.

If you have visited the synod office, you know that we are not a large-scale operation; but if you think about the range of ministry we do together in this synod, you know our collective impact is mighty. We can do so much because of the dedicated talent of the individuals on the synod staff. I am grateful for all that Rachel, Mary, David, Kirsten, Susan, Rolf, Justin, Krista and Leslie have accomplished this past year. I am also grateful for the work Ryan and Astine Bose did in the first half of the year as our short-term volunteers in Iringa. I hope you will join me in thanking the synod staff when you see or speak to them.

Yours in God's service,



Bishop Patricia Lull



105 University Avenue West, St. Paul MN 55103
651-224-4313 | www.spas-elca.org



Congregational Report 2023

Thank you for being a Partner Congregation! We are grateful and inspired by the work and support of so many congregations who've continued to partner with camp so that thousands of people each year can experience fellowship in community and come to know Jesus at Camp Wapo, Ox Lake, and Wilderness Canoe Base. We are grateful for a year filled with campers and retreat guests, for our donors, prayer warriors, and YOU - our partner congregations.

Summer 2023 This summer we welcomed nearly 4000 campers and families to Camp Wapo, Ox Lake and Wilderness Canoe Base, including 90 guided canoe trips into the BWCAW. This year's summer staff was excellent. They were required to be flexible, resilient, and filled some important leadership roles. They rose to that challenge full of energy, grace and servant hearts. We are always looking for young adults to work at camp so if you know someone who would be perfect, please send them our way! It's the perfect resume builder for any future career path.

Strategic Plan Initiative We continue to work on Strategic Initiative focusing on three main Strategic areas: Identity, Inclusivity, and Generosity/Engagement. In 2023, a task force of talented theologians and pastors created a theology framework document that will serve as guardrails for the good of our campers/guests and overall ministry. The Diversity, Equity, Accessibility, Inclusion (DEAI) committee has been created and secured funding for a DEAI assessment to happen in 2024. A development audit has been completed highlighting strengths and areas of growth. We continue the work on comprehensive site plans that will help us provide meaningful and transformative outdoor ministry experiences for all.

Welcome! At Wilderness Canoe Base we welcomed **Stephanie Carpenter**, Wilderness Canoe Base Director, **Megan Meyer**, Food & Hospitality, Spencer Garness, Property, and Sarah Garness, Office. Their previous WCB experience and a deep love and understanding for the ministry has resulted in a seamless leadership transition.

At Wapo we welcomed **Eric Golberg**, Director of Administration, **Mari Shumaker**, Wapo Program Director, **Joe Mara**, Maintenance, and **Nick Meziere**, Hospitality and Guest Services. Starting January 1, 2024 **Joel Abenth** will begin serving as the Director of Donor Engagement. With his vast experience working with donors and outdoor ministry, he is ready to work with congregations, individuals and families who wish to support camp in all sorts of ways. Please reach out to him if you want to learn more about opportunities to support camp (joela@campwapo.org).

Retreats and Events in 2023 Retreats at Wapo and Wilderness are definitely building back to capacity. Reach out to Ryan (ryanb@campwapo.org) to schedule your retreat at Wapo or Wilderness. We celebrated 75 years of ministry at Camp Wapo on Aug 6th with a bluegrass worship and celebration lunch. We welcomed over 400 people for our Memorial Day Pancake Extravaganza. We had our 21st year of the Wapo Golf Tournament, and hosted over 1200 guests and volunteers in Advent with 8 performances of the 34th annual Christmas Dinner Theater "For the Love of Christmas Lefse".

Mission Support Fund This year we had 2 matching gift challenges to inspire new donors. One generous friend of camp offered a \$50,000 summer giving challenge and Wilderness Canoe Base received a \$20,000 gift match for GiveMN's Give to the Max day. Our donors rose to the challenge, responding with \$70,000 in gifts. Overall, we also had a tremendous response to our Mission Support Fund appeal to support operating and camper scholarships, raising well over \$500,000. Every gift has a life changing impact on thousands of lives each year.

Our theme for 2024 is "Always" Hebrews 13:8 "Jesus Christ is the same yesterday, today and forever" and 1Thessalonians 5:16-18 "Rejoice always, pray continually, give thanks in all circumstances." In a world marked by constant change, this theme serves as a powerful reminder of the unchanging nature of God's love. With our campers, we will discover how to live out this promise in a camp experience and at home.

We look ahead with eager anticipation and a sure sense of hope. See you at camp in 2024!

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 [ELCA.org/SOFIA](https://www.elca.org/SOFIA).

