



2023 Annual Report

First Lutheran Church
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2023 ANNUAL REPORT—TABLE OF CONTENTS

FIRST LUTHERAN CHURCH

Agenda for 2024 Annual Meeting	page 1
Minutes from Annual Meeting - February 12, 2023	page 2-3
Letter from Congregational President	
Cindy Redmond	page 4
 Staff Reports	
Perry Aalgaard-Senior Pastor	page 5
Brian Jack - Associate Pastor	page 6
Jennifer Johnson - Director of Music & Worship	page 7-8
Tammy Carr -Director of Children's Ministry	page 9
John Adams, Sr.- Director of Development	page 10
Ann Aalgaard - Coordinator of Supportive Ministry	page 11
Bruce Leu & Lenny McNea - Facility Managers	page 12
Carol DeSchepper, Carol Platt, Tammy Carr- Stephen Ministry	page 13
 Board and Other Committee Reports	
Gary Peters, Board of Trustees	page 14
Susan Coulander, Board of Deacons	page 15
Megan Carstens - Board of Children's Ministry	page 16
Kia Gonnerman - Board of Youth and Family Ministry	page 17
Jeannie Stolee, Drive-in Ministry Report	page 18
Steve Ricklefs, First Lutheran Foundation	page 19
First Lutheran Mission Team	page 20-21
Cindy Redmond & Kris Johnson,	page 22 - 24
Three Cross Memorial Garden and Columbarium Committee	
Personnel Committee Report	page 25

Pastoral Statistics– Lynn Egesdal, Office Manager page 26 - 27

Financial Information- Val Watters, Bookkeeper

Fund Activity (unbudgeted Funds) pages 28 - 30

Balance Sheet page 31

2022 Actual/2023 Budget & Actual/2024 Budget page 32 - 36

Contribution Range Report page 36

Total Benevolence pages 37

Audit Report 2023 page 38

2023 Staff page 39

2023 Officers, Board and Committee Members page 40

2024 Ballot of Officers, Board, and Committee Members page 41

NOTES page 42

Annual Meeting - February 11, 2024

12:00 PM

FIRST LUTHERAN CHURCH

1525 Three Cross Road
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712-338-4514
www.3cross.org

MEETING AGENDA

- 1 Sign In
- 2 Prayer - Pastor Brian
- 3 Approval of the Agenda
- 4 Approval of Minutes
 - 2022 Annual Meeting Minutes (February 12, 2023)
- 5 Old Business
 - Drive In Building - 75th Year Celebration
 - Columbarium and Three Cross Memorial Garden Update
- 6 Reports
 - Financial Report - Gary Peters
 - Auditing Committee Report
 - Approval of Financial Report
- 7 New Business
 - Personnel Committee Update
 - Presentation of Board Positions and Ballot
 - Election of New Board Members
 - Approval of 2024 Budget
 - Voting on the 2024 Budget
 - Mission Team Update
 - Opportunity for Questions
- 8 Other Business
 - Recognition of Staff
 - Recognition of Retiring Board Members
 - Recognition of all Boards
- 9 Prayer and Adjourn

First Lutheran Church Annual Meeting Minutes

February 12, 2023

Attendance of 121 members confirmed a quorum was met, and the meeting was called to order by President Cindy Redmond at 12:05pm. Pastor Brian opened the meeting with prayer.

Agenda: *The annual meeting agenda was presented and Cindy provided instructions for speaking. Keith Diekevers moved to approve the agenda as presented; Mark Stelzer seconded. Motion unanimously approved.*

2022 Minutes: The minutes from the 2022 annual meeting were presented and reviewed. With no additions or corrections, Kris Rowley moved to approve the minutes as presented; Kari Heimdal seconded the motion. Motion unanimously approved.

Old Business:

Pastor Perry introduced Josh Carr, who joined the FLC staff in September, 2022, as Director of Youth, Young Adults and Young Families.

Pastor Perry reported that the Drive-In Worship area is all but done; a little work will be completed in the spring, including a railing on the front, some additional wiring inside, and finish work on the interior of the back wall. Pastor Perry thanked Adam Van Gorp, for the design work on the Drive-in Worship area, as well as committee members Wayne Schuette, Kim Wermersen, Arnie Rasmussen, and Bob Brown.

Bob Brown updated the congregation on the Three Cross Memorial Garden, which was completed last fall; there will be a bit more landscaping and some additional signage added when the weather permits this spring. The first Columbarium has 36 niches sold. We will order another columbarium unit when this one is at 2/3 capacity. For more information about the purchasing a niche in the Columbarium, members can contact Kris Johnson at the church office, or call Jo Abens, Denny Perry or Cindy Redmond. Cindy announced there will an open house in the spring for the Columbarium and Three Cross Memorial Gardens.

There was a question asking if John Adams would be doing any fundraisers in the coming year; Pastor Perry said, with the three projects just completed last year, there are no new projects planned for this year. He added, if we do any upgrading on the church building itself, John Adams will again be involved with that. Another questioner wanted to know if concerts were being planned for the outdoor worship area. With the success of movie night last fall, the plan is to offer more events in the area in the warmer months.

Reports:

Financial/Trustees Report – Bruce Nystrom presented, explained and took questions regarding the Board of Trustees report (see annual report for details.) Bruce thanked the pastors, staff and volunteers; he reported that the appeal to the congregation about the shortfall at the end of the year, resulted in donations exceeding the amount of the request.

There was a question about paying off the mortgage early in 2021, and how the extra \$160,000 was used. Part of that money helped cover the declining offerings since Covid in 2020, as well the increase in expenses with extra staff. It also allowed an increase in benevolence giving. Another comment about getting the budget under control, asking if the Council could take a look at the need for a couple of staff positions. Pastor Perry said the Board of Trustees can take a look at staffing and assess the needs.

Another question asked whether a market analysis was done on salaries, and if so, are we in line. Bruce said the Board of Trustees relied on recommendations from the Synod for current and new staff, and thinks we are in line. With the changing dynamics of the economy, Pastor Perry reported that the plan is for an in depth analysis of staff salaries compared to the general market.

Auditing Committee Report – Todd Johnson reported that he and Emily Rossman worked with Val to review the church financial records; they verified contributions and fund balances. Rather than contacting individual church members to confirm donations, they relied on the FLC bookkeeping records of donations. All records were complete and in good order. With no further questions or concerns, Dave Rowley moved to accept the Financial Report as presented; Tom Nelson seconded the motion. Motion unanimously approved.

New Business:

Nomination Committee & Election – Pastor Perry read the 2023 ballot, with the list of candidates who have been nominated and agreed to serve in the following capacities. (see annual report 2023 ballot). Each vacancy

has been filled. Hearing no nominations from the floor, Mary Thunhorst moved to accept the slate of candidates as presented; the motion was seconded by Carol Platt. Motion unanimously approved.

2023 Budget – Bruce Nystrom presented the budget, and explained how the committee decided on the 2023 numbers, adding it was discussed and voted on by the Board of Trustees and the full Church Council. Pastor Perry answered the question about eliminating the nursery budget. It is currently covered by volunteers on Sundays, at the 8:30 service and during Sunday School; the nursery is not staffed at the 11:00 service, because there are not enough volunteers. A comment was made about the necessity a couple of positions on the ministry team, since we are trying to get the budget under control. Pastor Perry said the Board of Trustees will take a look at those positions individually. Another question wanted clarification on what makes up the duties of the Communications Outreach position. With no additional questions, Bob Brown moved to accept the 2023 budget as presented; motion was seconded by Wayne Schuette. Motion carried unanimously.

Update on Love, Inc – In an informational video, Jan Kruse introduced a project that she and Jan Larson have been spearheading to begin a Dickinson County chapter of Love, Inc – Love, in the name of Christ. Love, Inc works as a clearing house to connect people in need with resources in the county, identifying the gaps not being met by our county. In order to have an official Love, Inc chapter, Love, Inc requires six churches to work together in the county; currently there are five churches who have signed on.

Mission Team

Pastor Perry presented the Mission Team update. This year, FLC gave away almost \$110,000; \$75,000 was budgeted, the balance came from donations and fundraisers. He thanked the people who work together on the Mission activities, and asked for people in the congregation to become more involved with the Mission opportunities. As an example, he cited the growing involvement with St. Dysmas, the congregation at the SD state prison.

Other Business:

Pastor Perry recognized the staff, and Cindy offered special thanks to Pastor Perry and Pastor Brian. Cindy recognized the retiring church board members, current board members, and newly elected board members, thanking them for serving on the boards. Cindy was recognized for her leadership as president of the Congregation. After those present prayed the Lord's Prayer, Cindy adjourned the meeting at 1:13pm.

Respectfully Submitted

Beverly Walsmith, Congregational Secretary

CONGREGATIONAL PRESIDENT

Greetings to the Congregation of First Lutheran Church,

What a year we had in 2023. We celebrated many milestones this past year including baptisms, confirmation, graduations, weddings, a very successful Sunday School Year, and Vacation Bible School. We also paid tribute to those beloved members that we lost in 2023. Plus, we celebrated our Centennial this year which was very well done. We appreciate all the volunteer hours it took to make the Centennial such a success. It was a wonderful celebration reminding us of those that came before and the history of our congregation. We also celebrated the completion of the new Drive In Worship building. It is a beauty. We are a remarkable congregation with a willingness to step up to volunteer and help our neighbors as the needs arise. We see your willingness to help out weekly in coffee fellowship, serving on a board or committee, helping with a funeral luncheon, helping with an inurnment at the Columbarium, teaching Sunday School, helping with VBS, assisting with communion, singing in the choir, playing an instrument for Sunday worship, ushering, greeting, helping in the tech booth, and on and on. You are all amazing and we appreciate your willingness to serve to make a difference.

At last year's annual meeting there were a couple questions with regards to the staff responsibilities. It is the duty of the executive board to get answers to the questions asked by our congregation. Therefore, we started a volunteer personnel committee shortly after the annual meeting. One of the goals of that ongoing committee is to examine our employee compensation and see if we are in line with other churches of our size in the midwest. As is the case with most research, we discovered some changes would be advantageous and they have been implemented. The committee took their time on the research, meeting with the staff, and there was much discussion with regards to making this better for all. As you are aware, there were some staff changes and the salaries, hours, and compensations were adjusted. We feel, as the budget for 2024 reflects, that we are now better aligned with where we needed to be. We thank our committee and the staff for working so hard to get this right.

We are blessed with two amazing pastors who have led us with confidence and strength through this year as they have done in the past. Each year provides challenges which turn into opportunities for growth. We have worked with the pastors, boards, and committees to move forward in that growth. I thank each one of you for working so hard for the benefit of First Lutheran Church.

In 2024 we will be celebrating the 75th Anniversary of the Drive In Worship here in the Lakes Area. We will be providing more details as we move forward, but mark your calendars for a great event to celebrate that milestone.

I personally thank you for the opportunity to serve First Lutheran as your congregational president. It is my humble honor to give back to our church that has given so much to us. I serve as your representative so please come to me with any questions or concerns.

As we move into 2024 let's thank GOD for ALL the blessings he has bestowed upon us each and every day.

Respectfully Submitted
Cindy Redmond
Congregational President

Senior Pastor Report

Brothers and Sisters in Christ,

This past year First Lutheran Church celebrated one hundred years of being a congregation of Christ followers who have proclaimed the Gospel and supported each other. We each need a cloud of witnesses, for support, strength, comfort, and to be reminded of God's promise of amazing grace.

Through those 100 years there have been many in the First Lutheran cloud of witnesses proclaiming the gospel of Jesus Christ. When we compare this to the over 2000 years of the Christian Church, First Lutheran Church has been around a little less than five percent of that history. Those who started First Lutheran Church came from other congregations who were a part of that cloud of witnesses of the whole Christian Church. As the world continues to change, the basic needs of the people remain the same; we need to hear the good news of grace proclaimed to us sinners and we need the sacraments rightly administered. These are the primary functions of the Christian Church, but we also need to gather as a faith community, to be supported in our times of loss and struggle, to celebrate our joys, and to share life with each other.

As First Lutheran Church moves forward into the unknown future, we remember the cloud of witnesses who started this Lutheran Church in Milford and those who were called to start a new ministry reaching out to the tourists who were visiting the Lakes area by holding worship at the Lakeland Drive In theater. Christ Followers have always been encouraged to discern what ministry looks like in different times and places, just as the early disciples discerned how to share the good news with the Gentiles next door and in distant parts of the world. So too, the changes we see in our world today keep us discerning how God is calling us to be church, to proclaim the Gospel, and to support one another as the world continues to change.

Throughout the history of First Lutheran, its members, staff, and pastors have listened for and to God's calling and spent time discerning what God has been and is calling First Lutheran to do and be for our neighbors near and far. We do not know what the next 100 years, or even the next year, will hold. What we do know is God is faithful and God will guide and direct us to the places and ministries God needs us to be. I am thankful for this congregation and your willingness to be open to discerning God's call for First Lutheran Church and for trying new things. I am also grateful and proud of our staff and the congregational leadership for their willingness to keep working to discern what God is calling us to. Over the eleven years I have been here we have seen many changes together and with each one God has walked with us. I do not know what the future holds, but I do know who holds us. God, has promised to be with us in all things. Let us continue to trust in God's guidance, and in excited anticipation, wait for the plans God has for First Lutheran and each of us.

Jeremiah 29:11 For surely I know the plans I have for you, says the Lord, plans for your welfare and not for harm, to give you a future with hope.

In Christ's Love, Pastor Perry

ASSOCIATE PASTOR

Greetings dedicated annual report reader!

Below you'll find some details about new and growing connections for myself and our congregation during the last year. If there's something you don't see here that is causing you to lose sleep please feel free to give me a call or come visit any time so that we might both find our common hope in Christ and with it rest and strength for what's yet to come.

The Marriage Course – This year we were able to offer “The Marriage Course” at First Lutheran in January and February and then again in the fall. Attendance grew with the option to take the course online. The 7 week course focuses on communication, understanding the role of family, and resolving conflict among other topics. In total 11 couples completed the course and we plan to offer it again in 2024.

St. Dysmas – Our partnership with St. Dysmas, the prison congregation at the South Dakota State Penitentiary, continues to grow. In addition to our quarterly attendance and worship with their congregation we also provide quarterly offering. We were glad to host their pastor, Jeff Backer, in September to learn more about their congregation and have a Q&A time with him between worship services. First Lutheran agreed to a matching funds offering up to \$1000 (it was reached and we did match it) with St. Dysmas in order to support a congregation in the Sioux Falls Area that St. Dysmas gave their offering to called, “Church of the Streets” which provides a worship service for homeless people. We will provide four opportunities to visit St. Dysmas again in 2024 with the first being on January 31st.

Pepe's Kids/Mendoza, Argentina – In December I lead a group of 7 other members (3 youth 4 adults) to Mendoza, Argentina to visit a ministry there called Pepe's kids that First Lutheran has now supported for several years. With the guidance of Martin Mendez (originally from Mendoza and connected to the congregation that directs Pepe's Kids) we got to experience the Pepe's Kids program and celebrate their end of the year program with them. Pepe's Kids in many ways functions like an after school program geared towards providing a small meal, activities and crafts, and instruction in Christian values to children of families who live in poverty. We were very warmly received by both the kids and the congregation of Pueblo De Dios who support the Pepe's program and community. We took time during our visit to see some tourist locations, to visit the homes of the families of the Pepe's kids, and to meet with the leadership of Pueblo de Dios to see how we might continue to support them in ministry. In the summer of 2024 Pastor Marcello Mendez and his wife Veronica will visit to share more and we hope members of our congregation might be open to inviting them to visit their home and get to know our membership better as we did there.

Luther House of Study – For several years now I have been aware of Sioux Falls Seminary in Sioux Falls, SD. A portion of that seminary is dedicated to Lutheran Theology and is entitled – Luther House of Study. They provide great online resources for anyone at their website lutherhouseofstudy.org and you may have experienced some of these if you've joined me in an adult study course I've led. This year I audited two of the courses (Lutheran Heritage and God the Creator) in order to get a better idea of the content they are providing to up and coming pastors in our area and beyond. I'm pleased with the coursework and content they are offering to future leaders and I continue to learn new insights from them while covering familiar theological territory.

Pr. Brian Jack

Music & Worship Ministry

I'm happy to report another fun and exciting year of music here at First Lutheran. 2023 was a year of settling into a normal schedule. Health and happiness are words I would use to recall the last year full of blessings and growth.

This spring, the Celebration Choir, TESTIFY, the Celebration Band and our First Ringers united to lead our Palm Sunday and Easter services with joyful songs and blessed anthems of love, sacrifice, and beautiful grace. We had over 60 volunteers of all ages spending many hours of their free time attending rehearsals and practicing on their own. It takes a lot of time and a whole lot of talent to make this music happen and I feel very lucky to have so many amazing people giving both of these gifts each week. At choir rehearsals, we talk about the impact of God's music on our souls. Our God, whose presence and love inspires both the leader and the listener, creates that connection we feel during our Sunday services. What an amazing feeling to share together His love and our thankfulness for His blessings. Thank you to all of our music leaders, singers and musicians for being vessels used by God to create these musical moments. We are all so blessed!

At the end of April, the choir started what I hope will become a new tradition. It's called Psalm 96 Sunday. Psalm 96 begins...

"O sing to the Lord a new song; sing to the Lord, all the earth.

Sing to the Lord; bless his name; tell of his salvation from day to day.

Declare his glory among the nations, his marvelous works among all the peoples.

For great is the Lord and greatly to be praised; he is to be revered above all gods."

At this service, the choir sang the beloved anthem, "He Never Failed Me Yet", and all who knew that song were invited to come and sing along. This year, April 28th will be the date of our 2nd Annual Psalm 96 Sunday so if you'd like to sing with us, please mark that date on your calendar.

This summer we were able to enjoy our amazing new Drive-In space. Having the building complete provided us with the capability to leave our sound equipment and instruments in place for use each Sunday morning. That was so nice! Thank you to all who helped finish that project and to all who helped load in and load out. I know there are a few of you out there that are missing the Sunday 7am equipment hauls during the summer of 2022! Ha! Looking forward, the new building is going to provide many new fun and wonderful worship experiences that I can't wait to be a part of this coming summer and beyond. Thank you to all that contributed and helped in making this new worship building a reality.

This fall we started off the year with our Rally Day service. Our newly formed Men's Choir sang for the celebration to kick off all of our activities for the fall season. It was a time of excitement as we were able to continue all of our activities...Celebration Choir rehearsal and TESTIFY rehearsals began again. The Choir sang a series of songs during September, October and November called "Hymns From Childhood" as a

remembrance of many of our cherished hymns over the span of our church's 100 years which we celebrated this October.

The season of fall led into another season of longing and anticipation of the birth of our Lord as Advent began. The Celebration Choir, Celebration Band, TESTIFY and First Ringers all joined together to present their Christmas Cantata entitled "The Light of Hope". This Cantata expressed the embodiment of peace and hope that is our Savior, Jesus Christ and the light He gave to all of us through His birth, death and resurrection. The message was to remind and inspire us to go into the world and share His light with others in times and places where hope and love may feel lost.

"Ephesians 2:14 states that 'Jesus is our peace.'

Peace is a person. There is no absence of or void in Him. He makes us right with God through the sacrifice of His life, and His peace 'surpasses all understanding,'"

There is a recording of the Cantata on YouTube if you'd like to watch it. Please check it out on our First Lutheran YouTube page titled: 2023 Christmas Cantata First Lutheran Church

<https://youtu.be/4Pn4ofThBzA?feature=shared>

We have gotten many new volunteers in our tech booth this Fall along with many people that already share so much of their time and talents on a regular basis. I tell them this a lot, but it is never too often...they are so important to our worship services and we are so lucky to have all who help each and every Sunday. Your commitment, attention to detail and reliability is so very appreciated.

The TESTIFY band is doing really great. This band consists of many extremely talented high school students from our congregation and around the area. In their already busy teenage lives, they give of their time to create music for us each month and it's more than just music. It's really good music. The youth in our band are members of Honor Choir, Honor Band, All-State Band and Choir, compete in highly competitive competitions each year through school solo and ensemble groups, perform in jazz, concert, marching, and pep bands, show choir, jazz and concert choirs and they are very successful. God has given them the gift and talents of music and brings them here to share it with us and we should never take for granted the amazing blessing that is. The TESTIFY band leads our worship music every 3rd Sunday of the month. It is an amazing worship experience with music that will ignite and lift your soul. Please contact me if you're a middle school or high school student and would like to become a part of our awesome group!

I thank all of you for following your heart in volunteering or by sharing your words of encouragement and thanks. None of it goes unnoticed and I can't wait for another year of many more blessings to come.

As always, if you feel the spirit moving in your heart to be involved in music or help in the tech booth, please reach out to me anytime! music@3cross.org

Jennifer

DIRECTOR OF CHILDREN'S MINISTRY

I started off my position here in May getting ready for VBS which we partner with IOLBC. We were blessed with 33 volunteers, 86 children and lots of donations from our Church Family. Mission Impossible was Possible, to uncover the Truth. The Bible is God's word. God's word is True!

This year kicked off Kids at First Wednesday Night Program with 35 kids registered and an average of 22 kids each night. Big thank you to all the members of our church who have dressed up and visited as various people from the Bible.

Tammi Harrison and Charlene Ackerman have helped with the Kids at First which is so appreciated.

Helene Vander Werff is our amazing storyteller sharing stories from The Mustard Seed, Advent, Ten Commandments and so many more.

We have served to make a difference by packing and providing 65 homeless backpacks to Heartland Hope Mission, provided 100 care packages to teachers at Spirit Lake and Okoboji Elementary. Donated 64 pairs of winter gloves to Okoboji Elementary. Noisy offering for Pepe's kids, Heartland Hope Mission, Upper Des Moines, Tanzania Girls School, Okoboji Teen Mental Health Program, Backpack program and Atlas. Thank you Church family for all your generosity and kindness.

Our Sunday School Program has 35 amazing teachers and helpers. We are truly blessed with their passion to teach children about God and His Word. Thank you for your willing hearts to serve. We have 120 children registered with an average of 75 each week in attendance.

This year we used the Spark Bible curriculum. Pastor Perry and Pastor Brian decided to use the same curriculum for their sermons. I really like the continuity this provides for our Church family.

This year the children from Sunday School have been sharing what they learn through song on the 4th Sunday of every month at the 11 a.m. service.

We had 74 children perform Oh What A Special Night Christmas program this year. It was so beautiful and such a great experience for them. Next year will be A Country Christmas.

It has been a wonderful year building relationships with the children, children's ministry board, Sunday school teachers and most of all God our heavenly Father.

Serving to make a difference!

Tammy Carr

DIRECTOR OF DEVELOPMENT

2023 was a year of finishing some outdoor physical developments, and preparing for our 75th Anniversary of our drive-in worship service, to be held in summer 2024.

Summer 2023 saw the completion of Three Cross Memorial Gardens. The columbarium is the center of the memorial gardens. It is the final resting place for First Lutheran family members, and with its benches, decorative stone boundary markers, walkways, and landscaping beautify and glorify our First Lutheran Church grounds, and we give God the glory for them.

As we begin the new year, 2024, we anxiously await our Memorial Day weekend, and the opening of our Drive-In worship area.

This year (2024) is such a special event in our church history, as it marks the “75th Anniversary Celebration” of our drive-in worship service. Ours is the oldest drive-in worship service in the United States, and we want to honor this summer in a special way that gives God the glory for all the blessings this ministry has brought us. So many lakes visitors and residents get their first experience of “The First Lutheran Family” by attending drive-in worship. Many then become connected with First Lutheran.

On April 1st, 2024, information will be sent out to all First Lutheran Family and Friends detailing the “75th Drive-in Anniversary Celebration”. A fund drive has begun to raise funding for four projects involving the drive-in area. Prior to Memorial Day three physical Improvements will be made.

A new road from the stop sign behind the education wing west to the drive-in worship area. The existing road has served us well, but is really showing the signs of almost twenty years of service. It will be replaced by a new black topped, seal coated road with built up shoulders.

A new waterline will be installed from our present well located west of the church, north to the drive-in center. This will provide water to the center and surrounding grounds so bushes and small trees may be placed in the front of the drive-in center providing an even more beautiful setting.

Before, as you drove into the drive-in grounds, you noticed to the south, a huge hill of dirt and weed growth. This area has now been leveled, and will be an enlarged sitting, relaxing and listening area for our service. (more on this later)

Our fourth anniversary feature will be a Sunday Music concert with outstanding contemporary Christian music sounds! This concert will highlight the day, which will also include an anniversary meal . The date and final information for all this will be in the April 2024 mailing!

If you have questions or want to learn more about our projects, give me a call at 712-320-4429 or stop by the church office. Thank you for the opportunity to serve you.

John Adams Sr.

Director of Development

COORDINATOR OF SUPPORTIVE MINISTRY

Greetings to you in 2024!

In reflecting back on 2023, here are some highlights of what I have been doing.

As the job title suggests, the Supportive Ministry Coordinator offers support to the many ministries of the church by keeping volunteer lists as up to date as possible, coordinating volunteers for specific tasks, and filling in wherever help is needed. It is difficult for me to itemize what I do because each week is a bit different, and that is part of what I love about this position!

One integral task is to conduct a yearly interest survey, and that information is compiled into the church Breeze system. The FLC staff has access to the categorized lists from which to draw volunteers or to help people get connected in areas of interest. While there is not always a need for each category, it gives us a place to start when looking for people who may be interested in a particular project or activity.

Other general tasks throughout the year are to keep an eye on the kitchen and coffee bar supplies and general upkeep and to recruit extra help for kitchen cleaning and other miscellaneous projects. I collaborate and contribute to various milestone ministry elements such as new members, baptisms, confirmations, high school graduation recognition, and funerals. 72 total quarterly gift bags were also assembled for the visitation team members to deliver on their visits.

Our centennial celebration was a fun highlight this year, and I worked closely with volunteers on the board of deacons to provide assistance as needed to help make the event memorable.

The four primary areas where I coordinate volunteers are (1) to host and contribute to the coffee bar, (2) to work at and to provide desserts for funeral fellowship --14 this year, (3) to deliver meals on wheels during our assigned months--FLC volunteers delivered approximately 700 meals to our neighbors in the Milford area, (4) to transport food from Walmart to Upper Des Moines during our assigned months--FLC volunteers moved 35-40 loads of food.

There are so many more ways that people are making a difference here at First Lutheran! Ultimately, it is you, the volunteers, who really make it all happen! Thank you for sharing your gifts and *serving to make a difference*.

Ann Aalgaard

Supportive Ministry Coordinator

"Each of you should use whatever gift you have received to serve others, as faithful stewards of God's grace in its various forms". 1 Peter 4:10

FACILITY MANAGERS

Greetings and best wishes for you in 2024. First Lutheran celebrated its 100th birthday last October and will celebrate its 75th year of our unique outdoor worship service next summer. We have much to be thankful for.

We continue to develop our new Columbarium area. One stone bench is already in place and two more are due in the spring. We have had two condensers replaced in the heating units in the janitors' room. We continue to replace ceiling tiles from leaks as needed. Volunteers led by Bruce Nystrom continue to work on our new outdoor worship building. They will be finishing the floor covering next spring.

All of our yearly and monthly inspections have been completed on furnaces, fire alarms, and extinguishers. As our church ages, we are seeing some problems arise, but so far no major disasters.

Our volunteers are invaluable. We thank Gary Fisk and Bob Brown for their landscaping and mowing. Also, Dave Dorenkamp and his 5-person mowing crew. Bruce Nystrom built several privacy fences and Norm Olson and Nancy Wurtz painted several rooms in the church. We also thank Tim Jacobson and Calvin Hardman for vacuuming the church. Jim and Pat Schuller donated two new tables. Jim and Wayne Schuette have also helped with several special projects. We also thank our many other volunteers for helping with funerals and special occasions. Thank you to Diane McMillan and her helpers for their decorating skills at Christmas and Easter.

A new development this year has been Head Start. They are in class Monday through Friday from 8:00 AM to 4:00 PM in our educational wing. We have enjoyed having the 4-year-olds in the building and their presence has been mutually beneficial. They have installed a new dishwasher in the ed wing and a new washer/dryer in the supply room next to the kitchen.

A big thank you to all of our other volunteers, our staff members, and to the members of First Lutheran for their continued support.

Sincerely,

Bruce Leu

Lenny McNea

Stephen Ministry (SM) Report for the 2023/2024 Annual Report

We are grateful to have the opportunity to lead SM at First Lutheran Church. Below, find some key accomplishments for the year.

- Supervision group has continued to meet monthly throughout the year for mutual support and continuing education. Continuing education has been provided by Stephen Leaders and Stephen Ministers
- We initiated or continued care to 25 care receivers
- We continue to have 23 SMs at First Lutheran and 2 SMs serving Grace Lutheran in Primghar.
- The SM team hosted coffee between services on November 5.
- The Stephen Leaders worked with the pastors to identify additional ways to give visibility to the ministry including Make a Difference Moments, e-blasts through Facebook and Instagram, information about the ministry in the newsletters and bulletin, and a SM Page on the website.
- Stephen Leaders have met with 4 small groups in the church to train them as “Lookouts”, people who are aware of others needing a referral and how to make a referral.
- Stephen Leaders have provided quarterly reports to the Deacons Committee to update and inform them about what is happening in the ministry.

Stephen Ministers at First Lutheran are:

Helen Dorenkamp	Kathy Carlson	Barb Work
Dave Dorenkamp	Jan Larson	Mary Gengerke
Carol Platt	Beverly Walsmith	Jarrett Valen
Konnie Snider	Carol DeSchepper	Tim Matz
Jim Hitchcock	Jane Berg	Denise Gonnerman
Tammy Carr	Mark Stelzer	Cheri Eichman
Rolf Carlson	Kathy Stelzer	Holly Nystrom
Josh Carr	Jeannie Stolee	

As the Leaders of SM, we and the entire SM team appreciate the support of the Pastors, the Deacon Board and the congregation.

Serving in His Name,

Carol Platt, Stephen Leader

Carol DeSchepper, Stephen Leader

Tammy Carr, Stephen Leader

BOARD OF TRUSTEES

The Board of Trustees met on a monthly basis during 2023 to tend to the financial affairs of the Church. The primary duty of the Board of Trustees is to guard and protect the financial resources of First Lutheran and monitor the use of those financial resources in a responsible and prudent manner and in ways which serve God and the members here at First Lutheran, the people in the immediate surrounding area, and the people of God throughout the world. The Board of Trustees has five sub-committees -- Buildings and Grounds, Missions, Stewardship, Foundation, and Budget. The Trustees Board is comprised of five elected members, four officers (President, Financial Secretary, Treasurer, and Secretary), and regular attendance by Pastor Perry, Pastor Brian, and Val Watters, bookkeeper.

The 2023 elected members were Nancy Wurtz, Cole Milbrath, Delmer Lee, Amanda Titterington, and myself as Chairman. Others attending were Cindy Redmond, President, Emily Rossman, Treasurer, Bob Brown, Financial Secretary, and Beverly Walsmith, Recording Secretary. Pastor Perry also attended on a regular basis and Pastor Brian as needed. The group worked diligently, took their responsibilities seriously, and were truly a pleasure to work with.

The total receipts for the operating budget for 2023 were \$850,408. The actual expenses for 2023 were \$797,257. This resulted in excess receipts over disbursements of \$53,151.

Thanks to all of you who assisted in achieving this budget surplus.

Highlights for 2023:

- Assisted with the Columbarium Project - operations, pricing, administrative duties, and projected cash flows.
- Allowed the Head Start Program to lease space in the Education Wing for its school program.
- Supervised completion of the drive-in worship facility.
- Participated in the newly-formed Personnel Committee including work to analyze current job descriptions and job performance and perform a market analysis of current staff positions.
- Hired Tammy Carr as our new Christian Education Coordinator.
- Hired Lynn Egesdal as our new Office Manager.
- Obtained bids approximating \$130,000 on two new air conditioning units to be installed in 2024 and/or 2025. Funds will come from current cash reserves of the church. A special thanks to Bruce Nystrom for his assistance on this project.
- Discussed fringe benefits for our current employees. Decided to provide a fringe benefit allowance to employees for 2024. We will continue to discuss fringe benefit policies for future years.
- Approved landscaping work around the church.
- Commenced plans related to the 75th Anniversary of the Drive-in Worship Services in 2024 including road improvements and landscaping and an outdoor concert. John Adams will lead a special fundraising effort for this project.
- Established an operating budget for 2024.

We express a sincere thank you to Pastor Perry and Pastor Brian for their superb leadership during the year. We pray for God's guidance as we venture into another year of service in God's world.

Respectfully submitted,

Gary L. Peters, Chairman

Board of Deacons

The Board of Deacons has worked on the following throughout the 2023 calendar year:

- **Communion**—Our board lined up Communion servers throughout the year. The Deacon Board also will now oversee the supply count for Communion pods and let the secretary know when more need to be ordered. We are thankful for those that have served Communion and welcome anyone who would like to be added to our Communion Server List. Please contact a Deacon if you have any interest in serving in this capacity.
- **Stephen Ministry Team**— The Stephen Ministry leaders provided updates quarterly regarding their ministry work.
- **Christian Education Coordinator Position**—The Deacons reviewed the job description for this position.
- **Deacon Positions**—Thanks to Tom Nelson, who served as a Deacon, for sharing his time and talents with the Deacon Board. He finished his 3-year term in February of 2023. The Deacon Board welcomed Brady Dicks to our team, starting March of 2023.
- **Worship:**
 - The Deacon Board spent time discussing the elements in our worship service related to who we are as a congregation. This time reflected on the difference between a deciding approach versus a discerning approach.
 - The Easter service time options have been changed for 2024 from 10am to 10:30am to allow a smoother transition from the end of the 8:30 service and the beginning of 10:30am service time.
 - There was a blessing of our new outdoor worship space on June 4, 2023.
- **100 Year Centennial Celebration, October 1, 2023**
 - The Deacon Board planned and carried through with this special celebration for our church. This included: serving breakfast, old-fashioned games for the kids and their families, a Time Capsule, T-shirt orders, a timeline slideshow and timeline display, 2 worship services, and a 100 Year Centennial Celebration recognition held in between the two worship services. The Deacons are thankful to each and every individual who helped us carry out this special opportunity for our congregation. It definitely took many hands and we are appreciative of those that stepped up to serve and help make this special for our church family. The Time Capsule has been placed in the rock garden under the crosses out front of the church building.
 - 341 people were in attendance on October 1 at the 8:30 and 11:00am services. 180 people were served at the breakfast, based on the plate count.
- **Christmas Services**— Our regular Christmas services took place on December 24th at 11:00am, 4:00pm, 6:00pm and 10:00pm.

As Deacons, we were blessed to celebrate the 100 year Centennial Celebration with First Lutheran. It was our privilege and honor to plan and carry through with this recognition for our church. We are humbled by the many volunteers and each person's willingness to help and are grateful for the time dedicated to making a positive difference at First Lutheran. We, as Deacons, always foster and encourage our congregational members to serve together to deepen our faith and carry through with our mission statement: "Gathering to know Jesus, serving to make a difference".

Please don't hesitate to reach out to one of the Deacons with positive praises and/or concerns you may have for our church family.

Susan Coulander (Chairperson)	712-260-7035
Steve Loken (Secretary)	712-330-7729
Rosalise Olson	712-330-3210
Joseph Prouty	605-881-4324
Brady Dicks	712-291-0683

Respectfully,
Susan Coulander

CHILDREN'S MINISTRY BOARD

PROGRAMS

- Sunday School
 - Rally Day (Pancake Feed, Tractor Rides, Tour the Classrooms, Make name tags for the Sunday School year).
 - 100 Registered.
 - Average Sunday School attendance is around 84 kids.
 - Volunteers/Teachers have been adequate (Thinking of doing an hour during Sunday School to "Get to Know" more of the families of the kids, that attend Sunday School).
- Kids At First (Wednesday Night Program)
 - Attendance has been around 22-25 kids per week.
- Kids did caroling at Christmas time at a few of the nursing homes/assisted living facilities in our community.
- 3 Year Old & 3rd Grade Bible Handout
- Christmas Program "Oh What A Special Night" –74 kids participated
- Vacation Bible School
 - Great Turnout – 84 kids attended.
 - Raised around \$135.00 for the Girls School in Tanzania.
 - Volunteers/Teachers were adequate for VBS, along with changing it to Monday-Thursday, with the program & ice cream social being Thursday night.
- Easter Egg Hunt
- Children Singing (4th Sunday of each month)
 - Songs they are learning coincide with the lessons the children learn during class, along with the Bible verses/Sermon the Pastors are using during church services.

BOARD MEMBER CHANGES

- Krista Roos goes off the board in 2024. This 3 year term will be up for election.
Carissa Janssen up for election for a new 3 year term.
- New Members: Mallory Munden (To be voted on - 3 Year Term)
 - Still on the board: Adam Van Gorp, Megan Carstens, Trisha Ferguson

YOUTH AND FAMILY MINISTRY BOARD

The Youth and Family Board include Joy Christians (secretary), Kathy Greves, Dennis Heimdal, Heath Jacobson, and me (chairperson). The board hosted the coffee bar on December 3, 2023, between services. This board works to provide youth and young families opportunities to grow their faith. Some of the opportunities are listed below.

- Youth group: weekly throughout the year and offered this past summer, however, the summer months were not well attended. Past activities include a lock-in/ski trip, car wash and caroling.
- High school Sunday school: the program follows the current week's Sunday message. Older students were also given the opportunity to volunteer as shepherds in the children's ministry.
- New in 2023, was a community Baccalaureate. This was held at First Lutheran, but the idea is for the ceremony to rotate to a different church in the community every year.
- The Urban Plunge: offered for the second year and those involved completed a service project of filling backpacks with supplies and delivered to homeless in Omaha.
- The National Youth Gathering: canceled in 2022 and rescheduled for July 2024 in New Orleans. Fifteen youth and three adults signed up to attend the gathering.
- Alpha program: the program used for confirmation. The 7th grade has completed and now encouraged to attend youth group.
- Family activities: offered monthly. Some past activities include yoga babes, goat yoga and kindermusik.

Other duties include pancake breakfasts and Lent soup suppers. Pancake breakfasts are held between services on Palm Sunday and Rally Sunday. Proceeds from the breakfasts go toward youth activities.

In 2023, we decided to try something new and offered other groups within the church a chance to serve a meal of their choice during Lent. The Missions team and the Children's Ministry each chose a week. The remaining weeks were hosted by the Youth and Family board and proceeds from these weeks went to youth activities. Youth were asked to serve during the meal and with clean up.

In 2024, the Lent soup suppers will be hosted by the youth and family board and youth volunteers. Proceeds will help cover costs for the youth and adults attending the National Youth Gathering in New Orleans. I encourage all to attend and thank you for your continued support.

Kia Gonnerman

Chairperson, Youth and Family Board

DRIVE-IN WORSHIP

The 2023 drive-in worship consisted of 15 Sundays. A total of 2,541 cars were counted over those 15 weeks, averaging 169.4 cars per Sunday. This is up slightly from 164.64 cars per Sunday in 2022. The largest attendance was 223 cars on May 28th.

We have a wonderful, dedicated group of volunteers who help make these services run smoothly (and have a little fun in the process). Special thanks to Rosalise Olson who graciously took on additional responsibilities when I had to be gone. Thanks also to Pastor Perry and Pastor Brian for their wonderful messages, and to Jennifer Johnson and the other musicians.

If volunteering for drive-in worship is on your heart, please feel free to reach out to me. We always need people who are willing to fill in if someone needs to be gone.

2024 marks the 75th year of First Lutheran's drive-in worship services! Our services will start on May 26th and we invite everyone to join us. The donuts and coffee will be waiting!

Jeannie Stolee

First Lutheran Foundation

The First Lutheran Foundation had a very successful year in both our mission (Endow Iowa Fund) and our capital improvement (First Lutheran Fund). The mission fund grew from \$168,021 to \$191,421. A gain of \$23,400. Our capital improvement fund grew from \$71,595 to \$80,507. A gain of \$8,912

Grants totaling \$7,500 went to the following missions:

\$2,500 Argentina mission

\$2,500 Okoboji School Success Program

\$2,500 St.Dymas Prison Ministry

Since its inception in 2013 The First Lutheran Foundation has awarded \$62,500 in grants.

As a reminder there are numerous ways you can support our foundation such as:

1. In your will/estate planning
2. Cash
3. Stocks
4. Beneficiary on life insurance
5. QCD or Qualified Charitable Distributions from an IRA.

JUST A NOTE: WE ARE WORKING WITH OKOBOJI FOUNDATION AND DES MOINES COMMUNITY FOUNDATION IN ORGANIZING AN ESTATE PLANNING SEMINAR. MORE INFORMATION WILL FOLLOW WHEN A DATE IS SET.

If you have any questions about First Lutheran Foundation or ways to support it please do not hesitate to contact me at:

Steve Ricklefs

Steve.jane.ricklefs@gmail.com

651-402-3381

FIRST LUTHERAN MISSION TEAM

Happy New Year from the First Lutheran Mission Team!

First of all we would like to thank everyone that contributed to our 2023 Mission Team Lunch and Homemade Goods Auction. We had some amazing desserts, snacks, quilts, wooden masterpieces, and hand-painted cards that were donated for the auction. We thank those that cooked and served the tasty lunch and banana splits as well. Without the help from all of you, this fundraiser would not be successful and we would not be able to reach the people and causes that we hold near and dear to our hearts. With help from the First Lutheran Foundation and the proceeds from this fundraiser, we were able to send over \$2,000 to each of our focused ministries; Local: Okoboji Success Program, Regional: St. Dysmas/South Dakota State Penitentiary, International: Argentina Mission Trip. We thank the speakers/representatives for coming and teaching us more about these missions and what our funds are supporting.

Our youth took another Urban Plunge Mission Trip and took backpacks full of essential items. The Mission Team was able to help fill those backpacks for the adults and children that received them.

A new adventure this year was the Argentina Mission Trip! It was amazing to hear about the experiences our youth and adult chaperones were able to participate in, the connections they made, and the fun they had with Pepe's Kids. We are hoping to be able to continue to support these trips as an every other year mission trip and continue to help grow our relationship with Pepe's Kids and Pueblo de Dios in Mendoza, Argentina

There are also the organizations that we help support annually. Okoboji Lutheran Bible Camp, Okoboji Bible Camp, Lutheran Lakeside Camp, Lutheran Services of Iowa, Cherish House, Discovery House, Habitat for Humanity, Girl's School in Tanzania, Backpack Program, Marie Sandvik, Upper Des Moines Opportunity and more.

Our prayer for 2024 is to develop this team into a very successful congregationally elected committee providing more communication to our congregation about funds allocation, and growing in numbers and in ways to support our neighbors near and far. A proposal for the committee's responsibilities follows this report and you'll see the nominees for the committee on your ballot for the 2024 annual meeting.

Many blessings,

First Lutheran Mission Team

Draft – Missions Committee

In order to foster more participation and build a sustainable model for direction of First Lutheran's mission ministries the mission team proposes the formation of a congregational board dedicated to missions. The Mission Committee will function much like a board and explore the viability of functioning in this way before committing to the required constitutional change and two step congregational vote on the change. Using a board model will ensure an ongoing rotation of membership and with it new ideas and direction each year and fresh eyes on longstanding traditions. A board ensures that while its members come and go, the congregation is committed to steady leadership in this important area.

Missions Committee consisting of seven (7) elected members

The duties of the **Missions Committee** shall be:

- A. To explore the viability of this committee functioning as a board of First Lutheran Church,
- B. To consider matters relating to the missions of this congregation,
- C. To coordinate the distribution of offerings designated for missions in conjunction with the Board of Trustees
- D. To regularly communicate descriptions of the mission ministries of the congregation,
- E. To regularly invite participation in mission ministries from the congregation,
- F. To regularly communicate the outcomes of mission ministries.
- G. To regularly evaluate mission ministries and explore new opportunities
- H. To appoint and direct the activities of committees, task forces or ministry teams that may be necessary from time to time,
- I. To foster relationships with missionaries and support them.
- J. To consider matters relating to the needs of the sick and needy,
- K. To elect from its membership a chairperson and secretary,
- L. To conduct regular meetings not less than once per month,
- M. To make recommendations to the annual meeting or any specially called meeting of this congregation,
- N. To report its activities to the annual meeting of this congregation.

THREE CROSS MEMORIAL GARDEN AND COLUMBARIUM COMMITTEE

Greetings from the Three Cross Memorial Garden and Columbarium Committee,

We are pleased to announce that our Columbarium and TCMG (Three Cross Memorial Garden) are indeed looking great and a beautiful asset to the north side of our church. The sod has taken hold, the sidewalks are in, the trees are providing lovely shade, the sprinkler system is helping to sustain the garden, the parking lot is a welcome addition, and the Columbarium has become the final earthly resting place for many members of our church over the last year. We have had 12 inurnments since the inception of the Columbarium. We have made a few minor adjustments to this project this year. We have opened up the Columbarium to all current members, former members, and their families. This was a request that came to the committee and we thought it made perfect sense to honor the wishes of our Congregation.

Additionally, moving into 2024 we have tweaked the pricing scenario a bit by having one total price to be paid at the time of reserving the Niche instead of pricing each item separately knowing that those costs will change over time and with inflation. So once the Niche is purchased there will be no other charges until the time of death and Inurnment when the only other cost will be the inscription on the door.

We have one Columbarium in place and that unit has 80 Niches. We have poured the pad for a second unit so we are ready when that time comes and the need is there. Each Niche will hold the cremated remains of 2 people in 2 urns. As of this writing, January 10, 2024, we have 46 Niches reserved which is just about 58%. We do have 34 Niches remaining so we are always interested in visiting with our members and willing to answer any questions they have. We have 16 Memory Bands on our unit. 8 of those have been inscribed and committed. You might use a Memory Band to honor a loved one and indicate where they are buried or you might want to inscribe one that shows where you are going to be buried if you have plans to be buried elsewhere. It is a way to show your connection to First Lutheran even if you will not be inurned in our Columbarium.

We do have an area in the ground on the other side of TCMG for pet cremains. We have biodegradable urns and they would be placed in the ground with a nameplate stone on top. This would be at your own expense but it is open to our members should they choose.

In the Spring of 2024 we have 3 granite benches, that have been purchased by our members, to be set in TCMG. We have one in place now and once the remaining 3 are in place it will be a wonderful spot to come, sit, and pay your respects to your loved ones. We will host a coffee and have an Open House once the benches are in place so you can all see how lovely that area looks.

We have a great committee! They have made good decisions with regards to preparing and taking care of our loved ones in perpetuity. Our thanks go to Jo Abens, John Adams, Bob Brown, Gary Fisk, Len Holdorf, and Denny Perry. John, Bob and Denny were in this from the beginning and we are so appreciative of all their research and hard work to lay the foundation for this Garden and Columbarium.

Respectfully,

Kris Johnson and Cindy Redmond



Columbarium Niche Pricing

Item	Current Sell Price		Item	Future Sell Price
Niche - holds 2 Urns	\$1,950		Niche - holds 2 Urns	\$2,500
Brass Urns	\$125 each - \$250/2		Brass Urns	
Brass Urn Nameplates (Estimated Pricing...pay exact invoice)	\$12 each - \$24/2		Brass Urn Nameplates (Estimated Pricing...pay exact invoice)	
Shipping per Niche Front to Eickhof (Estimated Pricing....pay exact invoice)	\$20 each - \$40/2		Shipping per Niche Front to Eickhof (Estimated Pricing....pay exact invoice)	
Opening/Closing of Niche	\$100 each - \$200/2		Opening/Closing of Niche	\$280 2 Lines Name - DOB/DOD \$310 4 Lines (2 People) Name - DOB/DOD
Niche Door Inscription (Estimated Pricing and return shipping...pay exact invoice)	\$280 2 Lines Name - DOB/DOD \$310 4 Lines (2 People) Name - DOB/DOD		Niche Door Inscription (Estimated Pricing and return shipping...pay exact invoice)	
Estimated Total	\$2,774		Estimated Total	\$2,810

Memory Band Pricing

Memory Band	Currently No Charge		Memory Band	New Sell Price
Shipping and Handling per Memory Band Front (Estimated Pricing...pay exact invoice)	\$20 each - \$40/2		Shipping and Handling per Memory Band Front (Estimated Pricing...pay exact)	\$1,250
Opening/Closing of Memory Band	100 each - \$200/2		Opening/Closing of Memory Band	
Memory Band Holds 4 Names (Estimated Pricing...pay exact invoice)	\$280 3 Lines Name - DOB/DOD \$350 6 Lines (2 People) Name - DOB/DOD		Memory Band Holds 4 Names (Estimated Pricing...pay exact invoice)	\$280 3 Lines Name - DOB/DOD \$350 6 Lines (2 People) Name - DOB/DOD
Estimated Total	\$590		Estimated Total	\$1,600

Three Cross Memorial Gardens - RECEIPT



Name: _____

Initial Sale Date: _____

Columbarium Niche Location: _____

Memory Band Niche Location: _____

Military Honors: _____

Columbarium Niche Pricing

Quantity	Items Included	2024 Sell Price	Total Paid	Check/Cash
	1 Niche - holds 2 Urns Brass Urn(s) Brass Urn Nameplate(s) Shipping of Niche Front to Eickhof for Inscription Opening/Closing of Niche	\$2,500		
	Niche door Inscription (Estimated Pricing and return shipping)	\$280 2 lines Name - DOB/DOD \$315 4 Lines (2 people) Name - DOB/DOD		

Memory Band Pricing

Quantity	Items Included	2024 Sell Price	Total Paid	Check/Cash
	Shipping of Memory Band Front to Eickhof for Inscription Opening/Closing of Memory Band	\$1,250		
	Memory Band Holds 4 Names (Estimated Pricing...pay exact invoice)	\$280 3 Lines Name - DOB/DOD \$385 6 Lines (2 People) Name - DOB/DOD		

Pet Burial

Quantity	Items Included	2024 Sell Price	Total Paid	Check/Cash
	Biodegradable Urn Digging of Hole	\$300		
	Stone Inscription Estimated Pricing	\$100 2 Lines Name YOB/YOD		

Personnel Committee Report

The Personnel Committee was formed in April of 2023. The committee members are; Joseph Prouty, Amanda Titterington, Nancy Wurtz, Gary Peters and Barb Work.

The main purpose of the Personnel Committee is to provide guidance and support to the staff along with the pastors.

The first step of this project was to review the job descriptions. Based on time studies that were requested from each employee, we worked with each staff member to identify each individual's expectation of their role while ensuring that all aspects of the many tasks of the church were completed.

Based on the job description a market analysis was done on each position. Although many of the positions were close or above the median range of the analysis, the committee recommended increases to some salaries that were below the median.

This fall staff reviews were completed on all positions. Measurable goals were set with job descriptions and duties reviewed.

Our next step is to review the employee handbook and continue to support the staff and pastors.

We had 4 resignations this year: Reagan Colt, Josh Carr, Kim Wermersen and Kris Johnson. Utilizing exit interviews and feedback we will continue working to make First Lutheran Church a great place to work!

We also were involved in the hiring of Tammy Carr, Director of Children's Ministry and Lynn Egesdal, Office Manager.

A big thank you to the FLC staff for all of the hard work they do to make our worship experiences great and ensure that our spirits are fed. There is no doubt in my mind that the FLC staff lives by Colossians 3:23 – *Whatever you do, work at it with all your heart.*

In Christ,
Barb Work
Personnel Committee Chairperson.

PASTORAL STATISTICS FOR 2023

BAPTISMS

Lydia Renee Marco
Alice Kay Forsling
Drew William Bormann
Lotti Jean Grossnickle
Nikole Jo Marie Furnish
Lowen Michael Schmidt

Josie Mae Dirks
Baylor Banks Thomson
Mara Anne Rohwer
Grant Brenton Rossman
Tye Elliott Sanders

Hattie Victoria Peters
Lucian Bernard Hanson
Jaxson Wells Witt
Evelyn Paige Ricker
Isabella Hope Heithus

CONFIRMATIONS : November 19, 2023

Madeline Ackerman
Spencer Gehrke
Lucas Keonin
Rylee Mitchell
Travis Palmquist
Alex Wilken

Kylin Dodds
Josie Holter
Easton Kruger
Addyson Mosher
Aiden Schable

Wesley Evenson
Judah Jack
Lauren Lambert
Cruz Nitchals
Carter Van Gorp

WEDDINGS

***indicates non-member**

Shaelyn Adams and Nathan Miklo

FUNERALS

***Indicates non-member**

****Indicates did not assist in funeral**

Byron Thelen
Ben Gerdes, Jr.
*Diane Thompson
Kathleen Hardman (2022)
Keith Bultena
Carole Jacob
Ronald Robinson
Donald Jacob

Stephanie Gregor
Max Sheley
Lorraine Hanson (2022)
Dean Dodds
Ronald Palmer (2022)
David Dubois
Thomas Parks
Keith Abens

Beverly Wittler
*Myrt Swanson
*Earl Baish
Cole Dodds
*Bonnie Boers
Francis Parrish
*Barbara Johnson
*Roger Gilbert

TRANSFERS IN

***Non Confirmed Member**

March 26, 2023

Easton Doeden
Nancy Fada
Danielle Fassler
Cynthia Maffin
Shelly Nelsen
Natalie Patterson
Kelsey Schmidt
Chandler Thomas

Jennifer Doeden
Ty Fada
Logan Fassler
Mike Maffin
Connie O'Boyle
Reid Patterson
Lowen Schmidt
Deb Thomas

Maverick Doeden
Aidan Fassler
Tristan Fassler
Russ Nelsen
Lisa Patterson
Rob Patterson
Mike Schmidt
Dave Worshek

July 23, 2023

Mark Hopkins
Bill Tillman
Emeline Vite'
Craig W. Wiese

Ronda Keenan
Bennett Vite'
Leah Vite'

Carolyn Nehls
Brittany Vite'
Noah Vite'

October 8, 2023

Gary Axdahl

Dale & Deb Breberg

Dick & Marcia Cain

PASTORAL STATISTICS CONTINUED

TRANSFERS OUT

Denny and Katy Boe (relocation-Marshall, MN)
 Ryan and Callie Putnam, Taylor, McKenzie, and Caden (relocation-Harrisburg, SD)
 Cindy Wulf-McGrath (relocation-Sioux City, IA)
 Chad Duffy (relocation-Slayton, MN)

MEMBERSHIP STATISTICS

		BAPTIZED	CONFIRMED
MEMBERSHIP	TOTAL: (01/01/2023)	1,960	1,453
LOSSES	Deaths	15	15
	Transfers Out	9	6
	Removed/Inactive	0	0
	TOTAL:	1936	1432
GAINS	Baptisms	16	0
	Confirmations	0	16
	Transfers In	37	27
	Inactive to Active	0	0
	TOTAL	1989	1475

WORSHIP STATISTICS

AVERAGE ATTENDANCE:	TOTAL Weekend Worship (Indoor & Streaming)	409
	INDOOR Weekend Worship (Sundays)	In-Person = 271 Streaming = 138
	OUTDOOR Weekend Worship (Sundays)	339
	Lenten Worship • Ash Wednesday-Good Friday	In-Person = 150 (9 services) Streaming = 92
ATTENDANCE	Easter Services	In-Person = 848 (3 services) Streaming = 114
	Christmas Eve Services	In-Person = 879 (4 services) Streaming = 169
	Outdoor Worship	5,082 (15 services) = avg 339
HOLY COMMUNION	Indoor Services	54 times
number of times celebrated	Outdoor Services	4 times
	Ash Wednesday	1 time
	Christmas Eve	2 times
	Holy Communion Total:	61 times

2023 FUND ACTIVITY

FUND ACTIVITY (Unbudgeted Funds)

Memorial Fund	2022	2023
Income:		
Carryover	\$ 39,436.92	\$ 290.00
Adjustment from Gen Fund		
Contributions	\$ 925.00	\$ 450.00
Total Income	\$ 40,361.92	\$ 740.00
Expenditures:		
Purchases		
Total Expenditures	\$ 40,071.92	\$ -
Net Fund Change	\$ 290.00	\$ 740.00

Columbarium Fund	2022	2023
Income:		
Carryover	\$ 16,526.52	\$ (28,361.15)
Columbarium Donations		\$ 1,000.00
Columbarium Sales	\$ 24,752.09	\$ 28,239.68
Total Income	\$ 41,278.61	\$ 878.53
Expenditures:		
Misc Purchases	\$ 5,110.10	\$ 7,118.64
Build Expenses	\$ 64,529.66	\$ -
Net Fund Change	\$ (28,361.15)	\$ (6,240.11)

Memorial Scholarships - Lyle Cross	2022	2023
Income:		
Carryover	\$ 39,589.74	\$ 34,186.51
Unrealized Gain or Loss	\$ (4,826.19)	\$ 1,632.57
Money In	\$ 822.96	\$ 944.83
Total Income	\$ 35,586.51	\$ 36,763.91
Expenditures:		
Scholarships	\$ 1,400.00	\$ 1,200.00
Total Expenditures	\$ 1,400.00	\$ 1,200.00
Net Fund Change	\$ 34,186.51	\$ 35,563.91

3 Cross Memorial Gardens**2022****2023**

Income:

Carryover		\$	(4,264.43)
Contributions	\$	32,066.60	\$ 20,476.79
Memorial Money	\$	4,990.00	\$ -
Total Income	\$	37,056.60	\$ 16,212.36

Expenditures:

Build Expenses	\$	41,321.03	\$ 15,609.19
Total Expenditures	\$	41,321.03	\$ 15,609.19
Net Fund Change	\$	(4,264.43)	\$ 603.17

Drive In Fund**2022****2023**

Income:

Carryover	\$	208,798.08	\$ (3,873.92)
Contributions	\$	63,697.00	\$ 62,383.00
Designated Renovation Donations	\$	123,023.28	\$ 2,445.00
Total Income	\$	395,518.36	\$ 60,954.08

Expenditures:

Worship & Food Supplies	\$	737.02	\$ 770.05
Advertising	\$	1,155.30	\$ 2,154.60
Drive In Recipients/Gen Fund	\$	63,697.00	\$ 62,383.00
Renovation Expenses	\$	333,802.96	\$ 28,107.84
Total Expenditures	\$	399,392.28	\$ 93,415.49
Net Fund Changes	\$	(3,873.92)	\$ (32,461.41)

Restricted Memorial Fund**2022****2023**

Income:

Carryover	\$	7,629.40	\$ 7,629.40
Contributions	\$	-	
Total Income	\$	7,629.40	\$ 7,629.40

Expenditures:

Picnic Tables	\$	-	\$ 1,645.00
Total Expenditures	\$	-	\$ 1,645.00
Net Fund Change	\$	7,629.40	\$ 5,984.40

Designated Projects	2022	2023
Income:		
Carryover	\$ 14,299.31	\$ 8,699.31
Contributions	\$ -	
Total Income	\$ 14,299.31	\$ 8,699.31
Expenditures:		
Designated Recipients	\$ 5,600.00	\$ -
Total Expenditures	\$ 5,600.00	\$ -
Net Fund Change	\$ 8,699.31	\$ 8,699.31

Endow Iowa Foundation	2022	2023
Income:		
Carryover	\$ 182,438.94	\$ 167,521.82
Contributions	\$ 15,000.00	\$ 10,000.00
Net Gain/Loss & Fees	\$ (22,917.12)	\$ 23,480.58
Total Income	\$ 174,521.82	\$ 201,002.40
Expenditures:		
Miscellaneous/Dist.	\$ 7,000.00	\$ 7,500.00
Total Expenditures	\$ 7,000.00	\$ 7,500.00
Net Fund Changes	\$ 167,521.82	\$ 193,502.40

Agency Foundation	2022	2023
Income:		
Carryover	\$ 110,679.33	\$ 71,380.08
Contributions	\$ -	
Net Gain/Loss & Fees	\$ (14,299.25)	\$ 10,007.16
Total Income	\$ 96,380.08	\$ 81,387.24
Expenditures:		
Miscellaneous/Dist.	\$ 25,000.00	\$ -
Total Expenditures	\$ 25,000.00	\$ -
Net Fund Changes	\$ 71,380.08	\$ 81,387.24

First Lutheran Church
Balance Sheet
Consolidated - December 2023

	Current Year
ASSETS	
CURRENT ASSETS	
Petty Cash	\$50.00
CHECKING ACCOUNTS	
United Community Bank	126,639.92
First Youth	5,020.05
Missions Committee	86.54
Pastor's Discretionary Ac	447.67
Youth Coffee	585.37
Community Garden	2,566.51
Prayer Garden	742.40
Wedding Account	3,074.32
First Ringers	2,390.05
Transit Asset Account	54.00
ACCOUNTS RECEIVABLE	
INVESTMENTS	
Bank Midwest Savings Acct	3,145.97
Certificates of Deposit	
UCB CD - 8/14/24	205,698.09
Bank Midwest CDs(2)-07/24	100,000.00
Chris Arends CD UCB	800.42
Subtotal Certificates Of Deposit	306,498.51
Endow Iowa Fund-Missions	193,502.40
FLC Foundation Fund	81,387.24
MONEY MARKET FUNDS	
Lutheran Brotherhood	35,563.91
Building & Improvements	5,351,239.87
Subtotal Accounts Receivable	5,971,337.90
Subtotal Checking Accounts	6,112,944.73
TOTAL ASSETS	<u><u>\$6,112,994.73</u></u>
FUND BALANCE	
Fund Balance	\$6,112,994.73
TOTAL FUND BALANCE	6,112,994.73
TOTAL LIABILITIES AND FUND BALANCE	<u><u>\$6,112,994.73</u></u>

2024 - First Lutheran Church - General and Benevolence Funds

Income	2022 Actuals	2023 Actuals	2023 Budget	2024 Budget
Contributions	683,679	665,429	874,500	690,000
Mission Contributions	30,801	33,531		
Special Services	22,855	39,285		30,000
Coffee Fellowship	214			
Marriage Enrichment Tests	20			
Miscellaneous	2,459	7,437		5,000
Drive- In contributions	63,697	62,383		60,000
Fun Raiser Income / 75th Celebration	-	15,996		56,500
Youth Funds	4,770	8,276		
Facility Use Income	650	5,400		5,000
Noisy Offering	6,678	5,453		5,000
Community Garden	165	395		
Wedding Income	700			
Investment Income				
Interest	1,906	6,824		7,000
FSA Payment	-			
Sale of Property	-			
Total Income	818,593	850,409	874,500	858,500

Worship and Music				
Bulletins & Supplies	401	-	350	-
Licensing (Music & Video, Live stream)	1,976	1,073	2,000	2,000
Altar Guild Supplies	1,833	2,713	2,000	2,700
Choir Music	1,007	907	500	1,000
Adult & Youth Musical	-	587	1,000	600
Worship Ed Resource (Digital, Video etc.)	1,000	471	500	500
Musical Equipment	3,761	378	1,000	1,000
Projection Equipment				30,000
Guest Worship Leaders	122	205	250	250
Pastoral Support (Bob)	850	510	1,000	1,000
Music Support	4,700	1,225	3,000	3,000
Bell Choir	-	-	1,000	1,000
Miscellaneous	799	672	1,000	1,000
Wedding Services Expense	1,027	50		200
Nursery	-	-		-
Total Worship and Music	17,474	8,793	13,600	44,250

Office Administration	2022 Actuals	2023 Actuals	2023 Budget	2024 Budget
Office Supplies	3,834	3,370	5,000	3,600
Copier Contracts	6,446	6,365	5,000	7,000
Postage/Special Mailings	1,194	1,314	1,000	1,200
Equipment	1,292	952	2,500	1,000
Maintenance	254	187	1,000	1,000
Computer IT/Repair	5,472	3,132	3,500	3,000
Miscellaneous	1,283	1,091	500	1,200
Internet Service	1,176	1,221	1,000	1,300
Total Office Administration	20,951	17,633	19,500	19,300
Youth Ministry				
Young Families		364	1,000	1,000
Junior High Youth	-	102	1,000	1,000
Senior High Youth	(841)	6,673	5,000	10,000
Camperships	200	400	2,000	1,000
Young Adult	663	89	1,000	500
Milestones (not in Sunday School)	246	492	1,000	600
Miscellaneous	200	260	400	500
Total Youth Ministry	469	8,380	11,400	14,600
Outreach				
New Member Outreach	497	382	500	500
Advertising/Promo	9,864	7,457	10,000	9,000
Community Garden	128	79	-	100
Hospitality Team (Kitchen/Coffee)	2,680	2,202	2,500	2,500
Mission Committee (Event Expenses)	5,208	14,951	500	500
Special Events	410	1,443	1,500	1,500
Pastor's Emerg. Fund	172	790	1,000	1,000
County Chaplain	400	400	400	400
Publications (Devotionals, Magazines)	237	1,214	1,500	1,000
Miscellaneous	1,143	322	500	500
Parish Nurse	-	100	1,000	500
Total Outreach	20,740	29,340	19,400	17,500

Discipleship & Education	2022 Actuals	2023 Actuals	2023 Budget	2024 Budget
Sunday School	4,387	3,254	5,000	4,000
Christmas Program	95	-	250	200
Vacation Bible School	5,479	3,740	4,500	5,000
Adult Education (Study Materials)	327	308	500	500
Alpha	1,146	872	1,500	900
Stephen Ministries	562	986	500	1,000
Confirmation	1,214	148	1,000	100
Lay Continuing Education	-	149	-	150
Lay Synod Conf & Convention	937	1,876	1,500	2,000
Miscellaneous	50			500
First Kids	27			200
Total Discipleship & Education	14,225	11,333	14,750	14,550
Building & Grounds				
Gas	15,702	16,058	19,000	19,000
Electric/Sewer/Water	24,310	25,320	24,000	28,000
Telephone	683	480	500	500
Church Maintenance	33,432	8,724	20,000	10,000
Insurance	12,237	14,879	13,000	16,000
Operating Supplies (Janitorial)	3,188	3,668	3,000	4,000
Improvements / Equipment		2,500	11,500	-
Grounds Maintenance	3,782	6,353	5,000	6,000
Maintenance Contract	660	385	-	500
Miscellaneous Bldg. Purchases	392	744	500	500
Air Conditioners for Fellowship Hall				113,000
Drive-in Worship Improvements & Celebration	25,000			56,500
Total Building and Grounds	119,387	79,111	96,500	254,000

Staffing	2022 Actuals	2023 Actuals	2023 Budget	2024 Budget
Salary/Lead Pastor (Perry Aalgaard)	42,420	44,541	44,541	45,966
Pension	9,188	9,647	9,647	9,956
Health & Dental	27,569	28,716	28,948	29,062
Travel	2,000	2,000	2,000	2,000
Housing Allowance	42,420	44,541	44,541	45,966
Fica Set-Aside	7,035	7,387	7,387	7,458
Continuing Ed	-	-	750	750
Synod Conference	-	308	400	400
Fall Convocation	165	281	400	400
Salary/Assoc. Pastor (Brian Jack)	50,999	45,101	45,101	35,655
Pension	7,127	7,483	7,483	7,723
Health & Dental	29,936	31,408	31,433	32,549
Travel	2,000	2,000	2,000	2,000
Housing Allowance	14,811	24,000	24,000	35,655
Fica Set-Aside	5,460	5,733	5,733	5,917
Continuing Ed	-	783	750	750
Conference & Convention	363	308	400	400
Fall Convocation	165	281	400	400
Salary Music Minister (Jennifer Johnson)	62,370	65,489	65,489	70,000
Fringe Benefit Allowance				3,000
Office Manager (Lynn Egesdal)	36,500	37,273	38,325	42,266
Fringe Benefit Allowance				2,400
Pastoral Assistance	-	-	1,050	-
Communications Outreach (Kim Wermersen)	8,190	5,733	8,600	-
Fundraising Coordinator (John Adams)	11,130	11,687	11,687	12,061
Fringe Benefit Allowance				750
Youth Minister	27,993	44,625	76,500	-
Leadership Coach (Kim Wermersen)	25,400	17,780	26,670	-
Bookkeeper (Val Watters)	14,207	14,950	14,917	16,384
Fringe Benefit Allowance				900
Bookkeeping Assistance (Diane McMillan)				1,952
Fringe Benefit Allowance				150
Custodian (Bruce Leu & Lenny McNea)	29,768	31,256	31,256	36,400
Fringe Benefit Allowance				3,000
Christian Ed Coordinator (Tammy Carr)	43,801	27,077	45,991	31,200
Fringe Benefit Allowance				1,875
Coordinator of Volunteers (Ann Aalgaard)	12,096	12,701	12,701	14,664
Fringe Benefit Allowance				900
Columbarium Administration				2,650
Virtual Tech Coordinator (multiple)	4,760	502	4,998	500
Organist	-	-	300	300
Staff Development	-	-	2,000	3,000
Travel	1,574	-	500	500
Payroll Tax	21,042	20,565	27,000	18,731
Total Staffing	540,488	544,154	623,896	526,590

Mission Support/Benevolence	2022 Actuals	2023 Actuals	2023 Budget	2024 Budget
ELCA	44,035	37,230	33,000	33,000
Other Benevolence	59,909	61,284	42,000	47,000
Total Benevolence	103,944	98,514	75,000	80,000
Total Expenditures	837,678	797,257	874,046	970,790
Income To Expenses	(19,084)	53,151	454	(112,290)

Breakdown of Giving by Families for 2023

Amount Given	Families Giving
Under \$50	52
\$50 to \$100	32
\$100 to \$500	114
\$500 to \$1,000	86
\$1,000 to \$2000	95
\$2,000 to \$5,000	93
\$5,000 and above	36

FIRST LUTHERAN BENEVOLENCE 2023

ELCA – Western Iowa Synod	\$33,000.00
Igumbilo Girls School	\$5,280.00
WELCA	\$585.00
Bob Vaage Scholarship	\$1,500.00
Lutheran Lakeside Camp	\$2,500.00
Needy Families-Gift Cards	\$700.00
Upper Des Moines Opportunity + Noisy Offering	\$2,610.46
Ingham Okoboji Bible Camp + Noisy Offering	\$2,839.00
PePe's Kids - Noisy Offerings + VBS	\$1,340.00
Mission Trip to Argentina	\$14,298.94
St Dysmas (SD State Penitentiary)	\$9,440.00
Dickinson County Hunger Coalition+Noisy Offering	\$1,257.63
Community Table	\$48.37
St. Lukes	\$1,000.00
Lyle Cross Scholarships	\$2,200.00
Chris Arends Scholarships	\$500.00
Marie Sandvik Center Inc	\$1,500.00
S.T.E.M.M.	\$1,000.00
Church of the Damascus Road	\$2,500.00
SAACOS/Tanzania Projects	\$2,000.00
Companion Congregation Fee	\$200.00
Days for Girls	\$479.59
Habitat for Humanity	\$2,500.00
Lutheran Services in IA	\$1,555.00
Waldorf College	\$1,000.00
Hope Haven	\$1,000.00
Discovery House	\$1,500.00
OES Clothing + Noisy Offering	\$678.95
Atlas of the Lakes + Noisy Offering	\$1,500.19
NWI Humane Society - Noisy Offering	\$481.00
Heartland Hope - Noisy Offering	\$230.00
Oaxaca Streetchildren	\$300.00
Turkey Earthquake Relief	\$3,517.00
Project Backpack + Homeless Backpacks	\$2,907.37
Gift Bags for Teachers	\$775.95
CAASA	\$2,000.00
SAPREA	\$300.00
Cherish Center	\$1,000.00
Quilters	\$398.07
Okoboji Bible Conference-Concert	\$500.00
Pastors Emergency Fund	\$790.35
Okoboji Success	\$6,440.00
Our Daily Bread Devotionals	\$150.00
Dickinson County Ministerial	\$400.00
Total Benevolence for 2023	\$116,702.87

AUDIT COMMITTEE REPORT

January 24, 2024

2023 ANNUAL REPORT

The audit committee has reviewed the statement of assets and liabilities for First Lutheran Church as of December 31, 2023 and we find that the statements accurately reflects the financial condition of the Church as of that date.

We reviewed, on a test basis, invoices and checks for accuracy and proper classification.

We reviewed the quarterly payroll reports and compared them to the financial records.

We believe that the records are reasonably stated.

Cole Milbratt

Emily Rossmann

FIRST LUTHERAN CHURCH STAFF

SENIOR PASTOR: Perry Aalgaard

ASSOCIATE PASTOR: Brian Jack

DIRECTOR OF MUSIC AND WORSHIP: Jennifer Johnson

DIRECTOR OF CHILDREN'S MINISTRY: Tammy Carr

OFFICE MANAGER: Lynn Egesdal

FACILITY MANAGER: Bruce Leu

FACILITY MANAGER: Lenny McNea

COORDINATOR OF SUPPORTIVE MINISTRY: Ann Aalgaard

BOOKKEEPER: Val Watters

DIRECTOR OF DEVELOPMENT: John Adams, Sr.

SIOUX FALLS CHAPLIN: Bob Chell

STEPHEN MINISTERS (Volunteer Directors):

Carol DeSchepper, Carol Platt, Tammy Carr

2023 OFFICERS, BOARDS AND COMMITTEES

(Term Expires February of year)

PRESIDENT	Cindy Redmond	(2024)
SECRETARY	Beverly Walsmith	(2024)
TREASURER	Emily Rossman	(2025)
FINANCIAL SECRETARY	Bob Brown	(2024)
BOARD OF TRUSTEES	Amanda Titterington	(2024)
	Nancy Wurtz	(2025)
	Delmer Lee	(2025)
	Gary Peters	(2026)
	Cole Milbrath	(2026)
BOARD OF DEACONS	Steve Loken	(2024)
	Joseph Prouty	(2025)
	Rosalise Olson	(2025)
	Susan Coulander	(2026)
	Brady Dicks	(2026)
CHILDREN'S MINISTRY BOARD	Krista Roos	(2024)
	Carissa Janssen	(2024)
	Trisha Ferguson	(2025)
	Megan Carstens	(2025)
	Adam VanGorp	(2026)
YOUTH AND FAMILY MINISTRY BOARD	Joy Christians	(2024)
	Kathy Greve	(2024)
	Heath Jacobsen	(2025)
	Kia Gonnerman	(2026)
	Dennis Heimdal	(2026)
NOMINATING COMMITTEE	Bruce Nystrom	(2024)
	Wayne Schuette	(2024)
	Pat Holdorf	(2024)
SYNOD DELEGATES	Marcia Young	(2024)
	Dennis Heimdal	(2024)
	Kari Heimdal	(2024)
	Beverly Walsmith	(2024)
ST. LUKE DELEGATES	Norm Olson	(2024)
	Judy Olson	(2024)
INGHAM/OKOBOJI CAMP DELEGATES	Judy Valen	(2024)
	Mary Thunhorst	(2024)
COLUMBARIUM COMMITTEE	Cindy Redmond	(2024)
	John Adams	(2024)
	Bob Brown	(2024)
	Kristin Johnson	(2024)
	Jo Abens	(2024)
	Denny Perry	(2024)
	Gary Fisk	(2024)

2024 BALLOT

Board of Trustees

Vote for 1

3 Year Term/2027

____ Amanda Titterington

Secretary

Vote for 1

2 Year Term/2026

____ Evy Robinson

Ingham/Okoboji Camp Delegates

Vote for 2

1 Year Term/2024

____ Mary Thunhorst

____ Judy Valen

Board of Deacons

Vote for 1

3 Year Term/2027

____ Steve Loken

Financial Secretary

Vote for 1

2 Year Term/2026

____ Sheryl Paul

Synod Delegates

Vote for 4

1 Year Term/2024

____ Mark Stelzer

____ Kathy Stelzer

____ Mike Egesdal

____ Lynn Egesdal

Children's Ministry Board

Vote for 2

3 Year Term/2027

____ Mallory Munden

____ Carissa Janssen

Nominating Committee

Vote for 5

1 Year Term/2023

____ Bob Brown

____ Beverly Walmsmith

____ Joy Christian

____ Krista Roos

____ Kathy Greve

St. Luke Delegates

Vote for 2

1 Year Term/2024

____ Norm Olson

____ Judy Olson

Youth & Family Ministry Board

Vote for 2

3 Year Term/2027

____ Tracy Evans

____ Julie Wilken

Columbarium Committee

Vote for 5

1 Year Term/2025

____ Cindy Redmond

____ Kristin Johnson

____ Jo Abens

____ Denny Perry

____ Gary Fisk

Missions Committee

Vote for 7

1 Year Term/2025

____ Cari Jack

____ Phylis Anderson

____ Lynn Egesdal

____ Gary Fisk

____ Linda Nase

____ Kia Gonnerman

____ Trisha Ferguson

President

Vote for 1

2 Year Term/2026

____ Cindy Redmond

NOTES

