



# ST. STEPHEN LUTHERAN CHURCH

A CHRISTIAN COMMUNITY BRINGING GOD'S LOVE TO THE WORLD



## 2022 Annual Report

St. Stephen Lutheran Church 2023 Annual Meeting

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## St. Stephen Lutheran Church

# 2023 Annual Congregational Meeting Agenda

January 29, 2023

Call to Order, 1:00 pm	Marla Amborn
Opening Devotions	Pastor James Woodruff
Approval of the 2022 Congregational Meeting Minutes *	Marla Amborn
Lead Pastor's Report	Pastor James Woodruff
Visitation Pastor's Report	Pastor Juli Thompson
Select Ministry Team Reports	
Endowment Committee	Viki Bosin
Tanzania Mission Trip 2022	Betsy Clark
Visioning Retreat—Feb. 18	Marla Amborn
Acceptance of Ministry Team & Special Annual Reports *	Marla Amborn
Election of 2023 Council members	Betsy Clark
Introduction of Continuing Council Members	
Introduction of Council Nominees	
Congregational vote *	
Expression of appreciation for outgoing Council Members	
Election of Church Council Officers *	Betsy Clark
Election of 2023 Nominating Committee *	Betsy Clark
Installation of 2023 Church Council	Pastor James Woodruff
Treasurer's 2022 Report *	Patsy Olson
2023 Budget	Ted Field
Review of 2023 budget	
Congregational vote *	
Blessing	Pastor James Woodruff
Adjourn	Marla Amborn

\* requires Congregational vote

## St Stephen Lutheran Church

### 2022 Congregational **ANNUAL** Meeting Minutes – January 30, 2022

Ken Smith called the meeting to order at 1:02 pm. There was a quorum with 43 people in attendance (more than 20% of average weekly attendance).

**Opening Devotions** – Pastor Jim Woodruff. He referred us to two scriptures in his annual report. The first Psalm 62:5, 6 & 8. “...Trust in him at all times...God is a refuge for us...” It has been an odd two years during this pandemic and God has been with us during this difficult time. The second is Isaiah 43:1-5 which reminds us that God is always with us and we see that every week with the baptismal banner at the back of the church. We should not fear, but that does not mean being cavalier about it but rather to be responsible and make responsible decisions that don’t adversely affect us and others. We need to carry on in life in positive ways.

#### **Approval of the 2021 Congregational Annual Meeting Minutes** – Ken Smith

Correction to minutes. There are five places where the incorrect date is used. “Report(s) posted in the 2021 Annual Report” (should be “2020”). These are located: 1) Lead Pastor’s Report, 2) Visitation Pastor’s Report, 3) Church Council President’s Report, 4) Treasurer’s 2020 Report, 5) Introduction to 2021 Budget.

*A motion was made to approve the 2021 Annual Congregational meeting minutes by Tom Scott; 2<sup>nd</sup> by Lee Branwall. Voted on and approved. Motion made to approve the 2021 Annual Congregational meeting minutes AS AMENDED ABOVE by Viki Bosin; 2<sup>nd</sup> by Dan Ruth. Voted on and approved.*

#### **Lead Pastor’s Report** - Pastor Jim Woodruff

Report posted in the 2021 Annual Report. We spent most of 2020 with our doors closed to in-person activities and trying to stay in touch with the congregation. We learned how to do our pre-recorded services, which were available throughout that year. Much of 2021 has been spent re-opening our doors. During Lent 2021 we opened our doors and slowly expanded until now we are doing both in-person and live-streaming. Within weeks of starting a fundraising campaign for purchasing a live streaming system, we had over \$20,000 raised. The system was installed mid-summer. We have been live streaming our in-person services since that time. We hired Zack VanDyke as Digital Media Coordinator and he has been doing a great job running the live streaming. We have resumed in-person learning opportunities, bible studies, children, youth programs.

As we look ahead to the future, it’s bright as we take time to recover. In person participation is about 50% pre pandemic. But we have a very faithful group of people worshiping on regular basis. The church is keeping our COVID awareness active throughout all of this so people are comfortable participating.

Melissa Whitman who has been with us for 8 years, resigned to take position at Redeemer Lutheran Church. We tried to find a replacement but there were many churches looking for a CYF ministry director, so we were unable to find anyone. We then thought out of box, and over the last 6 months, spent time speaking with Redeemer about partnering in youth ministry. We continue to have Paul Schultz as Children Ministry Director, and he is doing a great job. Beginning February 1, we will partner with Redeemer Lutheran Church with Youth Ministry Program for grades 6-12 youth. Melissa Whitman will continue to be full time Redeemer and part time at St. Stephen. Both churches have small youth groups and combining them creates a much more viable youth group as a whole. The youth and Melissa will split their time between the two churches when they meet. We are excited about the joining together of these two programs.

We are also exploring other ways we can partner with Redeemer. Each congregation is its own congregation but there are several ways we can partner with each other.

I also want to confirm that this congregation is always generous. When there is a need, this congregation always responds. We had around a \$51,000 budget shortfall in November and we began working to make that

up. With generosity, we ended up with little over \$9,000. Commendations to the entire congregation for responding to that. This is a wonderful congregation. There are many incredible people involved in this church. I am thankful for each person. I want to thank our church council, those currently serving and who have served, our ad hoc committees, ministry teams, and staff (who carried an extra load during this pandemic). This congregation has a bright future. God is with us. Amen.

### **Visitation Pastor's Report** – Pastor Juli Thompson

Report posted in the 2021 Annual Report. Visitation in a pandemic is different. It was up and down for actual visitation. The beginning of the year all of the hospitals and care centers were closed. Then as the year went on, I was able to do more actual visits. Then November, everything shut down again. Now things are starting to open up again. I have been conscious of the fact that the people I visit tend to be more fragile. I am sure that I mask, they mask, we distance, etc. I have relied more on calling people. This is a great congregation, they are welcoming of the limits and flexibility and are generous and kind.

But I want you to know that I get paid to visit you when you are sick. That means you need to tell me when you are sick and in the hospital. I need to come to see you! The number one reason someone didn't want to tell me they were sick was: "I didn't want to bother you!" Remember, I get paid to visit you! The other reason I hear is: "I was only in the hospital for a day or so." You are right, I might not be able to get there in time to visit you but I can call you, put you on the prayer list. Your part in my ministry is to tell me when you are in need. I will be there.

### **Church Council President's Report** – Ken Smith

Report posted in the 2021 Annual Report. It has been an interesting time to join council the middle of 2020 and then 2021. Flexibility is needed being in a pandemic and I thank everyone for being able to have informed discussions and good dialogue and bring those things up at council. As we have moved more toward re-opening as a society, how can we be more responsible? We have made lots of progress, we have re-opened in person services which are live streamed for those who cannot come. I want to highlight the financial stability of our congregation. Being President for the first time, I was nervous at end of the year but Pastor Jim kept reassuring it will be okay. And he was right. We have no debt and our cash reserve is steadily growing. We have a capital fund that is fairly robust as we can cover expenses for major projects.

Highlight capital fund – We had to rebuild the canopy at the front of church. The curse was that we had to do right away, the blessing was that insurance covered the whole cost. We have been working on replacing our furnaces. We have completed the replacement of the first part of the furnace system. This year we will be replacing the older section of the furnace system. We will need to get a revised quote and hopefully the supply chain difficulties won't impede the progress.

Staffing – I want to thank those people who are no longer on staff for their time with us - Paige Carter (Contemporary Worship), Bob Bloomberg (PT Custodian), Melissa Whitman (CYFMD) – who will be back in a part-time manner. We welcomed Zack VanDyke (Digital Media Coordinator), Greg McGuiggan (PT custodian) and Paul Schultz (Children Ministry Director). I also want to thank Teri Cinis for her time as council secretary.

Pastor Jim already talked about the partnership with Redeemer Lutheran. Thanks to outgoing council members: Abby Ternus, Kristin Duffy, Marta Hohnstadt, Paul Colaizy, Ted Schaff. Thanks to returning council members: Mira Stearns, Ken Smith, Chris Sheldon, Betsy Clark.

### **Ministry Team Reports** –

Reports posted in the 2021 Annual Report.

Gift Committee – Pastor Jim

Policy approved initially at the 2019 annual meeting. This year, the committee made two changes in the policy for specific reasons. Memorial funds are administered by our gift committee. They will maintain a list of possible projects that people can use as memorials. They will coordinate with family any gifts that are in the memorial and designated accounts. Some of our memorial funds have sat in the fund for 10-15 years to the point that families don't remember that the money is there. One change that had been made in 2019 but never implemented was that after a period of time (one year) from the time the memorial fund was established, the family needed to make decision on the use of the funds. One year is too short a period of time to make that decision. Now we have made a change that within two years of the foundation of the memorial fund, family decide what to use it for. They can also choose to leave as a restricted fund. Gift committee will be able to use the funds for programs around the church. A family's fund become unrestricted if the family does not need to keep it as a restricted fund. Example – Lorna and Wendell Peck memorial fund. Lorna passed away 10 years ago, she always wanted to put a peace pole on our property. The Gift committee has now chosen when we finish the west entrance, we will take memorial funds to put up peace pole and benches.

#### Endowment Committee – Viki Bosin

The endowment fund is a chunk of money set aside and invested and you only spend some of the earnings. St. Stephen has never been able to get it started. The fund needs \$25,000 to be active.

St. Stephen currently has approximately \$6,000 being held in special designated account. 3-4 years ago, enough members indicated that they would make contributions to the account to bring it up to \$25,000. In 2019 the endowment committee comprised of Viki Bosin, Ted Field, Jill Sandvik (acting chair), Pastor Jim and Lee Branwall was formed. Pre-pandemic we met and had a contract with InFaith but never got enough money to start the fund. This committee wanted to start from the beginning and took three steps: 1) Look what endowment possibilities were available. We met with someone from InFaith who told us of their programs. We also talked with the ELCA Foundation, they had the kinds of ministries that we wanted and it was impressive. Their investments had a solid 4% return on money, pretty good for an endowment fund. Contract now with ELCA Foundation. 2) The committee updated our bylaws and will be presented at the next council meeting for approval. We wanted to make sure gift committee and endowment committee weren't stepping on each other's toes. 3) We will be asking the congregation for money and need to raise \$25,000 and not spend any of it for the first 5 years so it continues to grow undisturbed. You can put whatever amount you want into the endowment. Church council still needs to approve the bylaws before we can get started.

#### Tanzania Mission Trip – Ken Smith

Synod has been looking at how they can safely re-open group travel to Tanzania. St. Stephen is on a three year cycle for visiting Lukani and 2022 is the year for our trip. We are trying to figure out how this will work. We won't fix dates until the closer to the time of the trip. Ken gave the congregation an open invitation to talk to him, Betsy, Pastor Jim, Karen if you are interested to traveling to Tanzania. Ken and Karen were there in October. They felt safe in Lukani. All meetings in wide open spaces while in Lukani participants were masked. Ken and Karen did not stay overnight. Thanks also to your ongoing support with student scholarships, capital projects.

#### **Acceptance of Ministry Team & Special Annual Reports – Ken Smith**

*A motion was made to approve and accept the Pastors' Reports, Ministry Team, and Special Annual Reports by Patsy Olson; 2<sup>nd</sup> by Mary Beth Skunes. Voted on and approved.*

#### **Election of 2022 Council Members – Betsy Clark**

#### Introduction of Continuing Council Members

Introduction of continuing council members Betsy Clark and Chris Sheldon, terms expiring end of 2022, were made.

#### Introduction of Council Nominees

Introduction of nominees John Rohr, Marla Amborn (3-year terms), Mira Stearns – President, Ken Smith – Past President, and Judee Bramscher (1-year terms), were made (we have two 2-year terms open).

#### Congregational Vote

*A motion to approve the continuation of council members and the election of new members was made by Ken Smith; 2<sup>nd</sup> by Char Redepenning. Voted on and approved.*

#### Expression of appreciation for outgoing council members

Thank you to outgoing council members Paul Colaizy, Ted Schaaf, Kristin Duffy, Marta Hohnstadt, Abby Ternus for their consistent dedication to our church family.

#### **Election of Church Council Officers – Betsy Clark**

*A motion to elect Patsy Olson (treasurer) and Brad Wilm (financial secretary) was made by Melissa Whitman; 2<sup>nd</sup> by Robin Schroeder. Voted on and approved.*

The positions of Vice President and Council Secretary are currently vacant.

#### **Nominees for the 2022 Nominating Committee – Betsy Clark**

*A motion was made to accept Karen Smith, Cindy Scott and Betsy Clark to the 2022 Nominating Committee by Randy Amborn; 2<sup>nd</sup> by Patsy Olson. Voted on and approved.*

#### **Installation of 2022 Church Council – Pastor Jim Woodruff**

The 2022 church council members were presented to the congregation and installation progressed.

#### **Treasurer's 2021 Report – Patsy Olson**

Report posted in the 2021 Annual Report.

Cash assets: \$220,905.99. We have not had to go into our savings and CD's. We are really strong financially, good cushion to make changes and move forward with new programs and development.

Current Fund: \$9,139.16. Credit can be given to this positive number because of 1) PPP loan we received in 2020, 2) money carried over into 2021 because of that loan, 3) generosity of our congregation.

Capital Fund: \$97,886.06. We were able to replace the first set of furnace banks in 2021, we received money from insurance for the repair to the canopy, raised money for the live streaming sound system. Our capital funds are still sufficient to go forward with the next phase of furnace replacement this year.

Benevolence Fund: \$1,249.87. We started the year with \$18,614.87 and were able to donate to various accounts: ELCA, Lukani TZ, Tecate Mexico, Wapo (total of \$17,365).

Special Designated Fund: \$85,923.56. 800-805 accounts were used during the year for special projects. 810 accounts are funding accounts in which our endowment fund 810.4 is part of. We have \$6,105 in the endowment account right now. Tanzania 820 accounts are used for all Tanzania traveling. Some journal entries from benevolence go into the Tanzania acct that helps with student scholarships. Tecate 825 accounts takes \$100/month for orphanage support. Special designated 830 accounts has \$17,842.47 in them.

Cash Reserve Fund: \$28,335.35. This fund was created so special designated funds wouldn't be used for personal system of keeping cash flow going. We don't put this money into current fund, we use it to balance deficit when expenses exceed our current fund balance.

I want to thank everyone for their generosity to our church. Also, the St. Stephen Women in Ministry are very generous, giving to various charities from proceeds from the Holly Boutique.

*A motion was made to accept the 2021 Treasurer's Report by Lee Branwall; 2<sup>nd</sup> by Dan Ruth. Voted on and accepted.*

#### **Review of 2022 Proposed Budget – Ken Smith**

Report posted in the 2021 Annual Report. **The 2022 proposed budget is \$410,713.49.**

Proposed budget is about \$20,000 less than 2021 budget, difference is a reduction of salaries for services not provided or savings on positions, ie, the sharing of the Youth Ministry Director position with Redeemer.

2% increase for all staff. Close to Synod recommendations.

Additional income needed – roughly the same this year as last year. Anticipating likelihood of year-end appeal but hopefully won't have to.

Capital funds are adequate to anticipate expenditure on furnace #3, estimated to be around \$30,000.

There were no questions from the congregation.

#### Congregational Vote

*A motion was made to pass the 2022 budget by Marla Amborn; 2<sup>nd</sup> by Randy Amborn. Voted on and passed.*

**Blessing** – Pastor Jim Woodruff

**Adjourn** – Mira Stearns

Mira Stearns adjourned the meeting at 2:15 pm

Respectfully submitted,

Betsy Clark



## PASTOR WOODRUFF'S 2022 ANNUAL REPORT

<sup>1</sup> God is our refuge and strength,  
a very present help in trouble.  
<sup>2</sup> Therefore we will not fear, though the earth should change,  
though the mountains shake in the heart of the sea;  
<sup>3</sup> though its waters roar and foam,  
though the mountains tremble with its tumult. *Selah*  
<sup>4</sup> There is a river whose streams make glad the city of God,  
the holy habitation of the Most High.  
<sup>5</sup> God is in the midst of the city; it shall not be moved;  
God will help it when the morning dawns....  
<sup>10</sup> "Be still, and know that I am God!  
I am exalted among the nations,  
I am exalted in the earth."  
<sup>11</sup> The LORD of hosts is with us;  
the God of Jacob is our refuge. *Selah*

Psalm 46

This Psalm, the basis on which Martin Luther wrote his most familiar reformation song: "A Mighty Fortress is our God" is a constant reminder to all those who are children of the reformation, and in fact the whole Christian church, that our lives are under the protective shield of our God. As a community of faith, St. Stephen is also under that same shield of protection. As we move forward in faith to bring God's love to the world, we must always remember that we do not do this on our own, but we do it under God's protection, with God's blessing, guidance and power. One translation of verse two says: "If we in our own strength confide, our striving would be losing: the righteous one fights by our side, the one of God's own choosing." I am confident that as this community of faith moves into the future it will continue to trust in the One who has brought us this far, and who promises to be with us always. As I move toward retirement, I entrust this congregation to the God who is our refuge and strength.

This Annual Report is a compilation of the variety of ministries we carry out in this place. Please read through it, noting the diversity of activity and the number of people who give of their time and talent to make these things happen. We are blessed to have committed people leading these ministries and the activities within them. Yet, there is always room for more people to step up and join in carrying out what we do as a community of faith. As you all have been generous with your treasure this past year, please consider increasing your generosity of time, so that those who are currently over-extended can receive some relief. We are a community of faith and it takes participation by all of us to effectively bring God's love to the world.

The past year has seen some sense of movement toward what is a more 'normal' congregational experience. We have resumed most activities and ministries that were put on hold due to the global pandemic, beginning in March 2020. Community outreach programs: the Animal Blessing, Trunks 'n Treats, (done in cooperation with other churches and community organizations) the Living Nativity, and a summer Special Olympics – Young Athletes program

saw significant growth in 2022. We continue to maintain our global outreach with our connections in Tecate', Mexico, supporting Rancho San Juan Bosco Orphanage, and our relationship with Lukani, Tanzania, where we continue to support the secondary education of about 15 students, help build their new sanctuary and, continue to support development of a water system for the whole village (currently it covers about 60% of Lukani). It was with great joy that a group from St. Stephen visited Lukani in May, 2022, one of the first groups from the St. Paul Area Synod to visit in person since the onset of the pandemic. Worship and Music ministries continue to be a primary focus of this congregation, along with our Children, Youth, and Family Ministries, which seek to help people grow in faith and find ways to love and serve God. We have been developing partnered youth ministry and choirs along with Redeemer Lutheran Church and recently adding Christ the King to parts of this partnership. Fellowship, always vital, provides multiple opportunities for people of all ages to gather together and celebrate as God's people. Our Music Festival and Auction resumed after a two year hiatus. 'Women in Ministry' remains active in all aspects. WIM continues to provide funding for a dozen people and places. We have stayed partnered with, and continue to support, Fools for Christ and Neighbors Helping Neighbors. Beside the aforementioned programming our property team continues to maintain and improve our facilities; A second furnace room was refitted with more efficient furnaces, the west entry way was redesigned, our kitchen saw installation of a new refrigerator, to compliment our new ovens, and cabinets and ceiling were restained or painted. Our Financial, Stewardship, and Administrative Teams have also remained engaged in the healthy functioning of the Church. The people who make up the community of St. Stephen have always been faithful and generous in their gifts of time, talent and treasure and God has been faithful in honoring those gifts and blessing our community.

This coming year we'll continue to support and grow these same ministries. Additionally, the Youth group will carry out a Youth Service Learning Trip to Fairbanks, Alaska, where they will work with Next Step, a mission working in both urban and rural Alaska. I'm hoping Neighbors Night Out will resume in August. We will continue to work toward increasing our efforts to involve everyone in sharing their time and talent in the ministries which we share. Neighbors Helping Neighbors will be repainted. And preparations will be made for refitting our third furnace room this year or next.

All these ministries and all we hope to accomplish in the coming years are dependent upon the leadership of staff, Church Council, Ministry Teams, and the people of St. Stephen. None of these things would get done without the exceptional work of our staff and the volunteer efforts by so many in our congregation. This report is a testament to the many hours contributed by members of St. Stephen. We applaud, thank, and honor all who have given of their time and talent. The ways people contribute and the people themselves are too numerous to mention

here, but you can get a sense of the extent of this work as you read this full report. Special thanks needs to be given to all who have served on Church Council, or acted as Church officers this past year. The Council worked diligently and in true cooperation to oversee and guide the ministries of St. Stephen. Thanks to Mira Stearns, Ken Smith, Betsy Clark, and Judee Bramscher who are completing their respective terms on Council. Special thanks to Mira who served as Council President. Thanks to Marla Amborn, and John Rohr who are continuing their tenure on Council. Thanks and welcome to those who will be coming on to Council following the Annual Meeting; Denise Ashley, Phyllis Ballata, Ted Field, Cheryl Skrypez, Kathy Stickler, Bethany Zenner, and Scott Ziemann. Thanks also to Betsy Clark, Patsy Olson and Brad Wilm who have served as Officers of the Church Council.

It continues to be a joy and privilege to serve as Lead Pastor of this congregation. The people of St. Stephen are supportive, encouraging and delightful to work with. I appreciate the opportunity to share the Word of God with you, to reach beyond our walls in service to others and to grow together as a family of faith. I also appreciate the wonderful staff with which I work; they serve in this place faithfully and diligently. Pastor Juli Thompson is in her sixth year with us as Visitation Pastor and has found a place in ministering to our homebound and hospitalized members. She brings with her great gifts of compassion and the ability to share God's concern for all God's people. Melissa Stearns takes on responsibilities as part-time Director of Youth and Family Ministries (shared with Redeemer Lutheran). She continues to develop an engaging program for our young people, and works cooperatively with Paul Schultz, who serves as part-time Children and Families Ministry Director. Paul draws on previous experience in creating wonderful curriculums for our Sunday morning, Wednesday evening, as well as Vacation Bible School programs. Tami Heart acts as our Communication and Administrative Coordinator. She faithfully pursues all of her responsibilities with passion and joy. In many ways Tami is the hub that allows us all to do our jobs. Patsy Olson, as an unpaid staff person, spends countless hours keeping our books, writing all checks, and helping out wherever needed. For most of the year Paul Swanson and Greg McGuiggan served as our Custodial Team. Paul manages our space, acts as procurement facilitator, is a welcoming representative, works odd hours to make our facility available anytime, and shares janitorial tasks. Greg left in October and we have replaced him with a Janitorial Service, which we're working on 'fine tuning'. Finally, our music staff bring skills, enthusiasm and commitment in all they do. Cindy Bittner is celebrating thirty years as St. Stephen's Organist. We are thankful for the sense of tradition she brings to her job, her leadership skills in liturgy and hymnody, and her passion for the music she plays. Kari Ballata serves as Senior Choir Director. Justin Woodruff, as GAP Worship Director, continues to skillfully facilitate a casual, intergenerational worship gathering on Wednesday nights. I hope that occasionally, throughout the year, you'll take time to thank each of these people for the work they do with us and on our behalf.

This is my thirtieth year at St. Stephen and it has consistently been an honor to serve among you. I fell so blessed to have received a call to St. Stephen Lutheran Church, first as Associate Pastor, then as Co-pastor with Dan Brumm and these last sixteen years as Lead Pastor. My plans are to retire at the end of May. I've been in touch with the St. Paul Area Synod, as well as St. Stephen's leadership and am excited for the future of St. Stephen. In the months ahead you can anticipate choosing an Interim Pastor to work along with you through this transition in leadership and the process of eventually calling a new pastor. Because of the long tenure of Dan's and my leadership, 40+ years, and it really is a continuous team effort, I believe it will serve you all best to anticipate an interim time of one-two years. This will be time well spent. As finishing words to the congregation I'd like to share a piece of what the Apostle Paul wrote in his first letter to the Thessalonians.

" <sup>12</sup> But we appeal to you, brothers and sisters, to respect those who labor among you, and have charge of you in the Lord and admonish you; <sup>13</sup> esteem them very highly in love because of their work. Be at peace among yourselves. <sup>14</sup> And we urge you, beloved, to admonish the idlers, encourage the fainthearted, help the weak, be patient with all of them. <sup>15</sup> See that none of you repays evil for evil, but always seek to do good to one another and to all. <sup>16</sup> Rejoice always, <sup>17</sup> pray without ceasing, <sup>18</sup> give thanks in all circumstances; for this is the will of God in Christ Jesus for you. <sup>19</sup> Do not quench the Spirit... <sup>23</sup> May the God of peace himself sanctify you entirely; and may your spirit and soul and body be kept sound and blameless at the coming of our Lord Jesus Christ. <sup>24</sup> The one who calls you is faithful, and he will do this. <sup>28</sup> The grace of our Lord Jesus Christ be with you.

I Thessalonians 5:12-19, 23-24, 28

**Statistical Report for 2022**

Baptisms:	2022 – 4	2021 – 10	2020 – 3	2019 – 9	2018 --19	2017 -- 7
Weddings:	2022 – 1	2021 – 0	2020 – 4	2019 – 5	2018 -- 3	2017 -- 9
Funerals:	2022 – 19	2021 – 20	2020 – 12	2019 – 10	2018 –11	2017 – 17
Member Deaths:	2022 -- 10					
Baptized:	2022 – 884*	2021 – 948	2020 – 950	2019 – 945	2018 --947	2017 -- 935
Confirmed:	2022 – 613*	2021 – 671	2020 – 681	2019 – 678	2018 --680	2017 -- 676
**Worship:	2022 – 112	2021 – 113	2020 - 244	2019 – 221	2018 --231	2017 -- 220
**On-line Views:	2022 – 60	2021 – 119	2020 – 263			

\*Adjusted since pandemic  
\*\* Weekly average numbers

**RESPECTFULLY SUBMITTED,  
James A. Woodruff, Lead Pastor**

## Visitation Pastor 2022 Annual Report

2022 has been, for many, a reaction to 2020 and 2021. Many people have decided to go back to “normal.” Many others have had their perception of normal changed so much that they can’t imagine going back to how things were in 2019. St Stephen has been responding to all of this and offering spiritual support and guidance to all our members.

I have chosen to continue to mask any time I am indoors with other people. Largely this is because I am visiting people who are vulnerable, and I want to respect that. Partly, it is to normalize wearing a mask so that others who wish to do so won’t feel that they are alone. I have been asked about this by many members, who have all responded positively to my explanation. I realize that not everyone has made this choice, but we continue to worship and work together, united in our faith in the saving action of Jesus in the world.

I have been able to visit our homebound members without difficulty, which is a huge relief. Visitation in hospitals and care centers has been sporadic. At times I am able to visit freely, at times I am not able to enter. I ask everyone to offer prayers and support for our health care workers, who are exhausted and overwhelmed, but still doing diligent, caring work with those in need of medical attention.

One of the ways in which things have changed is a drop off in Sunday morning worship attendance. This is not only at St Stephen, but is happening at churches across the country. Partly this is because people are able to stay home and watch our live stream and recorded services. Partly, it is because people have changed their habits and no longer want to attend the same services that they attended in the past.

In response to this, St Stephen and Redeemer have partnered to explore other worship options. We have jointly been hosting a Dinner Church congregation in White Bear Lake, and I have been the pastor responsible. We have seen interest from members of our community who do not wish to attend a Sunday morning liturgical service. We are advertising, and spreading the word. We will jointly be evaluating this experience and deciding how to continue in the spring and summer of 2023.

Finally, a gentle reminder that you should tell me if you are going into the hospital, experiencing a loss any kind (family, health, job, any other loss that will make a difference in your day to day life), or simply would like to talk to someone. It is NOT a bother to me! I want you to reach out! I continue to work my way through the lists I have – homebound, those requesting prayer, and directory. I hope to talk to you soon.

- Submitted by Rev. Julia Thompson

## **Adult Learning**

### **2022 Annual Report**

Due to COVID safety concerns, we discontinued Sunday morning adult forums the past couple years. Then, when we discontinued the education and fellowship hour by converting to a single Sunday worship service, we had to revisit the matter of how to schedule our forums. We look forward to scheduling and continuing them in 2023.

Respectfully submitted,

Ted Field

# Children and Families Ministry

## 2022 Annual Report

2022 saw a full year of activity and programming in our Children's Ministries.

Sunday/Wednesday School is in full swing, Camp Night, Lenten Family Festival, First Communion, Vacation Bible School, Fall Festival, Advent Family Celebration and much more. Though we are still small in numbers we are enthusiastic, energetic, and dedicated to continue to learn about God's world and the life of the people in the bible.

In February we enjoyed **Camp Night**, in cooperation with Redeemer Lutheran, and learned about opportunities for Summer Camp at Wapo. One child did indeed attend and enjoy camp. In March we had our **Lenten Family Festival** to help our families prepare for the Coming of Our Risen Lord at Easter. Five of our children and youth participated in **First Communion Class** and received the sacrament on Maundy Thursday. In August **Vacation Bible School "Faith Lab"**, a joint ministry with Redeemer, saw 39 students and approximately 15 adult/youth volunteers - enjoyed a wonderful week together. In October several children attended a **Fall Festival** event at Waldoch Farm with Redeemer. In December at our family advent celebration "**Gingerbread Bash**" we prepared for the Coming of Our Lord and Savior, Jesus, by building gingerbread nativities. Also, another fun Children's Christmas Program and many other fun children's sermons throughout the year.

As we move into a new year we continue to offer Sunday/Wednesday School and other programming for faith education. We need to concentrate on attracting new families and reaching out to our existing families to invite them to participate in faith formation. We look forward to a growing, fun, welcoming, enthusiastic and energetic year of fellowship and learning!

- Submitted by Paul Schultz

## Endowment Committee 2022 Annual Report

One year ago, at the 2021 Annual Meeting, the Endowment Committee presented a goal to the Congregation to raise at least \$19,000 to the already donated \$6,105.00 held in the St. Stephen Special Designated account so that St. Stephen could create the St. Stephen Endowment Fund. Earnings from this fund will eventually be used to supplement ministries at St. Stephen.

In 2019, the Church Council appointed an Endowment Committee to take on this task. The original members were Chair – Jill Sandvik, along with Ted Field, Viki Bosin, Lee Branwall and Pastor Jim. By January, 2021, they had selected The ELCA Foundation as the financial entity to manage the St. Stephen Endowment Fund with their Regional Gift Planner, Becky Palmgren.

### Tasks Completed in 2022:

- Presented the goals of the fund to the Congregation at the 2021 Annual meeting.
- Finalized the Revised Continuing Resolutions, presented them to the Church Council who asked for some revisions, which were made, and then approved at the February, 2022, Church Council meeting.
- Per the Continuing Resolutions, the senior pastor, Jim Woodruff, became an *ex officio* member (advising only), and Denise Ashley replaced him as a voting committee member. Current committee members have staggered terms with Jill Sandvik continuing through 2022 as Chair, Viki Bosin (Secretary) and Denise Ashley continuing until the 2024 Annual meeting, Ted Field and Lee Branwall continuing until the 2023 Annual meeting. We will need a new committee member to replace Jill beginning in 2023.
- Created an informational brochure, Commitment Card with envelope, and cover letter.
- Viki Bosin presented a Temple Talk at May church services. Becky Palmgren and various committee members hosted informational Adult Forums in May and June.
- Created a gift acknowledgement form and a thank you card to be mailed to donors no later than January of the next year. Confirmed a reporting process with the Financial Team (Patsy Olson, Brad Wilm, Mary Beth Skunes). The Secretary will keep track of the gift acknowledgements.
- Discussed creating a plaque recognizing all members or organizations who donate \$1000 or more. Tabled this idea, for now.
- By the end of the summer, we received enough donations to create the fund. We completed the application process which was signed, notarized, and accepted in September.

### The next steps:

- Provide informational meetings on using estate planning to make gifts to the church.
- Provide informational meetings on annual giving to build the fund.

Continued on next page:



We give thanks:

- To the members of St. Stephen and its Church Council who listened to with open hearts.
- To the donors who accepted the call: **(I need to make sure the list is correct)** Glen & Joanne Alstad, Phyllis Ballata, Curt & Darlene Blegen, Dave & Viki Bosin, Judee Bramscher, Lee Branwall, Brent & Betsy Clark, Ted Field & Anne Jackson, Mary Niemi, Ken & Karen Smith, Bonnie Stewart, and an anonymous donor.
- To the Financial Committee for their advice – Patsy Olson, Mary Beth Skunes, Brad Wilm.
- To Tami Heart who created our logo and provided her expertise in creating our various communication forms.
- To Becky Palmgren, ELCA Endowment Fund Regional Gift Planner, who provided invaluable information and advice working through this process.
- To the committee members: Denise Ashley, Viki Bosin, Lee Branwall, Ted Field, and to Pastor Jim Woodruff, for his guidance and leadership. We especially want to thank Jill Sandvik who, since 2019, faithfully chaired this committee through the rough waves created by time, long discussions, the pandemic, and brought this Endowment Fund safely to shore.

- Submitted by Viki Bosin, Secretary, St. Stephen Endowment Fund

## **Endowment Committee**

### **2022 Continuing Resolution**

**C13.06** An **endowment committee** of 3 to 5 voting members shall be elected by the congregation council. Term of office shall be three years, with one member elected each year. Members shall be eligible for reelection.

#### **C13.06.A22. St. Stephen Lutheran Church Endowment Fund**

##### **1. Purpose of Fund:**

- a. The St. Stephen Lutheran Church Endowment Fund is an account that holds funds from both current and estate gifts, from which distributions are made for ministry. The Fund seeks to generate stable and consistent distributions as well as to preserve the purchasing power of contributions. Moreover, the principal of the fund grows over time from additional gifts and investment returns. This document outlines the overall structure for the Fund to include who is responsible for making decisions about the fund and procedures for distribution. It is the intent of this congregation that distributions shall be made from the calculated growth earned by the Fund, as defined in Section 3d of this document, and as reported by the investment manager, as defined in Section 3c of this document.
- b. It is the intent of this committee to reinvest all earnings for the first 5 years after the activation of the St. Stephen Lutheran Church Endowment Fund.

##### **2. Governance:**

- a. The Endowment Committee shall be comprised of five (5) voting members elected by the congregation.
- b. The Committee will elect a Chairperson and a Secretary. All members shall be responsible for encouraging new gifts to the Fund through education and promotion. The Committee will have responsibility for decisions regarding distribution of the Funds.
- c. The Senior Pastor will be an advising member of the Committee, without voting rights.
- d. The Committee members will serve for a term of three (3) years. They may serve two (2) consecutive terms, but then must take a hiatus of at least one year. The initial committee members will serve staggered terms of 1, 2, or 3 years. If a member is unable to fulfill their term, the Church Council will appoint a member for the remainder of that term, and confirmed by vote at the next Congregational meeting.
- e. All actions shall pass with a majority vote.
- f. The Endowment Committee shall meet at least once a year and provide an annual report of its activities to the congregation. The Committee shall provide a written report to Church Council after each Endowment Committee meeting.

- g. Records of the Fund's contributions, distributions, grants, and investments shall be audited annually within this body's standard audit procedures, every five years through an independent audit process.
- h. At least two signers are required for all transactions, both income and expenditure, of the Fund. Authorized signers for the Fund may include any two committee members. Members will be held liable for his or her own willful misconduct and will not be allowed to provide services to the Endowment Fund for fees. They will not be allowed to engage in transactions in which the member has a direct or indirect financial interest.
- i. Committee members shall not be liable for any losses that may be incurred upon the investments of the assets of the Fund except to the extent such losses shall have been caused by willful misconduct or self-dealing. Members of the Committee shall be covered under this congregation's insurance program and indemnified pursuant to Chapter 19 of this congregation's constitution.
- j. All decisions regarding gift acceptance are governed under Continuing Resolution C13.09.A19.

**3. Investment Administration and Management:**

- a. Holding Account – The Committee may utilize one or more separate holding accounts for monies that are to be invested into the Fund, and monies that have been distributed/withdrawn/removed out of the Fund prior to disbursement, through any of the following:
  - 1. ELCA Mission Investment Fund
  - 2. ELCA Federal Credit Union
  - 3. Bank insured by the FDIC
  - 4. Credit Union insured by the NCUA (National Credit Union Administration)
- b. The Committee may engage other members of this congregation to serve as advisors to the Endowment Committee to provide for such professional counseling on investments or legal matters as it deems to be in the best interest of the Fund.
- c. No member of the Committee shall personally manage the investments of the Fund, but rather shall use ELCA Foundation to manage the Fund assets. The Fund shall be invested through any of the following:
  - 1. ELCA Endowment Pooled Trust – Fund A
  - 2. ELCA Mission Investment Fund
  - 3. FINRA Registered Investment Advisor
  - 4. SEC Broker Dealer
  - 5. Any successor or additional investment vehicles offered by the ELCA
- d. The Fund shall distribute from earnings annually as defined below.
  - 1. Principle – the investment or cost basis, including all gift contributions added to the Fund.
  - 2. Growth/Gain – the amount an investment or asset grows in value over time, above the principal amount, regardless if the investment is reinvesting its growth or distributing it.

1. Investment gain is not counted as or recalculated as principal and therefore available to be distributed.
3. Council Designated Funds – Funds which are received by the congregation as unrestricted and are placed into the endowment fund via Council Designation.
4. Donor Restricted Funds – Gifts received by the congregation restricted for the Endowment Fund by the donor; funds shall be permanent restricted, and principal will remain in perpetuity.

**4. Distribution Guidelines:**

- a. Distributions can be reinvested. The Committee shall request withdrawals as needed to be used to accomplish the mission initiatives of the Fund.
- b. Distributions are limited to no more than 4% of the Fund balance as of December 31 of the previous year, which includes all interest, dividends, and capital gains from the previous year. Distribution will follow the five-year rolling average of the ELCA Foundation's distribution rate.
- c. The St. Stephen Lutheran Church Endowment Fund shall provide a perpetual source of financial support to benefit three categories, above and beyond the programs and operations supported through the regular offerings and budget.
  - a. Worship, Music and Hospitality
  - b. Children's, Youth, and Senior's Programs
  - c. Missions: local, regional, national, and international projects
- d. Emergency Distribution – When, in the opinion of the Church Council, an opportunity arises that would enhance the future ministry of the congregation, OR, an emergency occurs that disrupts the ministry of the church, the council may recommend a distribution that exceeds the 4% limit or comes out of the principal, the council shall call a congregational meeting, present their proposal, and the congregation will decide by majority vote to use all or a portion of the fund principal for this use.

**5. Granting Guidelines:**

- a. Grants may be recommended to one or more of the following:
  1. Any ministry or program of this congregation
  2. Any community organization that the congregation is engaged with
- b. Grant requests are available to those listed above under 5a by completing a Grant Request Form.

**6. Dissolution:**

- a. In the event St. Stephen Lutheran Church ceases to exist either through merger or dissolution, disposition or transfer of the Fund shall be at the discretion of the Church Council in conformity with the Congregation Constitution, Bylaws, and Continuing Resolutions.

# Evangelism

## 2022 Annual Report

We had a more back-to-normal year in 2022 but Covid is still around.

Relay for Life took place in July and our Wednesday evening meals were served.

Rally Day, September 11, was a great success. Brenda Steady had a great group to furnish music, and good food was enjoyed by all who attended the picnic. That day, people made bag lunches that were delivered to the Union Gospel Mission.

On October 29<sup>th</sup>, Trunks 'n Treats took place at Lakeaires parking lot. We were joined together with many churches and community organizations.

We had our typical Living Nativity on December 17<sup>th</sup> and it was enjoyed by many. Cookies and drinks were served indoors.

We're looking forward to a fantastic year in 2023 with the grace of God.

- Submitted by Judee Bramscher

## Faith Formation Ministry

### 2022 Annual Report

Even in this post-pandemic period the mission of our faith formation ministry continues to be to strengthen the spiritual lives of the Christian family that walks beside us on our lifelong journeys with Christ. *Lifelong* learning is our purpose. The pandemic put spaces and distance between us and made it hard for us to gather together for not only worship and fellowship but for learning opportunities also.

In the past couple years we've had to put on hold our Sunday morning education programs—God's Word and God's World—but that doesn't mean we've stopped our efforts at Faith Formation.

Even as we walked alone, there was spiritual growth in our journeys. The separation has made us realize that faith formation is different from religious education, even though both involve systematic learning. Faith formation is personal. It doesn't require a classroom or conference room in which to gather. Wherever we go, we are surrounded by its lessons and can be assured that even when we are apart the goal of our faith formation ministry is still served. Our journeys continue. We look forward to walking beside each other in the coming year.

In 2023 we will seek to create events that bring us together again to learn.

I

Together in faith,

Ted Field

# Fellowship

## 2022 Annual Report

### Hospitality Committee Events:

The hospitality committee consisting of Kathy Anderson and Carole Hanson hosted the following coffee and pie gathering events following worship service in 2022:

- Sunday, May 29—Memorial Day Celebration with Apple slab pie from Pine Tree Orchard.
- Sunday, July 3—July 4 Celebration with Strawberry Rhubarb slab pie from Pine Tree Orchard.
- Sunday, September 4—Labor Day Celebration with Apple slab pie from Pine Tree Orchard.

### Rally Sunday Outdoor Worship Service, Picnic, and Service Project:

On Sunday, September 11, we had our annual Rally Sunday worship service and outdoor picnic. It was a beautiful day and worship was held outside on the north lawn. Our contemporary band consisted of Brenda Steady (director), Bob Whelehan, Dave Ashley, Kari Ballata Hosmer, Denise Ashley, and Kris Vollmer. We had a good turnout of around 80-90 people. Kathy Anderson provided leadership to our volunteers.



Following the picnic, we held a service project assembling 150 bagged lunches for the Union Gospel Mission. We had around 20 volunteers putting the lunch bags together. Each lunch bag consisted of two sandwiches, bag of chips, piece of fruit, and some chocolate kisses. It was wonderful fellowship. Marla Amborn and Betsy Clark delivered them the same day to the Union Gospel Mission. Staff were very appreciative.

**31<sup>st</sup> Annual Music Festival and Auction:**

On Saturday, October 8, we held our Music Festival and Auction after a two-year hiatus due to COVID. Our musical entertainment was The Old Guys Play the Blues (Randy Amborn – piano and dobro lapsteel, Brent Clark – acoustic guitar and vocals, special guest Tom Church – saxophone and blues harp, and Betsy Clark – vocals). The auction consisted of silent and live auctions. Our live auctioneer was Chris Rime of Rime Auctioneering (Wyoming, MN). We had great food for sale. Jodie Millard led our kitchen staff and food was made by Jodie, Ken Smith, Patsy Olson, and Patsy’s brother Mike. Darin Hanson managed the computer system. Karen Smith assembled our large core of volunteers. We had around 60-70 people attending the event. Net funds raised was \$4,734.60 which was targeted to help reduce the church’s budget deficit.



Thanks to all those congregation members who helped make these events a success. I am praying for a safe and healthy 2023.

Submitted by,  
Betsy Clark



## Finance and Stewardship

### 2022 Annual Report

Thanks to everyone for being good stewards of St Stephen's ministries. And thanks for being faithful disciples doing the work of the church's mission, bringing God's love to the world.

I also want to send thanks to Patsy Olson (Church Treasurer), Brad Wilm (Church Financial Secretary), and Mary Beth Skunes and Jill Sandvik (Finance and Stewardship Committee members) for their hard work in supporting our efforts to track, record, and forecast the church's financial picture.

I want to apologize for bringing finance and stewardship together in a single report when everyone knows they are separate ministries. Finance is about budgets, money, and cash flow, while stewardship is about gifts from the heart, and not just gifts of treasure. Finance is about the church's need to *receive*. Stewardship is about a disciple's need to *give*.

But we link our finance and stewardship ministries and address them together for the very good reason that they support each other. St. Stephen's mission needs a strong financial foundation, without which we would be unable to do God's work as the disciples we seek to be. In return, we support the foundation through our stewardship.

The Treasurer's Report found in this Annual Report contains vital St. Stephen's financial information, including the proposed 2023 budget. Please read and understand the data contained in the report. I would like to point to a couple items in the report and budget which are to be addressed in the coming year by the Finance and Stewardship Committee.

First, we are beginning 2023 with a healthy cash balance (\$196, 840) created by our generous financial gifts to the church, including an endowment fund to support the church's mission for years to come. Our gifts have created separate funds for benevolence and needed capital improvements to our building and property, and for various other special designated purposes. Please note also that again for another year we are carrying no debt.

I wish to draw your attention to a particular area of concern, which is the balance of our Current Fund, the fund for paying our operating expenses (salaries, utilities, supplies, etc.). The balance is -\$16, 342, which is approximately \$25,000 less than it was at the beginning of the year. If this trend were to continue, the financial support needed for our ministries would not be sustainable, and in the coming year the Finance and Stewardship Committee will be focusing on solutions to reverse this trend.

Our stewardship ministry has its own mission statement. It is *Moving Forward In Faith Together*. And that is how we will tackle our financial challenges in 2023, moving forward with the faith that we can overcome them and continue to maintain a strong financial foundation for our mission work of bringing God's love to the world.

With Faith in Stewardship.

Ted Field

Financial and Stewardship Committee Chair

## **Gift committee**

### **2022 Annual Report**

In 2019 the council appointed a gift committee to review SS gift policy.

The members include Denise Ashley, Anne Jackson, Brenda Steady, Jill Sandvik, Pastor Jim and Lee Branwall.

Overview of guidelines:

When St. Stephen receives a gift, that is not part of current fund or pledged giving, the gift can be either restricted (given for a particular purpose) or unrestricted.

When a gift is restricted it is the gift committee job to track these gifts and contact the family.

The family, working with the gift committee has up to two years to decide the exact use of the gift.

If the gift is not large enough for the proposed purpose (at the discretion of the gift committee) the gift can/may be combined with other unrestricted gifts to fulfill the family's wishes. The gift committee will make every effort to fulfill the family's wishes.

The gift committee will oversee the completion of the project.

Unrestricted Gifts may be used for any purpose, as determined by the gift committee, with input from the pastor and finance team.

Projects completed this year 2022. Kitchen, fridge and Stove. Peace poles and benches!

Approximately \$14,000 remains in the Special Designated accounts.

The gift committee will meet in early February to discuss future projects.

Thank you to the families who so generously donated to the memorial and Special Designated funds and to the committee members for all your hard work!

- Jill Sandvik, Chair

# Library

## 2022 Annual Report

The library was well used in 2022 hosting Wednesday Bible Study, staff meetings, and other gatherings.

We continue to subscribe to the following magazines: Living Lutheran, Gather (formally Lutheran Woman), Christian History, Biblical Archaeology Review, and Christianity Today.

The library displayed a nice selection of books and DVD's for the Advent/Christmas season and also decorated for Christmas.

We purchased six "Great Courses" series:

"The History and Archaeology of the Bible"

"The Book of Genesis"

"Great Figures of the New Testament"

"Understanding the Old Testament"

"Understanding the New Testament"

"How Jesus became God"

Each course is 24 lectures, running 30 minutes per lecture. They are available to be checked out for viewing.

We welcome donations of books, CD's, and DVD's of a religious nature. Please leave them in the church office with a note to donate.

- Submitted by Kathy Anderson

# Neighbors Helping Neighbors

## 2022 Annual Report

Our mission: Neighbors Helping Neighbors is a clothing thrift store, established in 1992, to help provide support to the community for those in need. It is run by an unpaid management team and a group of volunteers who give their time to operate and maintain the store. The inventory is made up of donations from neighboring communities. 100% of net proceeds are donated to local charities.

In 2022, Neighbors Helping Neighbors donated the following:

- \$1500 to White Bear Area Food Shelf
- \$1500 to Vadnais Heights Food Shelf
- \$1500 to North St. Paul Food Shelf
- \$1500 to Mahtomedi Food Shelf
- \$3000 to Pastor's Discretionary Fund
- \$2000 to Solid Ground
- \$1000 to White Bear Lake Senior Center Meals on Wheels
- \$150 to Relay for Life
- \$2000 to Tubman North Star Youth Outreach
- \$4000 to St. Andrew's Community Resource Center

Neighbors Helping Neighbors rents its space from St. Stephen Lutheran Church for \$500/month plus utilities.

Hours of operation are Tuesdays, Wednesdays, and Thursdays (10:00am-4:00pm) and Saturdays (10:00am-1:00pm); closed on most US-observed holidays, and, under some circumstances may be closed on other days.

- Submitted by Kathy Anderson

## Property

### 2022 Annual Report

The property committee was reorganized in 2022 and now includes Ken Smith (chair), Mike Trendera, Tom Scott, Ted Schaff, and Paul Swanson. Our approach is to keep a punch list of property related activities and to regularly get them completed. We aren't big on long meetings and rather focus on getting tasks completed in a reasonably timely manner. **We welcome anyone interested in completing or coordinating property improvements to join us (please contact Ken).**

In 2022 the furnaces in room 3, installed originally in 1962, were replaced. All furnace projects are supported by the capital fund and a furnace replacement plan was approved by the congregation at the 2020 annual meeting. Furnace room 2 is the last pending replacement and will be considered in 2023. Furnace replacements are supported using the capital fund. Note that we are likely facing significant capital projects in the next 5 to 10 years (roof and parking lot along with furnace room 2).

In 2022 (along with the furnaces in room 3):

1. The front canopy area was finished (asphalt next to the entry sidewalk, painting the metal supports, planting of more shrubs, planting on new grass and installation of the peace pole along with two benches).
2. A second peace pole was also installed near the rain garden and rear entrance
3. The ash tree in the north lawn was removed, the stump ground out and grass planted. The tree was split and posed a significant danger to our church structure if it fell. In 2023 we hope to plant up to four fairly large trees on the north lawn to provide shade for outdoor services and other events.
4. Our sewer line running from the church to the city sewer was blocked twice. Finally, it was determined that roots are growing in the gaps in the clay drain pipes where some shifting has occurred over the years. The cheapest solution is to (at least) annually pay to have a high pressure water jet clean out the roots in the line. A permanent solution, likely costing about \$20,000, is also possible (install a liner the full length of the drain pipes) but we will hold off on that for the time being.
5. We trimmed (extensively) the trees around the church and especially on the west side between the north and south entrances. Thanks to a great group of volunteers for helping with this work!

In 2023 we need to paint the youth building and make modest repairs to the siding and soffits as needed. This project will go much easier with a large group of volunteers! We also need to revisit roof estimates for both preventative maintenance and eventual phased replacement.

- Submitted by Ken Smith

## Relay for Life

### 2022 Annual Report

Thank you to everyone who contributed to the White Bear Lake Relay for Life. We came together as a church community in love and care for the neighbor through supporting the work of the American Cancer Society. Our team, Spirit of St. Stephen, raised \$5,800 – making us the #5 top fund raiser among the 30 teams participating in this year’s relay. Members and friends of St. Stephen purchased 241 luminaries which lined the



track – each one in honor of someone who has been diagnosed with cancer or in memory of someone who has died from it. The relay began by asking God’s blessing as Marla Amborn led the opening invocation. It was truly moving walking the track remembering and honoring those many loved ones. Nine people from St. Stephen served on the

Spirit of St. Stephen relay team including: Marla Amborn – Team Captain, Ted Field – Co-Captain, Viki and Dave Bosin, Nan DuChene, Karen Smith, Gretchen and Mike Trendera, and our biggest fund raiser – John Strand. Nine sponsors from our congregation contributed \$150 or more to this effort: Neighbor Helping Neighbor, Curt and Darlene Blegen, Dave and Viki Bosin, Brent and Betsy Clark, Betty Rombach, Dan and Judy Ruth, Paul and Karen Schultz, Ken and Karen Smith, and an anonymous donor. Thus far, the 2022 White Bear Relay for Life has brought in over \$104,000 with additional money still being tabulated. Together we made a significant contribution to raising money for cancer research and caring for cancer patients and their families. Thank you so much for supporting this ministry for our community!

- Submitted by Marla Amborn

## Senior Ministry

### 2022 Annual Report

- OWLS (Older Wiser Lutherans): Is a group of seniors that try to get together for activities. This past year we had lunch at the VFW and our Christmas party in December at the Lake Elmo Inn.
- Retiree's Breakfast: the second Thursday of the month we meet at Perkins on County Road D at 9:00am.
- WW Lunch Bunch: We are a group of widows and widowers who go out to lunch on the last Tuesday of every month.
- Fellowship Group: We are a group of seniors that meet weekly at 10:30am on Wednesdays. We have good conversation and lots of laughter.

If you are interested in any of our groups or have suggestions on places to go and things to do, please feel free to call me at 651-269-6122.

- Submitted by Judee Bramscher

## St. Stephen Social Media Report 2022 Annual Report

The St. Stephen online community saw growth in 2022 as church events, notice, and Christian content were posted for community members to share and interact with. There was an increase interest in in-person events as compared to 2021. Sunday worship services from the St. Stephen YouTube channel continued to be shared as links to Facebook to further grow viewership. This report highlights the statistics for the social media pages and demographics. Looking forward to what 2023 will bring!

### Facebook

Page Name: St. Stephen Lutheran Church – White Bear Lake, MN

- Number of Likes: 342 page likes
- Page reach increased 21% in 2022 compared to 2021
- Number of posts in 2022: 143 posts

### Instagram

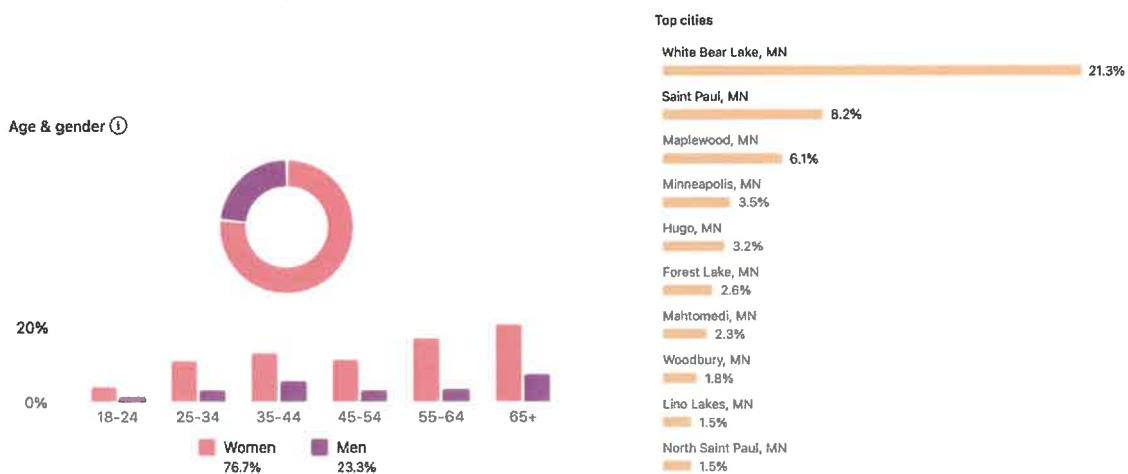
Username: ststephenwbl

- Number of followers: 59 followers
- Total Number of posts: 22 posts
- Page reach increased 5% in 2022 compared to 2021

### Top Performing Posts:

- Promoting Living Nativity event
- Promoting the Holly Boutique event
- Promoting the Music Festival and Auction event
- Sharing about the Nordic Walking Club
- Promoting Vacation Bible School

### Facebook and Instagram Audience





## **Staff Relations**

### **2022 Annual Report**

- Staff Relations is grateful to report another year with our core staff continuing to carry out their duties and responsibilities around the church.
- All full-time staff positions have remained unchanged through calendar year 2022.
- We experienced one resignation this fall with our newest hire, Greg, resigning from the part-time role of custodian. In lieu of hiring another part-time position, the church has contracted with a cleaning service that does a twice weekly cleaning of the main areas of the church. Paul continues to take great care of our Sanctuary and office areas. This solution has been successful and at a cost savings to the church. We will continue on a month to month contract for the time being.
- We are blessed to have so many talented people caring for the ministries of St. Stephen.

Respectfully submitted,

Kate Spencer - Chair, Staff Relations

## Tanzania

### 2022 Annual Report

In 2001, St. Stephen sent our first mission team to visit our sister congregation in Lukani, Tanzania. Since then, eight additional groups have traveled to Africa to continue building that relationship including a group of five this past year in May. We visited Lukani, touring the village with friends on Saturday May 28<sup>th</sup> and returning Sunday morning for worship. It was great to see everyone's smiling faces and learn about the current priorities for the village and parish.

Two of the needs highlighted during our visit were extending the water system to the last part of Lukani not currently served and funding the roof on a new boy's dorm at Makwema Secondary school (the Lukani village public high school). Overcrowding at the school is a serious problem and half the boys are forced to sleep in one of the classrooms each night, moving their belongings out of the way for class during the day. With the help of St. Stephen members, we were able to support this request. Building of the dorm is well underway with a dedication tentatively planned for January 7<sup>th</sup>.



Regarding a possible extension of the water system, Ken Smith will visit Lukani with five U of M engineering students January 6-8. This visit is part of the Design for Life class in the College of Science and Engineering, now in its eighth year. The goal is to design a system extension which, God willing, can be implemented in the coming months.



Sleeping in classroom at Makwema



New dorm under construction (November 2022)

If you're interested in tracking progress of the U of M group please visit our blog after December 29<sup>th</sup> at <https://z.umn.edu/TanzaniaBlog2022-23>. Please also mark your calendars for the evening of February 28, 2023, to attend student presentations at the U of M covering their trip and system designs.

As always, the St Stephen congregation continues to support secondary school scholarships for ~15 students per year with money from benevolence as well as individual contributions so ***thank you for your ongoing support.***

Bwana Yesu Asifiwe (Praise God)

- Submitted by Ken Smith

## Women in Ministry

### 2022 Annual Report

Women in Ministry no longer have bible studies or formal meetings. The following are the extra activities that continue to meet.

Kathy Anderson and Anita Schreader are Co-chairs of the Funeral Committee. There have been changes to reflect concerns over Covid but we continue to offer funeral lunches. There were six funerals handled. We continue to emphasize service as well as safety for all volunteers.

Our Quilting Group met January through early April. We had some quilts to distribute from 2021 so had about 45 quilts. They were divided between Solid Ground and Lutheran Social Services.

Our Holly Boutique was extremely successful. We were able to provide brunch and lunch menus along with a choice of packaged foods. We made about \$5,600 less expenses. We were able to donate the following:

- \$500 to White Bear Area Food Shelf
- \$500 to Tubman Alliance
- \$500 to Lutheran Social Services - Homeless Teens
- \$500 to Lutheran Social Services - Greatest Needs
- \$1,000 for 20 gift cards for Cub Foods
- \$500 to St. Stephen for debt reduction
- About \$1,400 was also used to cover the balance owing on the new refrigerator.
- We also mad a \$200 payment to Ukraine in March last year.

This year with the help of the congregation, we put together 34 cookie trays for our homebound members and cookies for the Living Nativity event.

Every month 25 to 30 cards are sent to members of St. Stephen who are on the prayer list.

- Respectfully submitted by Anita L. Schreader

## **Worship and Music**

### **2022 Annual Report**

We continued to discover what the new normal looks like post-pandemic, meaning we found some new things to try, set some things aside.

#### **Our organist explores the Old World:**

Our organist Cindy Bittner was able to finally take the sabbatical she had first planned for in 2020. Cindy spent her time at Kings College, Cambridge, England and reports that “...most of my visit was the glorious opportunity to attend daily Evensong with the traditional Anglican hymns, Psalmody, Magnificat, Nunc Dimittis, Anthems. It was more of a ‘high church’ experience in my reserved choral stall.” We’ve asked Cindy to consider making a travelog presentation in March 2023 of her time in England. During Cindy’s sabbatical, Garrit Lamain spent time at the organ and piano bench.

In 2023, St. Stephen looked for opportunities to collaborate and support programs between both St. Stephen and Redeemer Lutheran Church. One venture has been to combine choirs for several worship services: Good Friday and Thanksgiving, 2022. We thought the combined choirs were successful enough to schedule additional worship services, now Thanksgiving 2022 and Good Friday at Redeemer in 2023.

#### **Online Worship services are “normal”:**

We continue the video recording and online streaming of St. Stephen Sunday morning worship services from the sanctuary! Zach Van Dyke continues as our Digital Ministry Director and has enlisted very capable help in delivering a high-quality product! We’ve investigated the use additional equipment to record Wednesday services in the fellowship hall and summer outside worship services, but at this time, view the cost prohibitive.

The newer normal post pandemic also includes a trimmer worship Sunday morning service schedule more fitting to current worship service attendance—Sunday in-person worship is now a single service at 9:30.

#### **Successes**

- The Congregation’s ability to adapt to changing circumstances has been beautiful and amazing. Thank you.
- Summer Wednesday worship services continued out of doors with faithful worshippers.

#### **Challenges**

- There are steep learning curves with technology—we are always stretched to learn more, acquire more or upgrade digital equipment.
- We continue to evaluate the sustainability of both existing and new projects so they match our ability to support them with fewer volunteers and financial resources.

- Submitted by Anne Jackson and Brenda Steady, Co-Chairs

## **Youth Ministry**

### **Annual Report 2022**

- Missouri Mission Trip
- FMSC
- Winter Lock In (First one since 2019).
- Another year of Confirmation with Redeemer, along with adding Christ the King this year to the partnered Confirmation program.
- The Youth Group with Redeemer will be rotating monthly church to church.
- The Youth Group participants served pie at the Thanksgiving service.

- Submitted by John Rohr, Youth Liaison

# 2022 Church Council Nominating Committee Report

## NOMINATING COMMITTEE:

Members of the 2022 Nominating Committee were:

- Betsy Clark
- Cindy Scott
- Karen Smith

Nominees for the 2023 Nominating Committee requiring election by the congregation are:

- 1) Ken Smith (outgoing council member)
- 2) open
- 3) open

## COUNCIL:

Thanks to the following Council members who have served:

- Judee Bramscher – (served 1 year)
- Betsy Clark – (served 2 ½ years)
- Ken Smith – Past President 2022 (served 2 ½ years)
- Mira Stearns – President 2022 (served 3 years)

Continuing Council Members in 2023:

- Marla Amborn – President 2023 (term expires end of 2024)
- John Rohr (term expires end of 2024)

Nominees for 2023 Church Council requiring election by the congregation:

Three-Year Term expiring end of 2025:

- Ted Field
- Kathy Stickler
- Scott Ziemen

Two-Year Term expiring end of 2024:

- Bethany Zenner

One-Year Term expiring end of 2023:

- Denise Ashley
- Phyllis Ballata
- Cheryl Skrypez

Church Council Officers requiring election by the congregation:

- Ted Field, Vice President
- Betsy Clark, Council Secretary
- Patsy Olson, Treasurer
- Brad Wilm, Financial Secretary

Respectfully submitted,

Betsy Clark  
2022 Nominating Committee Chair

## **Incoming Church Council BIO's**

### **2022 Annual Report**

#### **Denise Ashley**

I've been a Lutheran all my life, and a member of St. Stephen for about 35 years. My husband, Dave and I have three daughters who grew up at St. Stephen. I started out teaching Vacation Bible School and then became the "Craft Lady" for VBS. I also taught Sunday School for several years and Dave and I led music for Sunday School as well. We also directed a Youth Choir for five years. I sing in the choir and in other musical groups. Along with others I have helped put together large events for women at St. Stephen. I am interested in serving on council because I would like to help keep St. Stephen a vibrant, welcoming place for people to gather and worship.

#### **Phyllis Ballata**

My family and I have been members of St. Stephen's for 40 years. My husband Paul was president of the Council when he died, my children have been active in the church all their lives, and I have been a professional musician here for children, youth, and adult choirs, for Bible School and Sunday School, and for special music for as long as we have been members. While I have been on the Council before, now that I am an older retired member serving in this way again is still possible, but the one year term is probably a good choice for me. I hope that you will feel free to let me know your concerns and ideas. Your insight into what is most helpful and important to St. Stephen's at this time in our life together is critical to the Council's direction and choices.

#### **Ted Field**

I strongly believe in and support St. Stephen's Christian family and our mission of bringing God's love to the world. I wish to serve on a leadership team responsible for the success of that mission. Since joining the church in 1989, I've had the honor of serving on three previous councils working to maintain our vision and values as the world and Christian community around us underwent change. The future holds similar challenges for us and I believe I can make positive contributions to how we best address those challenges.

#### **Cheryl Skrypez**

I've been a member of St. Stephen's since 2002. This will be my third time on council. I've been a liaison to Worship & Music and Adult Learning ministry teams in the past. I am also the Altar Guild lead. I live in Little Canada with my husband Mike and my dog Sophia. I have 2 adult stepchildren, one lives in Minneapolis and the other lives in Shanghai.

### **Katherine (Kathy) Stickler**

I've been a member of St. Stephen Church for over 35 years. I have lost count but I believe my oldest son was about three years old when we joined - so with a little math, I was able to figure it out. St. Stephens has been a vital part of my life through joy and sorrow. I consistently lean on what I have learned at St. Stephens including scripture, sermons, music and the great people that are members of the congregation. I lean during joy - spreading the word of God and I lean during sorrow when I need to reinforce my love for God. St. Stephen is the reason I have become a devout church-goer. The staff, council and congregation are supportive and treat everyone with respect. The sermons are always very insightful and there is never any pressure. I was asked to be a council member a few years ago and I had no idea what that meant. Yet, I knew I loved the church and wanted to do as much as I could to support it. I learned more than I imagined and feel I have so much more to contribute. I currently work at Securian Financial in Compliance as a Data Use Manager and prior to that I was a Technology Manager. I enjoy being a leader, helping others and focusing on the positives - a smile goes a long way and can be contagious. Thank you for your consideration.

### **Scott Zieman**

I grew up and graduated from White Bear Lake High School. I attended Redeemer Lutheran Church where I was confirmed and active in the youth group. After graduating from Bethel, I taught high school chemistry and physics in Texas, Arizona, and southern Minnesota. Since moving back home, I am married and live in White Bear. We like to be heavily involved in the community. I work nearby at both Century College and Liberty Classical Academy. I have worked many summers for Maplewood on their engineering department helping with road projects. My hobbies include sports, exercising, music, and theatre. I enjoy spending time with my wife, dogs, dad, and friends. I look forward to meeting new people and traveling to places different than Minnesota.



## **Treasurers 2022 Annual Report**

*The annual Report of the Church Treasurer for 2022 consists of the following items:*

*Balance Sheet*

*Budget vs Actual (Benevolence Fund)*

*Budget vs Actual (Capital Fund)*

*Budget vs (Cash Reserve Fund)*

*Budget vs Actual (Current Fund)*

*Special Designated Accounts*

*2023 Council Approved Proposed Budget Current, Benevolence, Capital and Cash Reserve Fund.*

*Balance Sheet: Under Current Assets we have cash assets totaling \$196,839.87. These cash assets consist of \$90,197.95 in our checking account; \$32,824.87 in our savings account; four CD's totaling \$48,317.05; and an Endowment Fund of ELCA with a balance of \$25,500.00. (This past year we raised an additional \$20,240.00 in cash donations for the sole purpose of having the minimum balance of \$25,000.00 to start this fund with the ELCA)*

*Benevolence Fund: Through pledged giving to our benevolence fund, we have been able to donate \$21,424.04 this past year to various non-profit organizations. We have a balance of \$667.11 remaining from our 2022 calendar year. I am very pleased to share with you that this past year we made donations to the St. Paul Ares Synod, Companion Congregation Lukani (Tanzania Scholarships and Tanzania Mission Trip, Tecate Orphanage and we provided camperships to Lake Wapogaset Summer Bible Camp. We also made a donation to Lutheran Social Services of \$2,699.00 for the Eastern Europe Disaster Relief Fund (Ukraine)*

*Capital Fund: Through pledged giving to our capital fund (22,331.83) and the income received from Neighbors Helping Neighbors (6,500.00) along with the carry over balance of (97,886.06) we ended with a balance of \$126,717.89 in the income portion of the capital Fund. This past year we were able to complete phase 2 of the furnace project at a cost of \$35,900.00; we had expenses totaling \$5,635.45 that were a result of two sewer issues this past year; and we spent 1,200.00 to remove a large tree on the north lawn. We also incurred a few smaller capital fund expenditures, which brings the total capital expenses for the year 2022 to \$45,947.03. This results in a remaining balance of \$80,770.86 for the 2022 calendar year.*

Cash Reserve Fund: This past year we were able to add an additional \$10,774.02 to our Cash Reserve Fund which existed of \$28,335.35 giving us a balance of \$39,109.37.

Current Fund: We continue to offer one Worship Service on Sunday and the GAP Worship Service on Wednesday Evenings. Most of our programming and special events continued this past year. However, this year we ended with a deficit of \$16,340.91. I find this troubling because we started out with an overage of \$9,139.16 going into the year 2022. We continue to look for ways to cut the expenses of the church while raising income so we can stop the yo-yo process of working with a current fund cash shortage. The easiest way to cut the budget would be to cut salaries and to cut ministry team programs and expenses. I hesitate to start that process without a solid plan in place because of the repercussions we may face by hasty actions. It was discussed that we create a Finance Committee whose specific purpose is to come up with a plan on how to decrease our expenses and to add to our income knowing in advance the affect it will have on ministry teams, preserving the traditions and ministry work that St. Stephen holds dear. The council approved this action and it was presented to the finance committee. Another action that has been in the planning is that St Stephen church council will be meeting with Pastor Justin Grimm and members of the congregation for a Visioning Retreat on Saturday, February 18<sup>th</sup>. This is certainly a good place to start discussions on how to work with our Current Funding Shortages as well as create a plan to represent the ministry services that St. Stephen would like to see in the upcoming future. Ted Field may have more details on the finance committee while presenting the 2023 proposed budget.

Special Designated Fund: The balance in the Special Designated Fund is **\$68,761.45**. This fund consists of several account categories. In our General Special Designated Accounts (800 account numbers) we have a balance of \$27,912.42. In the Funding Special Designated Accounts (810 account numbers) we have a balance of \$14,982.88. In our Tanzania Mission Special Designated Accounts (820 account numbers) we have a balance of \$11,638.32. In our Special Designated Memorial Accounts (830 account numbers) we have a balance of \$14,227.83.

It is my intent to continue to be transparent, to keep lines of communication open and to serve in the best interest of St. Stephen. Please contact me if you have any questions or concerns.

Respectfully Submitted,

Patsy Olson

**St. Stephen Lutheran Church**  
**Balance Sheet**  
As of December 31, 2022

**ASSETS**

**Current Assets**

**Checking/Savings**

**10 Bank Accounts**

11 MB Current Fund Checking	90,197.95
12 MB Savings	32,824.87
13 Svg MB CD 304928 80B	6,501.03
14 Svg MB CD 306508 86R	17,664.99
15 Svg MB CD 306509	19,151.03
16 Svg MB CD 3 Month	5,000.00
17 Endowment Fund of ELCA	25,500.00

**Total 10 Bank Accounts** 196,839.87

**Total Checking/Savings** 196,839.87

**Total Current Assets** 196,839.87

**Fixed Assets**

**20 Property**

21 Church Facility	1,326,700.00
22 Land	564,000.00
23 Other Buildings	24,000.00
24 Youth Building	474,000.00

**Total 20 Property** 2,388,700.00

**Total Fixed Assets** 2,388,700.00

**TOTAL ASSETS** 2,585,539.87

**LIABILITIES & EQUITY**

**Liabilities**

**Current Liabilities**

**Other Current Liabilities**

**Payroll Liabilities** -1,825.97

**Total Other Current Liabilities** -1,825.97

**Total Current Liabilities** -1,825.97

**Total Liabilities** -1,825.97

**Equity**

**Opening Balance Equity** 1,265,830.70

**Unrestricted Net Assets** 1,148,567.26

**Net Income** 172,967.88

**Total Equity** 2,587,365.84

**TOTAL LIABILITIES & EQUITY** 2,585,539.87

**St. Stephen Lutheran Church**  
**Budget vs. Actual (Benevolence Fund)**  
 January through December 2022

	<u>Jan - Dec 2022</u>	<u>Budget</u>	<u>\$ Over Budget</u>
<b>Ordinary Income/Expense</b>			
<b>Income</b>			
<b>500 Benevolence</b>			
<b>501 Benevolence Income</b>			
502 Benevolence Pledges	18,136.28	18,500.00	-363.72
503 Benevolence Other	2,699.00	0.00	2,699.00
504 Carryover Balance	1,249.87	1,249.87	0.00
501 Benevolence Income - Other	6.00	0.00	6.00
<b>Total 501 Benevolence Income</b>	<u>22,091.15</u>	<u>19,749.87</u>	<u>2,341.28</u>
<b>Total 500 Benevolence</b>	<u>22,091.15</u>	<u>19,749.87</u>	<u>2,341.28</u>
<b>Total Income</b>	<u>22,091.15</u>	<u>19,749.87</u>	<u>2,341.28</u>
<b>Gross Profit</b>	<u>22,091.15</u>	<u>19,749.87</u>	<u>2,341.28</u>
<b>Expense</b>			
<b>510 Benevolence Expense</b>			
511 Synod & ELCA	12,000.00	12,000.00	0.00
513 Camping Ministry	0.00	0.00	0.00
514 Wapogaset Bible Camp	125.00	0.00	125.00
515 Camperships	0.00	250.00	-250.00
516 Other Camping Ministries	0.00	0.00	0.00
517 Lutheran Social Service	0.00	0.00	0.00
519 Auction Charity	0.00	0.00	0.00
520 Companion Cong. Lukani	5,400.04	5,400.00	0.04
521 Tecate Mission	1,200.00	1,200.00	0.00
522 Food Shelf & Families	0.00	0.00	0.00
524 Benevolence Other	2,699.00	200.00	2,499.00
525 St. Stephen Youth Mission	0.00	0.00	0.00
<b>Total 510 Benevolence Expense</b>	<u>21,424.04</u>	<u>19,050.00</u>	<u>2,374.04</u>
<b>Total Expense</b>	<u>21,424.04</u>	<u>19,050.00</u>	<u>2,374.04</u>
<b>Net Ordinary Income</b>	<u>667.11</u>	<u>699.87</u>	<u>-32.76</u>
<b>Net Income</b>	<u><u>667.11</u></u>	<u><u>699.87</u></u>	<u><u>-32.76</u></u>

**St. Stephen Lutheran Church**  
**Budget vs. Actual (Capital Fund)**  
 January through December 2022

	<u>Jan - Dec 2022</u>	<u>Budget</u>	<u>\$ Over Budget</u>
<b>Ordinary Income/Expense</b>			
<b>Income</b>			
<b>600 Capital Fund</b>			
<b>601 Capital Fund Income</b>			
602 Neighbors Helping Neighbors	6,500.00	6,000.00	500.00
603 Capital Fund Envelope	22,331.83	25,000.00	-2,668.17
604 Capital Fund Other/Transfer	0.00	5,000.00	-5,000.00
605 Carryover Balance	97,886.06	97,886.06	0.00
601 Capital Fund Income - Other	0.00	0.00	0.00
<b>Total 601 Capital Fund Income</b>	<u>126,717.89</u>	<u>133,886.06</u>	<u>-7,168.17</u>
600 Capital Fund - Other	0.00	0.00	0.00
<b>Total 600 Capital Fund</b>	<u>126,717.89</u>	<u>133,886.06</u>	<u>-7,168.17</u>
<b>Total Income</b>	<u>126,717.89</u>	<u>133,886.06</u>	<u>-7,168.17</u>
<b>Gross Profit</b>	126,717.89	133,886.06	-7,168.17
<b>Expense</b>			
<b>605 Capital Fund Expenses</b>			
605.1 Capital Audio Video Exp	0.00	5,000.00	-5,000.00
605 Capital Fund Expenses - Other	45,947.03	32,000.00	13,947.03
<b>Total 605 Capital Fund Expenses</b>	<u>45,947.03</u>	<u>37,000.00</u>	<u>8,947.03</u>
<b>Total Expense</b>	<u>45,947.03</u>	<u>37,000.00</u>	<u>8,947.03</u>
<b>Net Ordinary Income</b>	<u>80,770.86</u>	<u>96,886.06</u>	<u>-16,115.20</u>
<b>Net Income</b>	<u><u>80,770.86</u></u>	<u><u>96,886.06</u></u>	<u><u>-16,115.20</u></u>

**St. Stephen Lutheran Church**  
**Budget vs. Actual (Cash Reserve Fund)**  
January through December 2022

	<u>Jan - Dec 2022</u>	<u>Budget</u>
Ordinary Income/Expense		
Income		
700 Cash Reserve Fund		
701.00 Cash Reserve Fund Income	10,774.02	12,000.00
702 Carryover Balance	28,335.35	28,335.35
<b>Total 700 Cash Reserve Fund</b>	<u>39,109.37</u>	<u>40,335.35</u>
<b>Total Income</b>	<u>39,109.37</u>	<u>40,335.35</u>
<b>Gross Profit</b>	<u>39,109.37</u>	<u>40,335.35</u>
<b>Net Ordinary Income</b>	<u>39,109.37</u>	<u>40,335.35</u>
<b>Net Income</b>	<u><u>39,109.37</u></u>	<u><u>40,335.35</u></u>

**St. Stephen Lutheran Church**  
**Current Inome & Expenses Compared to Last-Year**  
**January through December 2022**

	<u>Jan - Dec 2022</u>	<u>Jan - Dec 2021</u>	<u>\$ Change</u>	<u>% Change</u>
<b>Ordinary Income/Expense</b>				
<b>Income</b>				
<b>100 Income Accounts</b>				
101 Carry over Balance	9,139.16	20,614.74	-11,475.58	-55.67%
102 Envelope Income	279,509.07	341,935.40	-62,426.33	-18.26%
103 Loose Plate	4,025.34	4,760.36	-735.02	-15.44%
104 Sunday School	50.00	0.00	50.00	100.0%
105 Special Services	7,721.00	6,464.20	1,256.80	19.44%
106 Wednesday Evening Meal	2,663.54	2,569.80	93.74	3.65%
107 Rental	775.00	525.00	250.00	47.62%
108 NHN Utility Contribution	1,962.38	1,508.87	453.51	30.06%
109 Music Festival	5,297.11	0.00	5,297.11	100.0%
110 Thrivent Choice	817.00	641.00	176.00	27.46%
111 Altar Flowers & Spec Garden	2,385.00	1,358.12	1,026.88	75.61%
112 Coffee/Cookies	192.91	20.03	172.88	863.11%
113 Bank Interest	291.42	271.92	19.50	7.17%
114 Other Income	400.36	197.00	203.36	103.23%
115 Additional Income Needed	50,929.00	2,050.00	48,879.00	2,384.34%
<b>Total 100 Income Accounts</b>	<u>366,158.29</u>	<u>382,916.44</u>	<u>-16,758.15</u>	<u>-4.38%</u>
<b>Total Income</b>	<u>366,158.29</u>	<u>382,916.44</u>	<u>-16,758.15</u>	<u>-4.38%</u>
<b>Gross Profit</b>	<u>366,158.29</u>	<u>382,916.44</u>	<u>-16,758.15</u>	<u>-4.38%</u>
<b>Expense</b>				
<b>200 Budgeted Expenses</b>				
<b>Pastors &amp; Lay Staff</b>				
<b>Total Pastors &amp; Lay Staff</b>	<u>284,095.43</u>	<u>292,417.29</u>	<u>-8,321.86</u>	<u>-2.85%</u>
<b>300 Office Administration</b>				
<b>301 Postage</b>				
301.5 Postage - Covid Related	0.00	196.16	-196.16	-100.0%
301 Postage - Other	2,713.80	2,403.44	310.36	12.91%
<b>Total 301 Postage</b>	<u>2,713.80</u>	<u>2,599.60</u>	<u>114.20</u>	<u>4.39%</u>
<b>302 Equip &amp; Maint.</b>				
303 Copier & Printer Purchase	7,491.26	7,042.25	449.01	6.38%
305 Toner & other supplies	504.98	0.00	504.98	100.0%
<b>Total 302 Equip &amp; Maint.</b>	<u>7,996.24</u>	<u>7,042.25</u>	<u>953.99</u>	<u>13.55%</u>
<b>306 Computer Equip</b>				
308 Computer Maint	229.50	0.00	229.50	100.0%
309 Computer Software	1,576.48	663.51	912.97	137.6%
<b>Total 306 Computer Equip</b>	<u>1,805.98</u>	<u>663.51</u>	<u>1,142.47</u>	<u>172.19%</u>
311 Audio Visual Equip	0.00	38.64	-38.64	-100.0%
<b>313 Office Supplies</b>				
314 Copier & Printer Paper	1,274.44	537.45	736.99	137.13%
313 Office Supplies - Other	946.75	920.71	26.04	2.83%
<b>Total 313 Office Supplies</b>	<u>2,221.19</u>	<u>1,458.16</u>	<u>763.03</u>	<u>52.33%</u>
315 Printing	0.00	653.06	-653.06	-100.0%
316 Office Admin Other	6.19	0.00	6.19	100.0%
<b>Total 300 Office Administration</b>	<u>14,743.40</u>	<u>12,455.22</u>	<u>2,288.18</u>	<u>18.37%</u>
<b>320 Church Administration</b>				
321 Memberships	165.00	165.00	0.00	0.0%
322 Insurance	18,497.47	18,376.34	121.13	0.66%
323 Conventions	584.20	0.00	584.20	100.0%
324 Bank Fees	83.69	50.00	33.69	67.38%
325 Electronic Banking Fees	627.82	622.58	5.24	0.84%
326 Church Council	112.50	368.64	-256.14	-69.48%
327 Church Admin Other	0.00	100.00	-100.00	-100.0%

**St. Stephen Lutheran Church**  
**Current Inome & Expenses Compared to Last-Year**  
**January through December 2022**

	<u>Jan - Dec 2022</u>	<u>Jan - Dec 2021</u>	<u>\$ Change</u>	<u>% Change</u>
<b>Total 320 Church Administration</b>	20,070.68	19,682.56	388.12	1.97%
<b>330 Church Operations</b>				
<b>331 Natural Gas</b>	12,717.12	7,097.42	5,619.70	79.18%
<b>332 Electricity</b>	11,928.30	10,157.72	1,770.58	17.43%
<b>333 Communications</b>				
<b>334 Telephone</b>	1,216.89	1,288.32	-71.43	-5.54%
<b>335 Internet</b>	2,678.14	2,155.93	522.21	24.22%
<b>336 WEB Host</b>	749.00	1,418.00	-669.00	-47.18%
<b>Total 333 Communications</b>	4,644.03	4,862.25	-218.22	-4.49%
<b>337 Water / Sewer</b>	522.42	327.69	194.73	59.43%
<b>338 Security</b>	474.40	451.88	22.52	4.98%
<b>339 Church Operations Other</b>	0.00	309.99	-309.99	-100.0%
<b>Total 330 Church Operations</b>	30,286.27	23,206.95	7,079.32	30.51%
<b>340 Maintenance</b>				
<b>341 Kitchen</b>	108.70	90.61	18.09	19.97%
<b>343 Snowplowing</b>	2,750.00	3,495.14	-745.14	-21.32%
<b>344 Lawn Supplies</b>	520.99	591.92	-70.93	-11.98%
<b>345 Repairs</b>	519.70	297.98	221.72	74.41%
<b>346 Custodial Supplies</b>	1,404.12	1,322.27	81.85	6.19%
<b>346.5 Custodial Supplies Covid</b>	0.00	24.98	-24.98	-100.0%
<b>347 Garbage</b>	6,121.36	4,564.78	1,556.58	34.1%
<b>348 Pest Control</b>	110.00	831.60	-721.60	-86.77%
<b>349 Maintenance Other</b>	450.00	0.00	450.00	100.0%
<b>Total 340 Maintenance</b>	11,984.87	11,219.28	765.59	6.82%
<b>350 Children's Ministry</b>				
<b>352 Curriculum</b>	119.55	146.35	-26.80	-18.31%
<b>353 Supplies</b>	15.74	137.12	-121.38	-88.52%
<b>354 Bibles</b>	0.00	106.34	-106.34	-100.0%
<b>355 Resources</b>	199.00	255.02	-56.02	-21.97%
<b>357 Baptism Gifts</b>	0.00	18.03	-18.03	-100.0%
<b>359 Vacation Bible School</b>	779.95	248.05	531.90	214.43%
<b>361 Library</b>	75.00	19.95	55.05	275.94%
<b>365 Children's Ministry Other</b>	0.00	52.84	-52.84	-100.0%
<b>Total 350 Children's Ministry</b>	1,189.24	983.70	205.54	20.9%
<b>370 Youth Ministry</b>				
<b>371 General</b>	135.98	228.61	-92.63	-40.52%
<b>372 Sixth Grade Events</b>	0.00	121.14	-121.14	-100.0%
<b>373 Middle School Events</b>	0.00	100.00	-100.00	-100.0%
<b>374 Senior High Events</b>	0.00	70.39	-70.39	-100.0%
<b>376 Confirmation</b>	513.09	312.96	200.13	63.95%
<b>378 Program Devel &amp; Promotions</b>	46.80	0.00	46.80	100.0%
<b>379 Graduation Gifts</b>	0.00	35.97	-35.97	-100.0%
<b>380 Education</b>	110.00	0.00	110.00	100.0%
<b>381 Chaperone Expenses</b>	0.00	438.80	-438.80	-100.0%
<b>Total 370 Youth Ministry</b>	805.87	1,307.87	-502.00	-38.38%
<b>400 Worship &amp; Music</b>				
<b>401 General</b>	0.00	18.85	-18.85	-100.0%
<b>403 Bulletins</b>	0.00	34.96	-34.96	-100.0%
<b>404 Communion Supply</b>	257.62	168.02	89.60	53.33%
<b>404.5 Communion Supply Covid</b>	0.00	146.89	-146.89	-100.0%
<b>405 Candles</b>	453.80	413.30	40.50	9.8%
<b>406 Christmas Decorations</b>	703.82	0.00	703.82	100.0%
<b>407 Organ &amp; Piano Tuning</b>	2,344.00	856.00	1,488.00	173.83%
<b>408 Flowers</b>	3,264.28	1,731.99	1,532.29	88.47%



**St. Stephen Lutheran Church**  
**Current Inome & Expenses Compared to Last-Year**  
**January through December 2022**

	<u>Jan - Dec 2022</u>	<u>Jan - Dec 2021</u>	<u>\$ Change</u>	<u>% Change</u>
409 Worship Resources	22.22	893.21	-870.99	-97.51%
409.1 Worship Resources	896.33	0.00	896.33	100.0%
409.2 Digital Subscriptions	715.00	168.58	546.42	324.13%
409.3 Random AV Hardware	36.46	814.76	-778.30	-95.53%
409.50 Worship Resources Covid	0.00	898.06	-898.06	-100.0%
410 Copyright	876.00	852.00	24.00	2.82%
413 Special Music	39.99	0.00	39.99	100.0%
414 School Year Events	106.68	47.55	59.13	124.35%
415 Summer Events	208.16	0.00	208.16	100.0%
416 Worship & Music Other	31.96	0.00	31.96	100.0%
<b>Total 400 Worship &amp; Music</b>	<u>9,956.32</u>	<u>7,044.17</u>	<u>2,912.15</u>	<u>41.34%</u>
<b>420 Evangelism</b>				
423 Advertising	2,232.85	2,194.25	38.60	1.76%
424 Live Nativity	1,056.93	555.75	501.18	90.18%
425 Trunks N Treats	132.53	0.00	132.53	100.0%
427 Evangelism Other	750.00	0.00	750.00	100.0%
<b>Total 420 Evangelism</b>	<u>4,172.31</u>	<u>2,750.00</u>	<u>1,422.31</u>	<u>51.72%</u>
<b>430 Fellowship</b>				
431 Fellowship General	21.96	0.00	21.96	100.0%
433 Coffee & Cookies	949.63	0.00	949.63	100.0%
434 Special Fellowship Events	19.98	0.00	19.98	100.0%
436 Music Festival & Auction	562.51	0.00	562.51	100.0%
437 Wed Evening Meal	2,856.60	2,023.23	833.37	41.19%
438 Rally Day Sunday	412.21	238.19	174.02	73.06%
<b>Total 430 Fellowship</b>	<u>4,822.89</u>	<u>2,261.42</u>	<u>2,561.47</u>	<u>113.27%</u>
<b>440 Stewardship</b>				
441 Stewardship General	371.92	0.00	371.92	100.0%
442 Envelopes	0.00	448.82	-448.82	-100.0%
<b>Total 440 Stewardship</b>	<u>371.92</u>	<u>448.82</u>	<u>-76.90</u>	<u>-17.13%</u>
<b>Total 200 Budgeted Expenses</b>	<u>382,499.20</u>	<u>373,777.28</u>	<u>8,721.92</u>	<u>2.33%</u>
<b>Total Expense</b>	<u>382,499.20</u>	<u>373,777.28</u>	<u>8,721.92</u>	<u>2.33%</u>
<b>Net Ordinary Income</b>	<u>-16,340.91</u>	<u>9,139.16</u>	<u>-25,480.07</u>	<u>-278.8%</u>
<b>Net Income</b>	<u>-16,340.91</u>	<u>9,139.16</u>	<u>-25,480.07</u>	<u>-278.8%</u>

**St. Stephen Lutheran Church**  
**Special Designated Accounts**  
January through December 2022

Jan - Dec 22

Other Income/Expense

Other Income

800 Special Designated Fund

800.01 Special Designated Accts

800.20 Adult Learning	357.95
800.25 Advent Candles	0.00
800.30 Audio/visual/Sound	370.89
800.35 Digital Ministry	4,535.76
800.40 Bell Choir	171.21
800.45 Bibles	20.00
800.50 Boutique	2,421.90
800.55 Brass Act Band	194.32
800.70 Children's Ministries	1,073.87
800.75 Childrens' Library	100.00
800.78 Cindy's 25th Anniversary	0.00
800.80 Popcorn Fundraiser	0.00
800.85 Christmas Stories Vol 2	120.00
801.40 Cruisers	2,905.30
801.45 Womens Tea	151.42
801.50 OBSOLETEEaster/Christmas	0.00
801.70 Food Shelf	139.00
802.15 General Spec Desig Fund	-46.68
802.20 Kitchen	-125.43
802.21 Kitchen Refrigerator	-2,104.55
802.25 Landscaping	-690.15
802.30 Library	-325.38
802.40 Nursery	185.29
802.45 156 CD Fundraiser	260.00
802.60 Pastor's Discretionary	7,359.55
802.70 Pastor's Gifts	1,143.00
802.80 Photo Directory	-70.00
802.90 Prayer Shawl Ministry	25.00
803.10 Progresive Dinner	410.93
803.55 OWLS, Senior Retirees	118.97
803.75 Relay for Life - Youth	255.00
804.30 Superbowl Fundraiser	0.00
804.40 Tables and Chairs	160.00
804.50 Thanksgiving Meal	0.00
804.70 Wedding & Funeral Fund	2,885.29
804.80 WELCA (funerals)	769.85
804.85 Yogadevotion	32.50
805.15 Confirmation	664.43
805.30 Youth General	806.45
805.31 Summer Stretch	0.00
805.3KF Farmer, Kylee	0.00
805.3LK Klingbell, Brianna	0.00
805.40 Youth Gathering Trip	0.00
805.45 Youth Mission Trip 2023	385.09
805.47 Youth Mission Trip - Tec	1,531.64
805.48 Youth Mission Trip 2022	-680.00

Total 800.01 Special Designated Accts 25,512.42

810.00 Funding Accounts

810.10 Youth Scholarship Univ	1,858.14
810.20 Anonymous	300.00
810.20 Youth Scholar Pd Prog	0.00

**St. Stephen Lutheran Church**  
**Special Designated Accounts**  
January through December 2022

	<u>Jan - Dec 22</u>
810.40 General Endowment Fund	390.00
810.50 Punky Jackson Children's	2,601.69
810.60 Smith Family Fund	3,143.48
810.80 Window Lighting Fund	6,189.57
<b>Total 810.00 Funding Accounts</b>	<b>14,482.88</b>
<b>820 Tanzania Accounts</b>	
820.05 Tanzania General Fund	2,040.98
820.10 Tanzania Mission Trip	-75.67
820.15 Tz Basket Fund	130.00
820.20 Tanzania Scholarship Fd	9,067.67
820.40 Tanzania Medical Spis	100.00
820.50 Lukani Motorbike	0.00
820.60 Pastor Comoro Visit	363.44
820.80 Children's Offering	11.90
<b>Total 820 Tanzania Accounts</b>	<b>11,638.32</b>
<b>825 Tecate Accounts</b>	
825.10 Tecate Mission Trip	2,900.00
825.30 Tecate Orphanage Support	0.00
<b>Total 825 Tecate Accounts</b>	<b>2,900.00</b>
<b>830 Special Des Memorial Accts</b>	
830.24 Appel, Dorothy Memorial	0.00
830.26 Bendickson Joan Memorial	2,246.97
830.27 Bendickson, Don Memorial	185.00
830.28 Benson, Lowell Memorial	0.00
830.29 Berntson, Ozzie Memorial	175.00
830.31 Bathen, Jeff Mem	515.00
830.32 Bathen, Marge Memorial	380.00
830.33 Branwall, Arlene Memoria	7.29
830.39 Brosi, Lois Memorial	70.00
830.73 Geisler, Memorial	0.00
830.76 Claassen, Helen Memorial	1,605.00
830.94 Demarey, Sedelle Memoria	0.00
830.98 Dignin, Mary & Mel Mem	0.00
830.99 Farmer, John Memorial	0.00
831.00 Felland, Gordon Memorial	0.00
831.01 Freshwater, Joan Memoria	145.00
831.03 Hondlik, Ed Memorial Fun	0.00
831.22 Johnson, Elaine Memorial	496.00
831.40 General Memorial Fund	1,894.67
831.75 Garrett, Mavis Memorial	875.00
831.76 Garrett, Bruce Mem	210.90
831.77 Garrett Tom, Memorial	623.00
831.79 Gates, Beverly Memorial	590.00
831.83 Geyer, Bob Memorial	1,135.00
831.91 Holton, Harold Mem	0.00
831.93 Jensen, Arnie Memorial	0.00
831.95 King Marge Memorial	1,124.00
831.97 Krey, Paul Memorial	0.00
832.43 Arlin Moeller Memorial	250.00
832.44 Ester Molitor Mem Fund	0.00
832.51 Moren, Tom Memorial	255.00
832.71 Parker, Charlie Memorial	0.00
832.81 Peck, Wendell Mem	0.00
832.83 Peck, Lorna Mem	0.00
832.85 Peterson Gladys Memorial	330.00

**St. Stephen Lutheran Church**  
**Special Designated Accounts**  
January through December 2022

	<u>Jan - Dec 22</u>
832.95 Redepenning, Floyd Mem	400.00
833.05 Ranalls, Eileen Memorial	400.00
833.23 Skudlarski Julie Memoria	315.00
833.30 Olson, M Memorial	0.00
833.31 Westeberg, Dean Mem	0.00
833.69 Caroline Felland Mem	0.00
833.74 Larry Ogden Memorial	0.00
833.75 Jack Gerver Memorial	0.00
<b>Total 830 Special Des Memorial Accts</b>	<u>14,227.83</u>
<b>Total 800 Special Designated Fund</b>	<u>68,761.45</u>
<b>Total Other Income</b>	<u>68,761.45</u>
<b>Net Other Income</b>	<u>68,761.45</u>
<b>Net Income</b>	<u><u>68,761.45</u></u>

**St. Stephen Lutheran Church  
Budget vs Actual (Current Fund)**

January through December 2022

				Council Approved Selective 2% Raise Proposed
		Jan - Dec 2022	2022 Budget	2023 Budget
<b>Ordinary Income/Expense</b>				
<b>Income</b>				
<b>100 Income Accounts</b>				
	101 Carry over Balance	9,139.16	9,139.16	-16,340.91
	102 Envelope Income	279,509.07	320,679.00	308,405.22
	103 Loose Plate	4,025.34	6,000.00	8,000.00
	103.5 2019 Income Received 2020	0.00	0.00	0.00
	104 Sunday School	50.00	0.00	0.00
	105 Special Services	7,721.00	11,000.00	9,500.00
	106 Wednesday Evening Meal	2,663.54	3,600.00	2,500.00
	107 Rental	775.00	1,000.00	1,000.00
	108 NHN Utility Contribution	1,962.38	2,100.00	2,200.00
	109 Music Festival	5,297.11	0.00	5,000.00
	110 Thrivent Choice	817.00	1,000.00	500.00
	111 Altar Flowers & Spec Garden	2,385.00	1,200.00	2,200.00
	112 Coffee/Cookies	192.91	250.00	200.00
	113 Bank Interest	291.42	250.00	275.00
	114 Other Income	400.36	250.00	225.00
	115 Additional Income Needed	50,929.00	54,245.33	77,778.15
	116 Paycheck Protection Program	0.00	0.00	0.00
	116.5 PPP Loan Forgiveness	0.00	0.00	0.00
	<b>Total 100 Income Accounts</b>	<b>366,158.29</b>	<b>410,713.49</b>	<b>401,442.46</b>
	<b>Total Income</b>	<b>366,158.29</b>	<b>410,713.49</b>	<b>401,442.46</b>
	<b>Gross Profit</b>	<b>366,158.29</b>	<b>410,713.49</b>	<b>401,442.46</b>
<b>Expense</b>				
<b>200 Budgeted Expenses</b>				
<b>Pastors &amp; Lay Staff</b>				
	<b>Total Pastors &amp; Lay Staff</b>	<b>284,095.43</b>	<b>321,648.49</b>	<b>298,897.46</b>
<b>300 Office Administration</b>				
<b>301 Postage</b>				
	301.5 Postage - Covid Related	0.00	0.00	0.00
	301 Postage - Other	2,713.80	2,700.00	2,800.00
	<b>Total 301 Postage</b>	<b>2,713.80</b>	<b>2,700.00</b>	<b>2,800.00</b>
<b>302 Equip &amp; Maint.</b>				
	303 Copier & Printer Purchase	7,491.26	7,000.00	8,000.00
	304 Maint Service	0.00	0.00	0.00
	305 Toner & other supplies	504.98	0.00	0.00
	<b>Total 302 Equip &amp; Maint.</b>	<b>7,996.24</b>	<b>7,000.00</b>	<b>8,000.00</b>
<b>306 Computer Equip</b>				
	307 Computer Equip Purchase	0.00	1,000.00	1,000.00
	308 Computer Maint	229.50	750.00	750.00
	309 Computer Software	1,576.48	750.00	2,000.00
	309.5 Computer Software - Covid	0.00	0.00	0.00
	310 Computer Equip Other	0.00	250.00	250.00
	<b>Total 306 Computer Equip</b>	<b>1,805.98</b>	<b>2,750.00</b>	<b>4,000.00</b>
<b>311 Audio Visual Equip</b>				
	312 Equip Maint & Other	0.00	0.00	0.00
	311 Audio Visual Equip - Other	0.00	500.00	0.00
	<b>Total 311 Audio Visual Equip</b>	<b>0.00</b>	<b>500.00</b>	<b>0.00</b>
<b>313 Office Supplies</b>				
	313.5 Office Supplies - Covid	0.00	0.00	0.00

## St. Stephen Lutheran Church Budget vs Actual (Current Fund)

January through December 2022

		Jan - Dec 2022	2022 Budget	Proposed 2023 Budget
	314 Copier & Printer Paper	1,274.44	750.00	1,400.00
	313 Office Supplies - Other	946.75	1,000.00	1,000.00
	<b>Total 313 Office Supplies</b>	<b>2,221.19</b>	<b>1,750.00</b>	<b>2,400.00</b>
	315 Printing	0.00	650.00	650.00
	316 Office Admin Other	6.19	0.00	0.00
	<b>Total 300 Office Administration</b>	<b>14,743.40</b>	<b>15,350.00</b>	<b>17,850.00</b>
	<b>320 Church Administration</b>			
	321 Memberships	165.00	200.00	200.00
	322 Insurance	18,497.47	18,400.00	19,000.00
	323 Conventions	584.20	500.00	500.00
	324 Bank Fees	83.69	75.00	75.00
	325 Electronic Banking Fees	627.82	625.00	650.00
	326 Church Council	112.50	300.00	200.00
	327 Church Admin Other	0.00	100.00	100.00
	320 Church Administration - Other	0.00	0.00	0.00
	<b>Total 320 Church Administration</b>	<b>20,070.68</b>	<b>20,200.00</b>	<b>20,725.00</b>
	<b>330 Church Operations</b>			
	331 Natural Gas	12,717.12	7,500.00	13,000.00
	332 Electricity	11,928.30	10,000.00	13,000.00
	<b>333 Communications</b>			
	334 Telephone	1,216.89	1,320.00	1,320.00
	335 Internet	2,678.14	2,300.00	2,700.00
	336 WEB Host	749.00	1,430.00	800.00
	333 Communications - Other	0.00	0.00	0.00
	<b>Total 333 Communications</b>	<b>4,644.03</b>	<b>5,050.00</b>	<b>4,820.00</b>
	337 Water / Sewer	522.42	425.00	550.00
	338 Security	474.40	500.00	500.00
	339 Church Operations Other	0.00	0.00	0.00
	330 Church Operations - Other	0.00	0.00	0.00
	<b>Total 330 Church Operations</b>	<b>30,286.27</b>	<b>23,475.00</b>	<b>31,870.00</b>
	<b>340 Maintenance</b>			
	341 Kitchen	108.70	100.00	100.00
	342 Mats & Mops	0.00	0.00	0.00
	343 Snowplowing	2,750.00	2,750.00	2,750.00
	344 Lawn Supplies	520.99	600.00	600.00
	345 Repairs	519.70	300.00	300.00
	346 Custodial Supplies	1,404.12	1,200.00	1,500.00
	346.5 Custodial Supplies Covid	0.00	0.00	0.00
	347 Garbage	6,121.36	5,040.00	6,250.00
	348 Pest Control	110.00	500.00	500.00
	349 Maintenance Other	450.00	0.00	0.00
	340 Maintenance - Other	0.00	0.00	0.00
	<b>Total 340 Maintenance</b>	<b>11,984.87</b>	<b>10,490.00</b>	<b>12,000.00</b>
	<b>350 Children's Ministry</b>			
	351 General	0.00	125.00	125.00
	351.5 General - Covid	0.00	0.00	0.00
	352 Curriculum	119.55	200.00	200.00
	353 Supplies	15.74	100.00	100.00
	354 Bibles	0.00	75.00	75.00
	355 Resources	199.00	275.00	275.00
	356 Cradle Roll	0.00	100.00	100.00
	357 Baptism Gifts	0.00	75.00	75.00
	358 Christmas Program	0.00	50.00	50.00
	359 Vacation Bible School	779.95	900.00	1,200.00

## St. Stephen Lutheran Church Budget vs Actual (Current Fund)

January through December 2022

				Proposed
		Jan - Dec 2022	2022 Budget	2023 Budget
	<b>360 Family Ministry</b>	0.00	0.00	0.00
	<b>361 Library</b>	75.00	75.00	75.00
	<b>362 Wed Night Program</b>	0.00	0.00	0.00
	<b>363 Nursery</b>	0.00	0.00	0.00
	<b>364 Teacher Trng &amp; Recognition</b>	0.00	25.00	25.00
	<b>365 Children's Ministry Other</b>	0.00	0.00	0.00
	<b>350 Children's Ministry - Other</b>	0.00	0.00	0.00
	<b>Total 350 Children's Ministry</b>	1,189.24	2,000.00	2,300.00
	<b>370 Youth Ministry</b>			
	<b>371 General</b>	135.98	350.00	200.00
	<b>371.5 General - Covid</b>	0.00	0.00	0.00
	<b>372 Sixth Grade Events</b>	0.00	100.00	50.00
	<b>373 Middle School Events</b>	0.00	100.00	50.00
	<b>374 Senior High Events</b>	0.00	400.00	200.00
	<b>375 TIM Team Events</b>	0.00	0.00	0.00
	<b>376 Confirmation</b>	513.09	600.00	600.00
	<b>377 Seventh Grade Bibles</b>	0.00	150.00	100.00
	<b>378 Program Devel &amp; Promotions</b>	46.80	0.00	0.00
	<b>379 Graduation Gifts</b>	0.00	200.00	200.00
	<b>380 Education</b>	110.00	0.00	150.00
	<b>381 Chaperone Expenses</b>	0.00	500.00	500.00
	<b>382 Youth Ministry Other</b>	0.00	0.00	0.00
	<b>383 National Youth Gathering</b>	0.00	1,000.00	0.00
	<b>370 Youth Ministry - Other</b>	0.00	0.00	0.00
	<b>Total 370 Youth Ministry</b>	805.87	3,400.00	2,050.00
	<b>400 Worship &amp; Music</b>			
	<b>401 General</b>	0.00	350.00	100.00
	<b>402 Choir Music</b>	0.00	100.00	100.00
	<b>403 Bulletins</b>	0.00	200.00	200.00
	<b>404 Communion Supply</b>	257.62	350.00	300.00
	<b>404.5 Communion Supply Covid</b>	0.00	0.00	0.00
	<b>405 Candles</b>	453.80	300.00	500.00
	<b>406 Christmas Decorations</b>	703.82	400.00	725.00
	<b>407 Organ &amp; Piano Tuning</b>	2,344.00	800.00	2,400.00
	<b>408 Flowers</b>	3,264.28	1,750.00	1,750.00
	<b>409 Worship Resources</b>	22.22	1,000.00	50.00
	<b>409.1 Worship Resources</b>	896.33	0.00	950.00
	<b>409.2 Digital Subscriptions</b>	715.00	300.00	725.00
	<b>409.3 Random AV Hardware</b>	36.46	1,000.00	300.00
	<b>409.50 Worship Resources Covid</b>	0.00	0.00	0.00
	<b>410 Copyright</b>	876.00	875.00	900.00
	<b>411 Robe Cleaning</b>	0.00	0.00	0.00
	<b>412 Supply Organist</b>	0.00	0.00	0.00
	<b>413 Special Music</b>	39.99	200.00	100.00
	<b>414 School Year Events</b>	106.68	0.00	125.00
	<b>415 Summer Events</b>	208.16	200.00	200.00
	<b>416 Worship &amp; Music Other</b>	31.96	0.00	0.00
	<b>400 Worship &amp; Music - Other</b>	0.00	0.00	0.00
	<b>Total 400 Worship &amp; Music</b>	9,956.32	7,825.00	9,425.00
	<b>420 Evangelism</b>			
	<b>421 Evangelism General</b>	0.00	0.00	0.00
	<b>422 Evangelism Ministry Team</b>	0.00	0.00	0.00
	<b>423 Advertising</b>	2,232.85	2,300.00	2,300.00
	<b>423.5 Advertising Covid</b>	0.00	0.00	0.00
	<b>424 Live Nativity</b>	1,056.93	725.00	1,100.00

## St. Stephen Lutheran Church Budget vs Actual (Current Fund)

January through December 2022

				Proposed
		Jan - Dec 2022	2022 Budget	2023 Budget
	425 Trunks N Treats	132.53	200.00	150.00
	426 Nite to Unite	0.00	250.00	250.00
	427 Evangelism Other	750.00	0.00	250.00
	427.5 Evangelism Covid	0.00	0.00	0.00
	420 Evangelism - Other	0.00	0.00	0.00
	<b>Total 420 Evangelism</b>	<b>4,172.31</b>	<b>3,475.00</b>	<b>4,050.00</b>
	<b>430 Fellowship</b>			
	431 Fellowship General	21.96	0.00	0.00
	431.5 Fellowship Covid	0.00	0.00	0.00
	432 Senior & Retirees	0.00	0.00	0.00
	433 Coffee & Cookies	949.63	150.00	950.00
	434 Special Fellowship Events	19.98	0.00	0.00
	435 Progressive Dinner	0.00	0.00	0.00
	436 Music Festival & Auction	562.51	0.00	0.00
	437 Wed Evening Meal	2,856.60	2,000.00	500.00
	438 Rally Day Sunday	412.21	250.00	425.00
	439 Fellowship Other	0.00	0.00	0.00
	430 Fellowship - Other	0.00	0.00	0.00
	<b>Total 430 Fellowship</b>	<b>4,822.89</b>	<b>2,400.00</b>	<b>1,875.00</b>
	<b>440 Stewardship</b>			
	441 Stewardship General	371.92	0.00	400.00
	441.5 Stewardship General Covid	0.00	450.00	0.00
	442 Envelopes	0.00	0.00	0.00
	440 Stewardship - Other	0.00	0.00	0.00
	<b>Total 440 Stewardship</b>	<b>371.92</b>	<b>450.00</b>	<b>400.00</b>
	<b>450 Congregation &amp; Com Ministry</b>			
	452 Foodshelf & Families	0.00	0.00	0.00
	453 Befrienders	0.00	0.00	0.00
	455 Cong & Com Ministry Other	0.00	0.00	0.00
	450 Congregation & Com Ministry - Other	0.00	0.00	0.00
	<b>Total 450 Congregation &amp; Com Ministry</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
	456 Adult Learning	0.00	0.00	0.00
	<b>Total 200 Budgeted Expenses</b>	<b>382,499.20</b>	<b>410,713.49</b>	<b>401,442.46</b>
	<b>Total Expense</b>	<b>382,499.20</b>	<b>410,713.49</b>	<b>401,442.46</b>
	<b>Net Ordinary Income</b>	<b>-16,340.91</b>	<b>0.00</b>	<b>0.00</b>
	<b>Net Income</b>	<b>-16,340.91</b>	<b>0.00</b>	<b>0.00</b>



## St. Stephen Lutheran Church Budget vs. Actual (Benevolence Fund)

January through December 2022

				Council Approved		
				Jan - Dec 22	2022 Budget	2023 Proposed Budget
<b>Ordinary Income/Expense</b>						
<b>Income</b>						
<b>500 Benevolence</b>						
<b>501 Benevolence Income</b>						
<b>502 Benevolence Pledges</b>				18,136.28	18,500.00	20,448.78
<b>503 Benevolence Other</b>				2,699.00	0.00	0.00
<b>504 Carryover Balance</b>				1,249.87	1,249.87	0.00
<b>501 Benevolence Income - Other</b>				6.00	0.00	0.00
<b>Total 501 Benevolence Income</b>				<b>22,091.15</b>	<b>19,749.87</b>	<b>20,448.78</b>
<b>Total 500 Benevolence</b>				<b>22,091.15</b>	<b>19,749.87</b>	<b>20,448.78</b>
<b>Total Income</b>				<b>22,091.15</b>	<b>19,749.87</b>	<b>20,448.78</b>
<b>Gross Profit</b>				<b>22,091.15</b>	<b>19,749.87</b>	<b>20,448.78</b>
<b>Expense</b>						
<b>510 Benevolence Expense</b>						
<b>511 Synod &amp; ELCA</b>				12,000.00	12,000.00	12,000.00
<b>513 Camping Ministry</b>				0.00	0.00	0.00
<b>514 Wapogaset Bible Camp</b>				125.00	0.00	125.00
<b>515 Camperships</b>				0.00	250.00	250.00
<b>516 Other Camping Ministries</b>				0.00	0.00	0.00
<b>517 Lutheran Social Service</b>				0.00	0.00	0.00
<b>519 Auction Charity</b>				0.00	0.00	0.00
<b>520 Companion Cong. Lukani</b>				5,400.04	5,400.00	3,600.00
<b>521 Tecate Mission</b>				1,200.00	1,200.00	1,200.00
<b>522 Food Shelf &amp; Families</b>				0.00	0.00	0.00
<b>524 Benevolence Other</b>				2,699.00	200.00	0.00
<b>525 St. Stephen Youth Mission</b>				0.00	0.00	0.00
<b>Total 510 Benevolence Expense</b>				<b>21,424.04</b>	<b>19,050.00</b>	<b>17,175.00</b>
<b>Total Expense</b>				<b>21,424.04</b>	<b>19,050.00</b>	<b>17,175.00</b>
<b>Net Ordinary Income</b>				<b>667.11</b>	<b>699.87</b>	<b>3,273.78</b>
<b>Net Income</b>				<b>667.11</b>	<b>699.87</b>	<b>3,273.78</b>

**St. Stephen Lutheran Church  
 Budget vs. Actual (Capital Fund)**

January through December 2022

				<b>Council Approved Proposed</b>		
				<b>Jan - Dec 2022</b>	<b>2022 Budget</b>	<b>2023 Budget</b>
<b>Ordinary Income/Expense</b>						
<b>Income</b>						
<b>600 Capital Fund</b>						
<b>601 Capital Fund Income</b>						
<b>602 Neighbors Helping Neighbors</b>				6,500.00	6,000.00	5,500.00
<b>603 Capital Fund Envelope</b>				22,331.83	25,000.00	21,337.50
<b>604 Capital Fund Other/Transfer</b>				0.00	5,000.00	0.00
<b>605 Carryover Balance</b>				97,886.06	97,886.06	80,770.86
<b>601 Capital Fund Income - Other</b>				0.00	0.00	0.00
<b>Total 601 Capital Fund Income</b>				126,717.89	133,886.06	107,608.36
<b>600 Capital Fund - Other</b>				0.00	0.00	0.00
<b>Total 600 Capital Fund</b>				126,717.89	133,886.06	107,608.36
<b>Total Income</b>				126,717.89	133,886.06	107,608.36
<b>Gross Profit</b>				126,717.89	133,886.06	107,608.36
<b>Expense</b>						
<b>605 Capital Fund Expenses</b>						
<b>605.1 Capital Audio Video Exp</b>				0.00	5,000.00	0.00
<b>605 Capital Fund Expenses - Other</b>				45,947.03	32,000.00	47,000.00
<b>Total 605 Capital Fund Expenses</b>				45,947.03	37,000.00	47,000.00
<b>Total Expense</b>				45,947.03	37,000.00	47,000.00
<b>Net Ordinary Income</b>				80,770.86	96,886.06	60,608.36
<b>Net Income</b>				80,770.86	96,886.06	60,608.36

**St. Stephen Lutheran Church**  
**Budget vs. Actual (Cash Reserve Fund)**

January through December 2022

				Council Approved		
				Proposed		
				Jan - Dec 2022	2022 Budget	2023 Budget
<b>Ordinary Income/Expense</b>						
<b>Income</b>						
<b>700 Cash Reserve Fund</b>						
<b>701.00 Cash Reserve Fund Income</b>				10,774.02	12,000.00	10,796.50
<b>702 Carryover Balance</b>				28,335.35	28,335.35	39,109.37
<b>Total 700 Cash Reserve Fund</b>				39,109.37	40,335.35	49,905.87
<b>Total Income</b>				39,109.37	40,335.35	49,905.87
<b>Gross Profit</b>				39,109.37	40,335.35	49,905.87
<b>Net Ordinary Income</b>				39,109.37	40,335.35	49,905.87
<b>Net Income</b>				<b>39,109.37</b>	<b>40,335.35</b>	<b>49,905.87</b>

## Congregational Report 2022

**Thank you for being a Partner Congregation!** We remain grateful and inspired by the work and support of so many people who've continued to rally around this ministry in order that others should experience fellowship in community and come to know Jesus in these beautiful outdoor spaces. We are grateful for a year filled with campers and retreat guests, for our donors, prayer warriors, and our partner congregations. Though Covid continued to provide challenges during the year, our staff was thoughtful, diligent and creative in finding solutions so that safe & healthy ministry opportunities could happen.

**Summer 2022** We were back to business as usual at Wapo and Ox Lake welcoming over 3700 campers and families to camp. Wilderness Canoe Base sent 98 guided canoe trips into the BWCAW as well as hosted family groups and island camp on site. Our summer staff was outstanding! They were required to be flexible and resilient - and they excelled, often times responsible for unexpected tasks. We are constantly 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** In December the Board approved the Strategic Plan Initiative. The Initiative focused on mission and core values and three main Strategic areas: Identity, Inclusivity, and Generosity/Engagement. Some of the first tasks to be completed in 2023 include: comprehensive site plans, the formation of a Diversity, Equity, Accessibility, Inclusion (DEAI) committee and the completion of a DEAI assessment, and a development audit to enhance fundraising capacity. We are confident this strategic initiative will help us provide meaningful and transformative outdoor ministry experiences for all.

**Hello and Farewell** In 2022 we welcomed Gay Gonnerman, to serve as the Director of Donor Engagement. With her vast experience in working with donors she is ready to work with individuals and families who want to support camp in all sorts of ways. Please reach out to her if you want to learn more about opportunities to support camp ([gayg@campwapo.org](mailto:gayg@campwapo.org)). We said goodbye to Bill & Kristin Middlesworth, who have served WCB for the past 7 years. We are so grateful for their diligent care of facility and people. Gracious hospitality, attention to every detail, and good hard physical labor were at the center of their work. We wish them every success in their new roles and community in Colorado.

**Retreats and Events in 2022** Retreats at Wapo and Wilderness continue to transition back to pre-pandemic schedule. Reach out to Ryan ([ryanb@campwapo.org](mailto:ryanb@campwapo.org)) to schedule your retreat at Wapo or Wilderness. Special events also looked a lot more normal in 2022. We hosted over 400 people for our Memorial Day Pancake Extravaganza, our 20<sup>th</sup> year of the Wapo Golf Tournament hosted 31 foursomes for a fun day on the course, and over 1000 guests and volunteers helped us welcome in Advent with 8 performances of the 33<sup>rd</sup> annual Christmas Dinner Theater.

**Mission Support Fund** This year Wilderness Canoe Base received a \$40,000 gift match for the GiveMN Give to the Max day. On November 17<sup>th</sup>, friends of WCB met that match, raising just over \$80,000 for Wilderness Canoe Base. We also had a tremendous response to our Mission Support Fund appeal to support operating and camper scholarships. Every gift has a life changing impact on thousands of lives each year.

**A New Project for Camp Wapo** We are currently working on plans for a complete kitchen remodel and additional dining and meeting space at Camp Wapo. Stay tuned to learn more about how you can help support this important project.

**Our theme for 2023 is "All the Stars"** Isaiah 40:26 says "Lift up your eyes and look to the heavens: Who created all these? God who brings out the starry host one by one and calls forth each of them by name. Because of God's great power and mighty strength, not one of them is missing." As a child of God, each of us has been beautifully and wonderfully made. Like all the stars in the sky, we are called by name and cannot be lost. No matter where we are in life, we belong to God.

We look ahead with eager anticipation and a sure sense of hope. See you at camp in 2023!



# 2022 Annual Report of the Synod

by Bishop Patricia Lull | January 2023

*"Cold December flies away ... when all seemed lost in night, came the sun whose golden light brings unending joy, brings the endless joy of our hope ... Son beloved of heaven." - ELW 299*

During the Christmas season, we sing dozens of hymns, recounting the story of Jesus' birth and the coming of Emmanuel to dwell with us. This hymn from the last century is one of my favorites, using the images of nature and the turning seasons to highlight the gifts of hope and joy, which come from God.

This past year was a time of **return** to many familiar in-person events. Though we started 2022 with the hope that the impact of COVID-19 was fading, we quickly learned that this pandemic would continue to shape our synod's life all through the year. Despite setbacks and challenges, much common work was undertaken.

By year's end it was clear that we were not simply returning to pre-pandemic realities of being God's church but that we were called to **turn** toward new habits for worship, teaching, community service and outreach with a message of God's good news for all. If there is a singular lesson to highlight it is that the church is the servant of God's mission, which will take many forms in an ever-changing society and still be the community where joy and hope are received and shared.

At the Synod Assembly in May 2022 we finally had an in-person launch for the synod's Planting Hope Campaign. This included the announcement of a formal partnership with Lutheran Social Service of Minnesota to replicate a Families Together therapeutic preschool on the East Side of St. Paul, which will be housed on the first level of Grace Lutheran Church. Our aspiration is to raise \$1 million dollars for this by the 2023 Synod Assembly in May.

At year's end, \$636,703 was available for distribution to the four goals of the campaign, which in addition to the Families Together preschool include:

- Invite neighbors into life in Christ;
- Renew the congregations of the synod;
- Raise up the next generations of leaders.

Our timeline is to secure the entire \$2.75 million in dollars and intents from congregations, individuals and foundations by the end of 2024. If yours is one of the 49 congregation already invested in the campaign, I thank you. If you are engaging the campaign in 2023, I am grateful for your willingness to join in making hope real for many.

Alongside the Planting Hope Campaign, we anticipate that at the close of the synod's fiscal year on Jan. 31, mission support will be at 97% of the budget for 2022 at \$1,891,500. I am grateful for the ways that congregations connect to others through mission support, including sharing 41.5% of these financial resources with the global work of the ELCA.

As a synod, this year we were also able to reinvest \$113,000 in Gleaning From the Harvest ministry grants back to congregations for work in evangelism, racial justice, worship training and technology, and for projects entitled "We never did that before." Nineteen requests were funded from the 74 applications received.



A church, faithful to serving God's mission, requires well prepared and supported rostered ministers and lay leaders. We currently have 29 persons in the candidacy process including eight who are awaiting their first call. This past year, 22 pastors and deacons were installed in new calls in this synod, six pastors received calls to specialized ministry beyond congregations, and the Synod Council issued synod calls to 11 pastors and deacons for interim ministry. This work with call committees and candidates, along with monthly meetings with all interims, reflects some of the most important work we do together as a synod.

Those ordained in 2022 include Pastor Marty Wyatt, Pastor John E. Swanson, Pastor Amy Johnson, Pastor Ana Becerra, Pastor Tori Remer, Pastor Terri Elton and Pastor Susie Modrow.

Synod work with congregations includes support for the vitality and stewardship of congregations. During 2022, nine congregations participated in the Stewardship for All Seasons program or the Building A Culture of Generosity cohort. Four congregations hosted spiritual gifts retreats, led by synod staff. A total of 21 congregations participated in three Tools for the Church vitality events.

In addition, this past year a new training program for congregational presidents and vice presidents was launched. This Deeper Dive program, hosted monthly on Zoom, has averaged 15 participants. Combined with the annual Tool Kit for Lay Leaders, this new program is designed to better equip lay leaders for the real-time challenges of leading a congregation.

Is your congregation among those noted above? If so, you are reaping the benefit of being part of a connected church. Are there other resources you need? Please know that new programs and formats for training grow out of feedback from you in the 107 congregations and mission developments within this synod.

2022 also brought greater freedom to travel again to our global companions in Tanzania and Guatemala with increased travel planned for the coming year. Even as Zoom has been a godsend for hosting meetings within congregations and the synod, our global companions also connected to synod committees and partner congregations using this technology. It is encouraging to see the mutuality of these partnerships continuing despite pandemic restrictions. I am also grateful for the work of the Bega Kwa Bega staff and volunteers in making visits to so many congregations in our synod and in the Iringa Diocese.

The synod continues to benefit from a multi-year grant from the Lilly Endowment for support of rostered ministers. In 2022, 10 pastors and deacons began work in a new Second Act Cohort for those in years 4 to 10 of ministry, and eight pastors completed the two-year long Kubernesis Seminar with its emphasis on preparing rostered ministers for senior level leadership position. After pursuing more individualized forms of renewal through spiritual direction, coaching or time away this year, those in the Leaders of Color cohort are preparing for a three-day retreat together with synod staff in February 2023.

We can do this and so much more because of the talented and dedicated staff of the synod. In 2022 we said farewell to Alicia Rodriguez, Michael Gold, Pastor Peter Harrits and Dr. Anna Marsh as they left the staff to take new positions. Replacing them were Kirsten Levorson, director of Bega Kwa Bega; Leslie Ortiz, executive assistant to the bishop and program director for the Lilly Grant; and Rachel Holsten in the new role of front office administrator and event planner. Other staff include Mary Smith, director of communications; David Roinas, synod finance administrator; Astine and Ryan Bose, Bega Kwa Bega coordinators in Iringa; Rolf Lowenberg-DeBoer, assistant to the bishop for lay leadership and equity initiatives; Pastor Justin Grimm, director for evangelical mission and assistant to the bishop for congregational vitality; and Deacon Krista Lind, assistant to the bishop for vocational formation.

As bishop of the synod, I know the difference each colleague makes in our overall efforts to serve you and your congregation. Look around. The signs of God's fruitfulness can be seen in so many ways in this synod. Thank you for being a part of that work, too.

Yours in God's service –



Bishop Patricia Lull

# A MESSAGE FROM PRESIDING BISHOP ELIZABETH EATON



Dear friends in Christ,

We have seen many changes throughout the years and throughout the world. Sometimes we've been left yearning for the days when things didn't feel so complicated. Other times, we have seen something new happen and have asked, "Why did this take so long?" The church has been through its own changes as well. Some of these have left us wishing for simpler times while others have us waiting for even more to come about.

But, dear church, God still is unchanging. God's love is still the foundation on which the church was built. While we have seen many changes, both in the world and at the Evangelical Lutheran Church in America, the eternal love of God and the good news that dwells with Christ's death and resurrection continue to provide hope for everyone. This is why our mission remains steadfast, whether that is through our traditional mission work in places near and far or from new ventures and visions that encourage us to think of different ways to reach even more people.

The writer of Hebrews reminds us: "Do not neglect to do good and to share what you have, for such sacrifices are pleasing to God" (13:16). That could not be truer in the work we have been doing in each expression of the church. Your gifts continue to benefit the good work of spreading the good news throughout your communities, your synods and the whole church. We are all answering the call to continue to do good work with the help of your support, whether that is through your resources, your time or your talents.

I am grateful for your generous support of each expression of the church. God calls all of us to continue to do the good work, and you continue to answer that call. We also continue to join you in that call and will remain true to looking toward God's unchanging promise. There is still much change and learning that will come before us, but God's steadfast love energizes us for the work God is still doing in the world through this church.

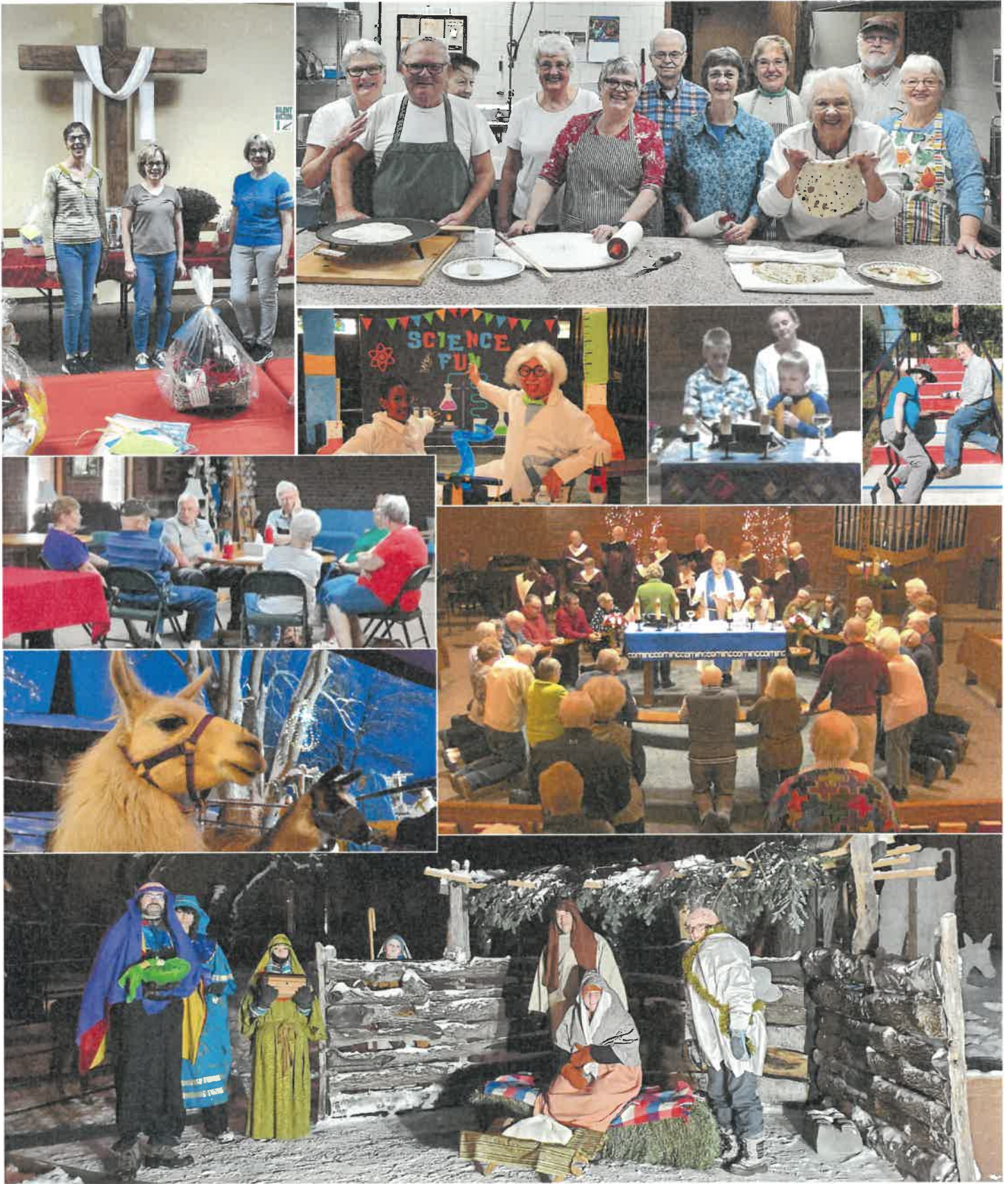
In Christ,

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

“Do not neglect to do good and to share what you have, for such sacrifices are pleasing to God”

(Hebrews 13:16).



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