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2024 ANNUAL MEETING

Agenda

10:00am November 10, 2024

- Welcome and establishment of quorum (75 voting members)
- Opening Prayer and introduction – Pastor John
- Pastor's Report
- Elections/Nominations from floor
- Financial overview/Budget approval
- Recess (If needed to count the votes)
- Upcoming roof repair
- Update on custodial replacement and thank you to Brian Johnson for over 35 years of faithful service (Brian's last day is November 30)
- Other business
- Election Results
- Adjournment

2024 ELC OFFICERS & MINISTRIES

ELECTED POSITIONS

CONGREGATION COUNCIL

Mark Mostrom- President	2025
Vicky Rosenbaum -Vice President	2024
Becky Strube-Secretary	2024
John Coffin	2024
Dave Edwards	2025
Jan Ekenberg	2024
Ali Grundahl	2025
Sean LaBorde	2024
Andy Mullendore	2025
Carl Sieg	2025
Amy Sinner	2024
Barb Underwood	2024

TREASURER

Ben Brothers	2024
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AUDIT COMMITTEE

Matt Anderson	2024
Steve Hall	2024

ENDOWMENT

Ann Baumgartner	2024
Kate Hook	2024
Steve Mueller	2024
Jody Morey	2024
Mikaela Sherven	2024

NOMINATING COMMITTEE

Helen Kahl	2024
Margie Kahl	2024
Kris Kiel	2024
DeLayne Krentz	2024
Sonya Wittman	2024

PERSONNEL MINISTRY

Shannon Hadac, (1 yr. term)	2024
Cheryl Schlessner	2024
Rick Festge	2025
Jacob Festge	2025
Pastor John	

SYNOD VOTING MEMBERS

Diane Bartz
Jim Mavis
Dan Sherven

TERM EXPIRES

SYNOD VOTING MEMBERS cont.

Vacant-young adult
Vacant-young adult

APPOINTED POSITIONS

LUTHERDALE REP (allowed 3)

Vacant

SUGAR CREEK DELEGATES

Nicole Espe

MINISTRIES

AGAPE

Amy Kellesvig, Director
Vicky Rosenbaum, Council Liaison
Kim Lins
Leah Roethle
Brittany Smith Kahl
Becky Strube
Elizabeth Thronson
Anne Woolard

BUDGET & FINANCE

Ben Brothers, Council Liaison
Sean Cannon
Steve Hall
Greg Kellesvig
Brian Frank

CHILDREN & YOUTH

Brenda Martin, Youth Director
Carl Sieg Council Liaison
Gary Hastings
Kim Kelliher
Tara Hogseth
Cheryl Mortvedt
Teddi Sadler
Debby Schneider
Holly Thompson
Peter Walton
Renee Wienkes
Athena Eggers

2024 ELC OFFICERS & MINISTRIES

INREACH/OUTREACH

Barb Underwood, Council Liaison
Margie Kahl, Chair
Cathie Field
Bonny Kellogg
Joan Stensby
Linda Stoenner
Pastor John Twiton

MUTUAL MINISTRY

Mark Mostrom, Council Liaison
Jeff Hook
Helen Kahl
Becky Strube
Jim Vogt
Pastor John

PROPERTY MINISTRY

Andy Mullendore, Council Liaison
Diane Bartz, Chair
John Coffin
Mike Errthum
Jeff Grundahl
Conrad Richer
Ken Sinner
Warren Wilson
Karl Zelle

SOCIAL ACTION MINISTRY

Amy Sinner Council Liaison
Betsy Baguhn
Deb Schneider

SPIRITUAL GROWTH & FELLOWSHIP

Alie Grundahl, Council Liaison
Kerstin Edwards
Diane Pladziewicz
Linda Schroeder
Amy Sinner
Pastor John

STEWARDSHIP

Sean LaBorde, Council Liaison

TECHNOLOGY MINISTRY

John Coffin, Council Liaison
Ryan Bredeson.
Bruce Meister
Andy Mullendore

WORSHIP & MUSIC MINISTRY

Jan Ekenberg, Council Liaison
Jim Cook (Chair)
Jody Morey

Directors:

Diane Dangerfield
Barb & Chris Underwood

2023 ANNUAL MEETING MINUTES

2023 Annual Meeting of the Congregation ELC of Mt. Horeb 11/12/23

1. Welcome & Establishment of quorum- 76 members in attendance
 2. Litany & Hymn led by Pr John Twiton
 3. Pastor's Report from Pr John Twiton
 4. Approval of 2022 Congregational Meeting Minutes: Betsy Baguhn- motion to approve, 2nd from Char Smith- Motion passed
 5. Elections: Those running for election and re-election were announced by Council President, Vicky Rosenbaum.
 - a. Church Council- Andy Mullendore, Dave Edwards, Alie Grundahl, and Mark MostromMotion to close nominations from Betty Drape, 2nd by Linda Wahlgren. Motion passed
 - b. Audit Committee- Matt Anderson
 - c. Endowment Committee- Ann Baumgartner, Kate Hook, Jody Morey, and Steve Mueller
 - d. Personnel Committee- Shannon Hadac (1 yr. term) Jacob Festge and Festge (each 2-year terms)
 - e. Nominating Committee- Helen Kahl, Margie Kahl, Kris Kiel, DeLayne Krentz, and Sonya Wittmann
 - f. Synod Voting Members- Diane Bartz, Jim Mavis, and Dan Sherven
 - g. Synod Voting Members- youth/ young adult- need 2 (currently vacant)
 - h. Lutherdale Representative- currently vacant
 - i. Sugar Creek Representative- Nicole Espe
- Proposal** made to accept the above persons for the positions listed. Jeff Grundahl, 2nd from Carl- Motion passed
6. Financial Overview/ Budget
 - a. Ben Brothers presented the report of the Annual Budget
 - b. **Motion to accept proposed budget**- Mark Mostrom, 2nd from Polly Field
 - c. Motion passed
7. Announcement
 - a. The church building has 2 AED's, map displayed showing locations
 - b. Planning to host AED training sometime next year
8. ELC Survey Introduction
 - a. Sean LaBorde gave an overview of the survey available now. He explained why it was developed, how to fill out the survey, and who is eligible to complete the survey
9. Church Directory: updated directory to be completed in 2024. Dave Baumgartner will coordinate.
10. Celebration of Mortgage Retirement: Mortgage on the new addition officially retired.
11. Motion to adjourn the meeting from Jeff Grundahl, 2nd from Jeff Hook
12. Meeting closed with the Lord's Prayer

Submitted by Amy Sinner

2024 NOMINATING COMMITTEE REPORT

The Nominating Committee presents the following slate of candidates for open church positions.
Additional nominations will be taken from the floor.

CHURCH COUNCIL

(elected for 2-year terms)

Matt Anderson
Dianne Hirsch
Chris Coffin
Barb Underwood
Claire Hurda (Youth)

TREASURER

Ben Brothers

AUDIT COMMITTEE

(elected for 1-year term)

Dawn Haag
Steve Hall

ENDOWMENT COMMITTEE

(4 elected for 2-year term)

Deb Schneider
Ann Baumgartner
Kate Hook
Jody Morey

NOMINATING COMMITTEE

(6 elected for 1-year term)

Polly Rosborough
Vicky Rosenbaum
Peter Walton
Sonya Wittmann

PERSONNEL

(2 elected for 2-year term)

Jody Morey

SUGAR CREEK

Nicole Espe

SYNOD VOTING MEMBERS

(3 adults elected for 1-year term)

Diane Bartz

SYNOD VOTING MEMBERS

(2 youth/young adult elected for 1-year term)

BIOS-2024 CANDIDATES FOR CHURCH COUNCIL

Matt Anderson-

My name is Matt Anderson and I have been nominated for church council. My wife Brooke and I have lived in Mt Horeb since 2004. We have been married for over 20 years and have 3 semi-adult children; Emma, Addison, and Hayden all of which attend(ed) Mt Horeb Schools. Emma (Junior) and Addison (Freshman) are both currently at UW-La Crosse studying Business and Hayden is a Junior at Mt Horeb High. Our family have been members of the ELC since 2015. Each of our kids attended Agape Preschool and were confirmed at the ELC.

Currently (and for previous terms) I have served on the Audit Committee. Prior to joining the ELC, we were previously members of Good Shepherd Lutheran in Madison where my wife and I were married. I grew up attending St. John's Lutheran Church in Eau Claire where my parents were long-time members. Professionally, I have worked for Wisconsin Distributors in Sun Prairie in the beverage wholesale/distribution business since 2016 and prior to that I worked for a large Pizza Hut franchisee in S. WI and N. Ill. I am a CPA by trade and during my career, I have always worked in Accounting/Finance related roles.

I try to remain active in the community and in addition to the Audit Committee at the ELC, I have served on the Mt Horeb Basketball Club Board for ~6 years in roles as the Youth Girls Coordinator and as well as the Treasurer (2016-2022). I am also one of the Founding Board Members of the Friends of the Norsk and served as the Treasurer from 2016-2023 where my current term is set to expire at the end of 2026.

Thanks,
Matt

Chris Coffin-

John and I have lived in the Mt. Horeb area for 40 years and raised our two children here. Jeanne & John attended Mt. Horeb schools and ELC Sunday school and confirmation. I have volunteered in both those areas over the years, on various committees and have previously been on the church council. I have been a member of Sarah circle for about the same amount of time we have lived here. I have found ELC a wonderful church, a community of faith from which I have gained friends and fellowship as we explore and learn together.

Thanks to you,
Chris

BIOS-2024 CANDIDATES FOR CHURCH COUNCIL Cont.

Dianne Hirsch-

Dear Members of ELC,

My name is Dianne Hirsch. I've been a member of ELC for over twenty years. Following is a brief look at who I am and why, hopefully, you think I'd make a good contributing member of the Church Council.

I am native to this area, having grown up in Blue Mounds. I was confirmed by Pastor Bob Twiton at West Blue Mounds Lutheran Church, graduated from Mt. Horeb High School in 1978, and went to work at CUNA Mutual Insurance Group right after graduation. In 1990 I was promoted by CUNA to a service specialist field position and was transferred to Macon, GA for the job. I was subsequently transferred again to a sales position covering a large part of North Carolina. As part of my career, I consistently dealt directly with credit union boards, CEOs, and other principals in the industry. All these positions, I believe, gave me experience that would be valuable for working as a Church Council member.

I met and married my now ex-husband in 1992 while living in Macon, GA. In 1998 our daughter, Catherine was born, and I was fortunate enough to be able to be a stay-at-home-mom. We moved back to Mt. Horeb in 2002 and almost immediately joined ELC. We divorced in 2006.

I have participated in many formal and informal church activities. My faith is a primary driver in how I live my life. I have participated in Sarah Circle and assisted with funerals. I have been on The Bazaar Committee, The Nominating Committee, The Directory Committee, and worked with fund raising for National Youth Gathering trips in 2012 and 2015. In all of those functions I have worked with other members in getting the church's work done. In my personal life, in my family, neighborhood, and community, I continue to practice my faith.

In 2022 I retired. I had been working for TDS since 2006 along with part time jobs and raising my daughter, and it was time to settle into a new phase in my life. I am enjoying my time with outdoor activities, gardening, golfing and walking along with listening to live music but have found that I have more to give. I think I would make a good, productive member of the Church Council and I hope you do too, thank you for the opportunity to serve.

Best Regards,

Dianne Hirsch

Barb Underwood

As a current member of our church council I am running for another term. Being a council member is an opportunity to work with a great group of people as representatives of our congregation to help guide decisions for our church. Being a council member is a wonderful way to feel connected to and involved in our church family. I have been a member of our church since 1990 and have been involved in a number of ways.

In addition to serving on council I am currently the leader of our contemporary music team along with my husband, Chris. I am also one of our church accompanists, have been the Junior Choir director, played with the bell choir, am one of the baby cap knitters, and help to serve at funeral luncheons. I am a retired elementary music teacher and we have a son, Scott, who is currently working and living in Washington, D.C.

LEADERSHIP REPORTS

Council President

First, I would like to say it has been a privilege and pleasure to be part of ELC and serve on our council. As your church council president, I hope I have been able to impart the needs of our congregation for being a welcoming and inviting worship center. All of us are listed as Ministers in our weekly bulletin, and this means we are to help spread the gospel and be inviting to all our neighbors in our community and visitors in our worship activities.

I hope we can strengthen our outreach to include greeters, readers, ushers, communion assistants, committees, bible study, volunteer groups like the quilt makers, involvement in our youth and their programs and any other area you may be interested in. The more we become involved in the work of our church the more we personally benefit and so does the community.

My prayer for Evangelical Lutheran Church is that we prosper and grow in faith and service to the “Glory of God” in all we do and say. “They will know we are Christians by our love”.

Mark Mostrom
Church Council President

LEADERSHIP REPORTS

Pastor John Twiton

The ~~Im~~possible Promises of God

“And God is able to provide you with every blessing in abundance, so that by always having enough of everything, you may share abundantly in every good work.”

2 Corinthians 9:8

“I came that they may have life, and have it abundantly.”

John 10:10b

Dear Friends, as we have been looking at the ‘not impossible’ promises of God this fall, it really comes down to the one theme – The (Im)Possible Promise of Enough. We often seem to have forgotten the meaning of that word, or at least we live as if we never experience the reality of ‘enough’.

But over and over God has provided, sustained, multiplied, persisted and lavished us with grace, love, and everything we truly need. Still, we fall prey to society’s narrative of scarcity and fear. We can find ourselves feeling that we must need to have more, experience more, and be more than we can possibly achieve. We fear falling behind, being out of step, missing out, or looking foolish in the eyes of the world. We fail to live in the promise of God’s love throughout our lives.

Within our congregational life we are prone to this same phenomenon. I can easily find myself distracted by memories of things that used to be, or feel overwhelmed by the changes and challenges that have mounted all around us in recent years. It is easy to feel inadequate to the tasks, or feel a sense of frustration and loss when looking at the road ahead. The needs around us sometimes feel like they are more than we can handle.

But God’s promises have sustained God’s people through persecution, exile, famine, wars, plagues, and heresies. The people gathered here in Christ’s name are God’s treasure, and every gift we need to proclaim Christ’s love, and serve God’s people are right here in our midst. We have enough of everything to share abundantly in every good work.

First, we need to listen to Jesus’ promise – “I came that you may have life, and have it abundantly”. That doesn’t mean it will be predictable or without challenge. But we are never alone in the task of ministry.

- God has provided us with each other – a family of faith. And within this family there are a variety of gifts and abilities.
- God has provided resources. I am always so thankful to be able to contribute of what I have and see so many others give joyfully and faithfully.
- God has provided the Spirit, which accompanies our joys and sorrows every step of the way. Day by day granting the gifts of faith, hope, and love for the journey.

God’s Peace,



LEADERSHIP REPORTS Cont.

Youth Director Update - Children & Youth Ministry

We have various opportunities for our youth to grow in faith at ELC. Highlights of this year:

- **Sunday School** (ages 3 years - 8th grade) We have 31 youth for this fall. Learning Bible stories through music, crafts & games. Celebrated First Communion for 8 youth during Holy Week. Thank you to our amazing volunteers.
- **Confirmation:** All students in Confirmation acolyte during worship.
 - **(6th grade)** Pre-Confirmation met in April/May for 5 weeks. 7 youth attended in spring.
 - **(7th & 8th grade)** We have 7 -7th graders, and 8 -8th graders in our program. (Wednesday evenings)
 - **(9th grade)** 13 youth were confirmed on Reformation Sunday (10/27/24).
 - **(Summer Camp)** 1 youth attended Sugar Creek Bible Camp for a week.
 - **(Senior Blankets)** -16 graduates received their blanket. Thank you to Jody Morey for her donations and passion.
- **Parents Night Out/Kids Night Out** (3 yrs. - 5th grade) Youth come to church for games, crafts, snacks and movies. Care is provided by our older high school youth. (Also, a fundraising event for the Youth Gathering.) Nov - March
- **VBS/Day Camp 2024 (3 yrs. - 5th grade)** - VBS had 6 little ones and Day Camp had 11 youth. Thanks to our many volunteers. Special thanks to Sarah Strube for her help in planning and leading our Day Camp activities.
- **Give Love Serve (Middle/High school)** - Youth from ELC helped many people with our various service projects throughout our service days.

Our impact this summer

- Helped weed at Gail Huseh's home;
- Raised \$369 - PFLAG - Mt Horeb (Car Wash);
- St Vinny's Food Pantry;
- Second Harvest Food Bank;
- Madison Reading Project;
- Baby Kits for Lutheran World Relief.
- **Baby Kits** - Worked with the Rebecca Circle during Service Week and assembled 63 kits for Lutheran World Relief.
- **Youth Gathering 2024, July 16 - 20** - 23 youth and 7 adults attended the Gathering in New Orleans. We represented 3 churches (ELC, Immanuel, and West Middleton). A wonderful experience in their faith journey. Met so many new friends! It was a very exciting opportunity for our youth.
- **FUSE** (Faith unleashed. Supporting Everyone) - (9th - 12th grade) We meet on Sunday evenings. Focused on Youth Gathering theme this past spring. We have invited our friends from Immanuel to join us this fall.
- **Synod Events (Middle/High School)** - We hosted the Synod Youth Event in April. 95 youth and 26 adults registered for the event. A successful evening together in fellowship, worship, games and packaging health items for NHN.

LEADERSHIP REPORTS Cont.

Youth Director Update - Children & Youth Ministry Cont.

- **Youth Instagram** - Follow us @elcmhyouth for updates for what is happening with our youth at ELC.
- **College Gift Cards** - Send gift cards to our college students during finals week. Thank you to Sarah & Carl Sieg for mailing these cards.

Future opportunities to highlight:

- Encourage more youth to attend Sugar Creek Bible Camp during our summer months
 - Looking for interest in attending a mission trip in 2025.
 - Looking for interest in an Early Release activity time for children. Survey was shared in October.
- **Thank you** - Many thanks to everyone who helped support our many fundraising efforts throughout the year.

Thank you to everyone who offers their gifts in various ways to help our children and youth to grow in their faith. We are called to serve and love others as Christ loves us.

Brenda Martin, Youth Ministries Director brenda.martin@elcmthoreb.org

LEADERSHIP REPORTS Cont.



2024-2025 School year

Agape Christian Preschool (ACP) is a non-denominational, non-profit outreach ministry of the Evangelical Lutheran Church of Mount Horeb. It is the mission of ACP to provide a high-quality, early childhood education to children ages 3 through 5 (pre-kindergarten) as well as collaborating with the MHASD Community 4K program.

The ACP program has been ongoing for the past 34 years. The 2024-2025 school year has started out well, in our eleventh year of separate 3K and 4K classes. The current enrollment in the 3K class is lower this year, but we are working to fill the openings as the school year progresses. The 4K program also has a lower enrollment number, like the other three MHASD community 4K sites. Toddler Time, held on Friday mornings for 1 ½ to 2-year-old children & care givers, has started off with a great turnout this school year. We are grateful to be able to offer this outreach program to our community. We have a wonderful group of children and staff learning and working together. The preschool classes are taught by our remarkable teaching staff – Cathy Fountas, Megan Kelly, Jenelle Ollendick, Wendy Rasmussen, Katy Seibel, and Anita Symons.

A new security camera system with costs estimated at over \$5,000 has been ordered and received. We are planning installation to happen later this year or in early 2025. Once installed, the main doors to the preschool, chapel and front entry will have exterior cameras and communication abilities for both Nancy and I to provide secure building entry. We have applied for a grant from the Mt Horeb Community Foundation to help with the cost of this project and are awaiting approval.

The board of directors is continually brainstorming ideas for effective and profitable fundraisers. In addition to the ever-popular annual butter braid sale taking place in the spring of 2025, we will have Kwik Trip car wash cards for sale this fall. Cards will be sold for \$36.00 for five Ultimate car washes. Great savings and great for gift giving! We will host a Brats In The Lot at Miller's Supermarket this coming spring and monthly Scholastic book orders will be offered multiple times throughout the school year to all preschool families. These fundraisers are incorporated to aid in the financial support of curriculum, scholarships, and other unforeseen expenses to keep enrollment fees at a minimal expense for our families. The current budget for the 2024-2025 school year is included.

It is a pleasure to recognize our current board members: Brittany Kahl (Treasurer), Megan Kelly, Kim Lins, Leah Roethle, Vicky Rosenbaum (Council Liaison), Becky Strube, Elizabeth Thronson (Secretary), and Anne Woolard (Chairperson).

Thank you to all current and former board members for giving their time and dedication to the ACP ministry.

Amy Kellesvig, ACP Director

LEADERSHIP REPORTS Cont.



Ordinary Income/Expense 2024

Income

Tuition	165,550.00
Grants	18,500.00
Fundraising	7,100.00
	<hr/>
	191,150.00

Expenses

Wages	167,050.00
Payroll Taxes	13,347.00
Office Expenses	3,700.00
Staff Meals/Recognition	2,000.00
Continuing Education/Licensing	1,400.00
Insurance	1,225.00
Repairs Maintenance	500.00
Supplies	1,000.00
Telephone	1,608.00
	<hr/>
	191,830.00

Net Profit	<div>-680.00</div>
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REPORTS OF THE ELC COMMITTEES & MINISTRIES Cont.

Endowment Fund

The Endowment Fund was established in 1981 when a large donation was given to Evangelical Lutheran Church of Mt Horeb. The purpose of the Endowment Fund is to make income available for religious/charitable purposes. Endowment gifts are made in perpetuity. Only interest earned is distributed to benevolent organizations. Gift principal can only be used if stipulated by the donor. A committee of five (5) elected ELC members manage the funds and distributions.

Endowment Committee: Jody Morey, Chair, Kate Hook, Steve Mueller, Mikaela Sherven and Ann Baumgartner, Treasurer.

As of September 30, 2024, the Endowment Fund has the following funds.

\$ 87,955.85	Certificate of Deposit - Restricted Fund
\$ 17,500.00	Certificate of Deposit - Unrestricted Fund
\$ 7,800.00	Certificate of Deposit - Unrestricted Fund
\$ 1,507.76	Checking Account

The Endowment Committee will meet in the new year to distribute interest earned from the funds.

Respectfully submitted,

Ann Baumgartner, Endowment Fund Treasurer

REPORTS OF THE ELC COMMITTEES & MINISTRIES Cont.

Inreach/Outreach Veterans

The 2024 Inreach/Outreach Ministry Team: Cathie Field, Margie Kahl (Chair), Bonny Kellogg, Barb Underwood (Counsel Liaison), Joan Stensby, and Linda Stoenner.

Our ministry is committed to reaching out to prospective members, as well as involving current members of various aspects of ELC. The following are project undertakings of our team:

Purchase candy for the frolic parade.

Provide water for the youth cook-out to help with their fund raiser at the Art Fair.

Deliver crafts and cards created by the ELC Sunday School children and Agape Preschool children to our homebound ELC members at Christmas, Easter and fall.

Place Christmas and Easter ads in the Mount Horeb Mail.

Our newest mission is to provide supplies for children's birthday parties to neighbors helping neighbors. This includes plates, napkins, balloons, candy, party favors and decorations to help make it a special birthday for a child in need. We have a collection basket in fellowship hall. We need your help to keep this mission going forward.

Provide Lenten meals following the Wednesday morning Lenten services. Numerous ELC members volunteer their time and baked goods to help make these luncheons a success.

Encourage ELC leaders to submit articles to the Mount Horeb Mail on various activities; Inreach/Outreach maintains a scrapbook of the same.

Co-ordinate Sunday morning greeters. On hold during Covid. Hoping to re-start soon.

Welcome visitors with our new visitor signs in the sanctuary and chapel. Visitor cards are available to sign and place in the offering plate. We find sponsors for new members and present them with a small gift. We take their photos and place them in the Narthex so members can welcome them to our church family.

Created in the fall of 2019, a group of ELC members have implemented an outreach program for active military and veterans. The group includes Polly Field, Holly Thompson, Pastor John, Dave Baumgartner, Cathie Field, Bonny Kellogg, Joan Stensby, Linda Stoenner and Margie Kahl. Attached is a list of people to be included in our Mission:

1. All active military individuals.
 - a. Members of our congregation.
 - b. Someone in the active military (i. e; grandchild, child) who has a family member at ELC.
 - c. ELC members entering the military.

REPORTS OF THE ELC COMMITTEES & MINISTRIES Cont.

Inreach/Outreach Veterans Cont.

2. Members of ELC who were veterans and no longer serve in the military.
3. ELC members entering the military.

We had a special church service honoring our active military and veterans in November for Veterans Day. We organized donations made by our congregation and mailed care packages to our active military.

Inreach/Outreach Ministry invites YOU to Join our team. If interested, contact one of our members, or visit one of our meetings.

Margie Kahl-Inreach/Outreach Chair (mkahl@mhtc.net)

Intern Committee

ELC welcomed Intern Zach Smirris in August of 2023, and the Intern Committee was privileged to work with Zach through August of 2024. During the year we completed two evaluations to submit to Wartburg Seminary.

It was a true pleasure to work with Zach during his year at ELC. We are always impressed with the acceptance of our intern by the ELC congregation and staff. Your acceptance and guidance for Zach was brought to the committee by Zach often and his appreciation for all of you was truly heartfelt.

Again, the Intern Committee would like to acknowledge the work of Pastor John in this work. We could not ask for a better mentor.

“Well done, good and faithful servant.” (Matthew 25:23) Zach, Pastor John, Church staff, and the ELC Congregation! Only through a combined effort do we help our interns become successful Pastors.

Intern Committee – Debby Schneider, Sarah Sieg, Andy Mullendore, Nicole Espe, Jeff Hook.

REPORTS OF THE ELC COMMITTEES & MINISTRIES Cont.

Mutual Ministry

This committee works to ensure a mutuality of ministry among congregation and pastoral staff, especially by encouraging open communications among all members of the staff and congregation. The committee appraises and evaluates the mission and ministries of this congregation. The committee seeks to provide for the spiritual, emotional, and physical needs of all pastoral staff members of this congregation, including continuing education for pastoral staff.

Personnel Ministry

The Personnel Committee is thankful for the continuing hard work and dedication of the staff here at ELC. Office Manager – Nancy Voss, Children and Youth Director – Brenda Martin, Custodian- Brian Johnson, Senior Choir Director and Organist – Diane Dangerfield, Saturday night accompanist – Ruth Heinecke, Praise Team Leadership – Barb and Christ Underwood, as well as other accompanists who provide music as needed.

The committee is called to review the work of staff members and advocate for their needs as well as maintain personnel policies and procedures for the congregation.

The challenge in the weeks ahead is the search for a replacement for our custodian, Brian Johnson, who is retiring after many years of faithful service to ELC. We are so thankful for all that Brian has done, and his knowledge of our facility will be hard to replace. That search is currently underway, and we are looking at the best way to meet that need for the future care and upkeep of our facility in the years ahead.

Thanks to those who are willing to service in this ministry

REPORTS OF THE ELC COMMITTEES & MINISTRIES Cont.

Property Ministry

I'LL START THIS REPORT WITH AMAZING ACCOMPLISHMENTS FROM THE PAST YEAR!

The month of June:

Last year's Annual Meeting approved budget money for replacement of the sanctuary ceiling and front panel lights with LED's, and painting the pillars and surface areas. Also, additional dollars were allocated to replace the corroding sidewalks into the narthex and chapel.

June of this year the lights, painting and sidewalks were completed.

Unplanned, but accomplished, were new pendant lights in honor of Dawn Kellesvig from her family and friends. Such an amazing transformation!

While the 40' lift was in the sanctuary all pillars and surface areas were painted.

A hard-working group of volunteers cleaned the sanctuary – pews, altar, communion rail, hymnal racks. It looked and smelled wonderful!

The disintegrating entry sidewalks into the Narthex and Chapel entries were torn out and replaced. Another beautiful look for our property.

OTHER ACCOMPLISHMENTS:

The Chapel entry had new led lights installed to resolve the stairway hazard during evening and night services.

And, thanks to the tireless work of Funeral Helpers, the failing kitchen commercial refrigerator was replaced. It was totally paid for from the funds received from hosting funeral luncheons.

Squirrel in the building in August! Who would have thought it could have made so much mess! She and her three babies were finally trapped and taken out Aug 25. Continued to find droppings all over the building. Last of the stuff were finally cleaned up in time for the big event on August 31, Micah Sieg's Ordination!

God's Work Our Hands, meant to be a community *Outreach* day, culminated in an *Inreach* for ELC. Sunday, September 8, saw adult volunteers clean the Chapel and the lower entry to the Chapel. Eight youngsters collected all the Pew Pads from the chapel and sanctuary and replaced the broken ones, filled missing pads and sharpened all the pencils! The kids had a great time and did a great job!

Complete rewiring of the sanctuary ceiling light switches was accomplished by Oimoen Electric. This eliminated numerous "switching" from the electrical panel, resulting in **one switch** to control them. A *serious note regarding the ceiling lights: the LED lights that were installed are **NOT DIMMABLE***. Therefore, the 4'x4'x4' box in the electrical closet was removed in conjunction with the rewiring.

ONGOING ISSUES:

Continual roof leaks from the flat roof over the choir room and narthex were investigated. Determination made that the rubberized roof material was brittle and cracked. Our roofer, Jamey Schmitz, was diligent in coming to find the leaks and patch them. A fund-raising program was started with the hope to have the replacement done next year.

REPORTS OF THE ELC COMMITTEES & MINISTRIES Cont.

Property Ministry

The door into the chapel from Front Street continues to be problematic. It does not latch unless forced, and the key lock is loose. This is a security issue since the building is always locked. John Theobald is working on permanent solutions.

Storms continue to leak significant water into the basement. Estimates were received from two contractors. Council has selected one to include in the budget proposal for hopeful approval at the annual meeting. The solution is to dig outside on the east side and waterproof the block wall. The downside is that the landscaping done two years ago will need to be replaced.

More issues with leaking from the significant spring rainstorms. Serious cracks in the stone and stucco have been discovered. Travis Stram has been working on them as his time allows, and anticipate by the time of this meeting all will have been resolved.

The AC “mini-split” unit in the fellowship hall’s south east corner has failed. Replacement will be scheduled for next year if there are funds to purchase and install. In the interim, all “mini-splits” in both buildings need to be cleaned and disinfected.

A year ago, a split in the upper wood in the Chapel altar was discovered. In addition, during the cleaning of the Chapel, we were unable to dust/wash the ornate decorations because the entire upper structure could be fragile.

Adam Stapleman inspected the altar, and, outside of the split, deemed it in good condition for its age. Decision made to not attempt any type of repair.

He did take one of the “throne” chairs to glue the broken pieces.

Suggestions for cleaning were to use only a light cloth or “Swiffer” to lightly dust the ornate pieces. This will require a 20’ step ladder and someone not afraid of heights! Volunteers needed!

We’re in the process of a fundraiser for funds for the roof repair. A beautiful queen-size quilt made by past member Linda Topper was donated by her husband John. Raffle tickets of \$10 each are being sold until November 17th. An announcement of progress will be made at the Annual Meeting.

LOOKING AHEAD:

Of course, the “big events” of roof repair and waterproofing the basement will take center stage. Other items on the to-do list for continuing enhancement of our property and building are the clean out and painting of the nursery; cleaning out of the library; painting the walls in the narthex and hallways. Volunteers will be solicited for these activities! These were on the report last year – didn’t get accomplished.

Submitted by Diane Bartz, Property Manager

REPORTS OF THE ELC COMMITTEES & MINISTRIES Cont.

RIC Committee

We welcome all to ELC! Everyone. Without exception. Regardless of race, ethnicity, gender expression, gender identity, sexual orientation, age, faith traditions, physical or mental abilities, financial resources, family status, or personal struggles. We are committed to being an anti-racist community. By the power of the Holy Spirit we will work to extend God's grace, love, justice, and dignity. You belong here. Your story and your life are valuable. In Christ's love, we welcome you.

ELC members again participated in the PFLAG March to show support for the LGBTQ+ members of our community. Through donations from Thrivent Financial, Miller and Sons Grocery & individual committee members, we provided, cooked, and served brats and cupcakes to all attendees of the March.

In 2025 we will be assisting PFLAG as they hold a larger 10-year anniversary celebration. Our assistance will most likely be event support through volunteer hours. If anyone has a willingness to assist please let one of us know.

The RIC and Social Action Committees are working to revitalize the community library in the Narthex. The books that will be placed in the library are to support the goal spelled out in our welcoming statement. Stay tuned as you see the changes in books stocked in the library. We applied for a grant through the Community Foundation for assistance in this project. It is unknown if this is approved yet.

Our efforts to pair with the Christ the Solid Rock Baptist Church to learn of their welcoming efforts were put on hold as they work to find a new building after their partnership dissolved.

The RIC and Pride Flags continue to be a challenge to display due to strong winds in front of the Church that break the flag poles. We are working to find stronger poles and/or better display options.

As always, we encourage people to volunteer to serve on our committee. We are constantly seeking new ways to live and encourage the words of our Welcome Statement, and your input would be greatly appreciated.

Thank you for all your support!

RIC Committee – Jeff Hook, Diane Dangerfield, Kimberly Sailor, Carl Sieg, Sarah Sieg, Polly Field, Adam Mertz, Pastor John, Zach Smirris. Social Action Committee – Amy Sinner, Betsy Baguhn, Adam Mertz, Jan Ekenberg

REPORTS OF THE ELC COMMITTEES & MINISTRIES Cont.

Social Action Ministry -Benevolence Program

On behalf of the Social Action Ministry Team, thank you to the congregation for another year of phenomenal support for the Benevolence Program!

Once again in 2024, we've aimed to strike a balance between local, regional and international causes, with a sprinkle of new missions alongside some annual mainstays and others that rotate through every few years.

One thing to call out over the past couple of years, as you'll note in the financials below: We no longer have a "summer lull" in donations. Thank you for making a commitment to these causes throughout the year!

It's been an honor to serve as chair of this effort since its inception - next year somehow marks a baker's dozen. This experience has changed my perception of how a church must do more than honor the teachings of Jesus among each other on Saturdays and Sundays. We also are compelled to apply those lessons by making a positive impact in the world around us.

The Social Action Ministry Team will be setting our intentions for 2025 soon, and we welcome your suggestions for causes we should feature. Stop and say hello to any of us – Betsy Baguhn, Ben Brothers, Deb Schneider and Amy Sinner – and let us know if you'd like to join the team!

Adam Mertz

2024 BENEVOLENCE PROGRAM MISSIONS

January: Divine Savior, our sister church in Puerto Rico (\$2074.)

February: Compassion International (\$1258)

March: ELC youth and summer programming (\$859)

April: Reconciliation in Christ (RIC) social justice programming (\$1167)

May: Neighbors Helping Neighbors (\$864)

June: Solace Hospice, a new service for people of lesser means (\$749)

July: ELCA International Charity Lutheran Disaster Response (\$1114)

August: Felicia's Closet, helping domestic abuse victims rebound (\$774)

September: Saba, International (\$792)

October: Madison Area Jail Ministry (\$)

November: Accessible local health care: Our Lady of Hope Clinic in Middleton and Community Connections Free Clinic in Dodgeville (\$)

December: Young Adults in Global Mission (\$)

2023 BENEVOLENCE MISSIONS

January: Lutheran World Relief and Lutheran Disaster Response (\$702)

February: Compassion International (\$729)

March: ELC youth and summer programming (\$1,485)

April: Reconciliation in Christ (RIC) social justice programming (\$1,084)

May: Divine Savior, our sister church in Puerto Rico (\$995)

June: Neighbors Helping Neighbors (\$931)

July: Young Adults in Global Mission (\$1,318)

August: Lutherans United Against Disasters (\$827)

September: Saba, International (\$1,343)

REPORTS OF THE ELC COMMITTEES & MINISTRIES Cont.

Social Action Ministry -Benevolence Program Cont.

October: Accessible local health care: Our Lady of Hope Clinic in Middleton and Community Connections Free Clinic in Dodgeville (\$706)

November: Middle East disaster relief (\$811)

December: Madison Area Jail Ministry (\$1473)

REPORTS OF THE ELC COMMITTEES & MINISTRIES Cont.

Technology Ministry

The primary focus of the technology ministry over the past year was as follows:

Sunday Services: Operation of sound equipment and projection screens. This includes assisting in developing the announcement videos and slides on a weekly basis. We continue to live stream services via Facebook Live and YouTube. In 2024, the average number of views was 18.6 per weekend, up from 16.4 in 2023. We also streamed using the Phonelivestreaming.com platform, a paid service until October, but have discontinued this due to the expense and lack of use.

Maintenance of Computer and Associated Office Equipment: Throughout the year we assisted with troubling shooting network issues and replacing the last of the access points that have reached the end of life and were no longer supported. We also implemented the use of constant contact to provide regular communication between Pastor John and Brenda and the congregation. This limits the potential for their e-mail addresses from being identified as spam, due to sending large amounts of e-mail.

In the coming year our focus will be on the following areas:

1. Continue to improve our ability to livestream services.
2. Complete video doorbell installation at the main entrances and installation of a security camera to monitor the Agape playground
4. Grow the technology team
5. Evaluate and improve our workflow for preparation of slides and announcements.

The technology team currently consists of Andy Mullendore, Bruce Meister, John Coffin, and Ryan Bredeson. We would love to add more people to the team and no technical background is required. Please contact Andy or Bruce (or leave a note at the church office) if you would like to assist in any way.

Your financial support is always appreciated. If you wish to give to support this ministry directly, there is a designated fund that is available to receive these funds.

Respectfully Submitted,

Technology Committee

REPORTS OF THE ELC COMMITTEES & MINISTRIES Cont.

Worship & Music Ministry

The Worship and Music Ministry strives to explore ways to keep worship services relevant, engaging and inspiring. In addition to the members of this ministry committee, we appreciate ALL who use their time and talents to support our worship: ushers, technology team, acolytes, musicians, readers, communion assistants, and Altar guild. The Worship and Music Ministry conducts an annual meeting for all usher teams and individuals interested in serving as ushers. Each of the above roles are important and add so much to our worship services. We can always use additional members to assist in fulfilling these various worship roles. As the saying goes, “Many hands make light work,” meaning that with collaboration, a workload will be much lighter overall. Please prayerfully consider helping out in one or more of these ways.

The Worship and Music Ministry discusses and facilitates and provides recommendations on a variety of topics related to worship, including, but not limited to:

- Evaluation of liturgies
- Formats of services
- Worship Calendar
- Seasonal décor and displays
- Single service v. two services
- Facilitation of special services
- Reviving the bell choir

We welcome anyone who has an interest in planning and supporting Worship and Music at ELC to join us on the third Tuesday of the month at 6:30 p.m. Meetings typically last no more than an hour.

Members of the Worship & Music Ministry committee are Jim Cook, chairperson, Jody Morey, Diane Dangerfield, Barb Underwood, Jan Ekenberg, Council liaison and Pastor John Twiton.

Respectfully submitted

Worship & Music Ministry

REPORTS OF THE TREASURER

Treasurer's 2024 Annual Report and Proposed 2025 Budget

Thank you to everyone whose gifts, monetary and otherwise, help us worship and serve God here at ELC. We are all stewards of a great many blessings, and it's gratifying to see how many people use those gifts for the glory of God.

BALANCE SHEET	9/30/24	8/31/24	12/31/23
General Fund	(2,009)	(5,127)	9,486
Building Capital Fund	18,104	16,062	10,271
Designated Funds	74,642	74,663	109,292
TOTAL	90,737	85,598	129,049

Many of you have noticed that our general fund balances have been very low over the last several years. That continues to be the case. To a first approximation, the reason is that our resources have not been sufficient to fund the internship program on a sustainable basis.

That's okay! It was a leap of faith. We've all benefited from our participation in the program over the past several years; from getting to know Jason, Tamara, Joseph, Jerome, and Zach; and from helping raise up the next generation of ministers for the wider church. It was worth the financial risk. But over the medium term, our expenses need to more closely match our resources.

At the end of last month, we had a \$2,009 deficit in the general fund, down \$11,495 from the start of the year. Expenses were front-loaded this year because of the internship program, and we should make up some of that gap if December giving follows historical trends. We've also allocated money in the 2025 budget to help restore the designated-fund reserves we've dipped into to make ends meet.

This year the big project is a new roof. We've received donations and commitments of just over \$47,000. That leaves us slightly over 60% of the way towards the \$75,000 we'd like to raise. If the congregation approves the expense at the annual meeting, we're looking at getting the roof installed next summer. These large capital projects are funded from the building capital fund, and not from the general fund.

You can find the proposed general fund budget for 2025 at the end of this report.

In discussing the budget, I always want to emphasize that our budget has relatively low discretionary spending. 66% is spent on personnel (many thanks for the great job they all do!), and 23% is needed to maintain the building. 6% goes to mission work, supporting a number of important organizations, including Lutheran Campus Ministry and Lutheran Social Services, Sugar Creek Bible Camp, and our synod. Everything else, including Lenten meals, Sunday coffee and donuts, music and streaming licenses, continuing education, devotional material, and much more, comes from the remaining 5%.

REPORTS OF THE TREASURER Cont.

The other thing to emphasize is that this isn't a top-down budget. The council's starting point is always to ask the many ministry committees what resources they need to accomplish their goals. We try to match our resources with the goals and ideas of members in using those resources. Getting involved with these ministries doesn't require elections or registration. Just show up!

The proposed 2025 budget projects income of \$385,950. That represents a 1.1% increase over the \$381,663 we're projecting for 2024. Note that our bottom-line estimate for 2024 income of \$392,663 includes \$11,000 transferred from the designated funds, which should not be considered true giving.

Most of our 2025 expenses should be similar to this year's. Personnel expenses include a 3% raise for staff, as well as \$15,000 allocated to new part-time custodial and maintenance positions we will be looking to fill. Many thanks to Brian for years of excellent service!

We've also allocated \$7,150 for intern salary. That amount is the current deficit in the internship designated fund. Because we were not able to fund this year's internship program out of our general fund revenue or from the designated internship fund, we were forced to borrow from the unspecified designated fund, which is our church's reserve fund. Our hope is to pay that money back in 2025. (This \$7,150 is separate from the \$11,000 transfer mentioned above.)

Other changes of note include more money for call pastors, higher telecom bills, and ending our support for Lutherdale Bible Camp, concentrating instead on supporting Sugar Creek. We expect inflationary pressures on most facility expenses to ease somewhat.

All told, this pencils out to a small decrease in expenses compared to 2024. If our income and expense projections are accurate, we'll end the year slightly in the black. We feel this is a solid budget that will help us get our feet under us again, after a few years of over-extension.

REPORTS OF THE TREASURER Cont.

General Fund Income

Income	2022 Actual	2023 Actual	2024 Est	2025 Proposed
General Giving Income	\$ 303,592	\$ 331,483	\$ 369,692	\$ 380,000

Youth and Family Ministry				
Youth Activities, Elementary Income	\$ 0	\$ 25	\$ 0	\$ 0
Sunday School Contributions	\$ 62	\$ 163	\$ 242	\$ 150
Confirmation	\$ 453	\$ 454	\$ 0	\$ 400
Vacation Bible School	\$ 355	\$ 498	\$ 373	\$ 400
Youth and Family Income	\$ 870	\$ 1,140	\$ 615	\$ 950

Miscellaneous & Outreach				
Lenten Meals	\$ 386	\$ 642	\$ 519	\$ 500
Veterans Ministry	\$ 50	\$ 50	\$ 34	\$ 0
Spiritual Growth and Fellowship	\$ 254	\$ 474	\$ 633	\$ 500
Funerals	\$ 1,275	\$ 175	\$ 514	\$ 0
Interest Income	\$ 115	\$ 136	\$ 173	\$ 100
Building Use	\$ 650	\$ 1,625	\$ 1,089	\$ 1,000
Other Miscellaneous	\$ 4,604	\$ 7,149	\$ 14,088	\$ 0
Technology	\$ 1,865	\$ 600	\$ 2,400	\$ 0
World Hunger *	\$ 3,590	\$ 4,141	\$ 2,429	\$ 2,400
Lutheran World Relief / Disaster Response *	\$ 12,446	\$ 2,175	\$ 206	\$ 400
SABA International *	\$ 19	\$ 24	\$ 171	\$ 100
Sugar Creek Bible Camp	\$ 0	\$ 0	\$ 100	\$ 0
Misc. and Outreach Income	\$ 25,254	\$ 17,191	\$ 22,356	\$ 5,000

Total Income	\$ 329,716	\$ 349,814	\$ 392,663	\$ 385,950
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REPORTS OF THE TREASURER Cont.

General Fund Expenses

Expenses	2022 Actual	2023 Actual	2024 Est	2025 Proposed
MISSION OUTREACH				
Lutheran Campus Ministry	\$ 600	\$ 600	\$ 600	\$ 600
Sugar Creek Bible Camp	\$ 2,304	\$ 2,162	\$ 2,304	\$ 2,300
Lutheran Social Services	\$ 3,600	\$ 3,600	\$ 3,600	\$ 3,600
ELCA South Central Synod	\$ 15,504	\$ 15,504	\$ 15,504	\$ 15,504
Lutherdale Bible Camp	\$ 1,000	\$ 1,000	\$ 1,000	\$ 0
World Hunger *	\$ 7,053	\$ 3,343	\$ 2,289	\$ 2,400
Lutheran World Relief / Disaster Response *	\$ 10,396	\$ 0	\$ 0	\$ 400
SABA International *	\$ 0	\$ 0	\$ 0	\$ 100
Miscellaneous Benevolence	\$ 0	\$ 0	\$ 0	\$ 0
TOTAL MISSION OUTREACH EXPENSE	\$ 40,457	\$ 26,209	\$ 25,297	\$ 24,904
PERSONNEL				
Senior Pastor				
Salary	\$ 65,919	\$ 69,078	\$ 70,600	\$ 72,718
Housing Allowance	\$ 30,168	\$ 31,613	\$ 32,309	\$ 33,278
FICA	\$ 7,351	\$ 7,703	\$ 7,872	\$ 8,108
Health and Dental	\$ 0	\$ 0	\$ 0	\$ 0
Disability	\$ 2,271	\$ 1,839	\$ 2,346	\$ 2,416
Pension	\$ 12,389	\$ 13,040	\$ 13,294	\$ 13,693
Senior Pastor Subtotal	\$ 118,098	\$ 123,273	\$ 126,421	\$ 130,214
Youth Director				
Salary	\$ 33,574	\$ 35,629	\$ 35,343	\$ 36,403
FICA	\$ 2,621	\$ 2,726	\$ 2,703	\$ 2,784
Youth Director Subtotal	\$ 36,195	\$ 38,355	\$ 38,046	\$ 39,187
Intern				
Salary	\$ 15,300	\$ 10,322	\$ 19,328	\$ 7,150
FICA	\$ 1,171	\$ 689	\$ 1,224	\$ 0
Housing	\$ 5,865	\$ 0	\$ 8,038	\$ 0
Intern Subtotal	\$ 22,336	\$ 11,011	\$ 28,590	\$ 7,150
Support Staff				
Office Manager	\$ 32,219	\$ 34,544	\$ 32,197	\$ 33,163
Music Team Leader	\$ 3,124	\$ 5,356	\$ 5,355	\$ 5,253
Accompanists	\$ 3,387	\$ 2,831	\$ 3,276	\$ 3,972

REPORTS OF THE TREASURER Cont.

Expenses	2022 Actual	2023 Actual	2024 Est	2025 Proposed
Custodian	\$ 7,214	\$ 7,318	\$ 7,344	\$ 15,000
Organist	\$ 6,153	\$ 7,572	\$ 7,572	\$ 7,955
Senior Choir Director	\$ 6,652	\$ 4,427	\$ 4,426	\$ 4,651
Bell Choir Director	\$ 0	\$ 0	\$ 0	\$ 800
Support Staff FICA	\$ 4,391	\$ 4,712	\$ 4,622	\$ 5,043
Additional Staff Expenses	\$ 10	\$ 645	\$ 0	\$ 0
Support Staff Subtotal	\$ 63,150	\$ 67,405	\$ 64,792	\$ 75,837
TOTAL PERSONNEL EXPENSE	\$ 239,779	\$ 240,044	\$ 257,849	\$ 252,388

CONGREGATIONAL LIFE				
Leadership Development				
Continuing Education	\$ 213	\$ 778	\$ 356	\$ 500
Synod Assembly	\$ 1,311	\$ 256	\$ 403	\$ 500
Subtotal	\$ 1,524	\$ 1,034	\$ 759	\$ 1,000
Outreach Ministry				
Inreach / Outreach	\$ 11	\$ 37	\$ 183	\$ 225
Lenten Meals *	\$ 324	\$ 193	\$ 330	\$ 500
Veterans Ministry	\$ 0	\$ 0	\$ 100	\$ 100
Subtotal	\$ 335	\$ 230	\$ 613	\$ 825
Spiritual Growth and Fellowship				
Family / Adult Education	\$ 43	\$ 0	\$ 0	\$ 0
Devotional Materials	\$ 570	\$ 802	\$ 591	\$ 600
Fellowship	\$ 1,498	\$ 2,452	\$ 2,359	\$ 2,000
Seminars and Forums	\$ 461	\$ (150)	\$ 0	\$ 0
Subtotal	\$ 2,572	\$ 3,104	\$ 2,950	\$ 2,600
Pastoral Ministry				
Mileage - Senior Pastor	\$ 718	\$ 413	\$ 346	\$ 1,200
Mileage - Youth Ministry	\$ 130	\$ 295	\$ 122	\$ 150
Continuing Education - Senior Pastor	\$ 0	\$ 0	\$ 375	\$ 500
Continuing Education - Youth Director	\$ 0	\$ 0	\$ 0	\$ 300
Call Pastors	\$ 418	\$ 3,090	\$ 270	\$ 1,400
Petty Cash	\$ 490	\$ 440	\$ 384	\$ 400
Subtotal	\$ 1,756	\$ 4,238	\$ 1,497	\$ 3,950
Social Action Ministry				
Neighbors Helping Neighbors	\$ 750	\$ 0	\$ 750	\$ 750
Discretionary Expenses	\$ 309	\$ 415	\$ 680	\$ 700

REPORTS OF THE TREASURER Cont.

Expenses	2022 Actual	2023 Actual	2024 Est	2025 Proposed
Subtotal	\$ 1,059	\$ 415	\$ 1,430	\$ 1,450
Stewardship Ministry				
Program and ACH Fees	\$ 518	\$ 666	\$ 742	\$ 750
Offering Envelopes	\$ 556	\$ 618	\$ 531	\$ 500
Subtotal	\$ 1,074	\$ 1,284	\$ 1,273	\$ 1,250
Worship Ministry				
Worship Support	\$ 4,414	\$ 4,005	\$ 5,123	\$ 5,000
Subtotal	\$ 4,414	\$ 4,005	\$ 5,123	\$ 5,000
Youth and Family Ministry				
Youth Activity Expenses	\$ 404	\$ 527	\$ 310	\$ 0
Confirmation	\$ 1,433	\$ 1,219	\$ 329	\$ 1,400
Sunday School	\$ 405	\$ 1,012	\$ 555	\$ 800
Vacation Bible School	\$ 160	\$ 431	\$ 162	\$ 500
Communion Retreat / Seder Meal	\$ 118	\$ 135	\$ 230	\$ 150
Miscellaneous Youth and Family	\$ 891	\$ 0	\$ 0	\$ 0
Subtotal	\$ 3,411	\$ 3,324	\$ 1,587	\$ 2,850
TOTAL CONGREGATIONAL LIFE EXPENSE	\$ 16,145	\$ 17,634	\$ 15,233	\$ 18,925

FACILITIES				
Insurance				
Multi-Peril and Liability	\$ 9,236	\$ 10,695	\$ 13,488	\$ 14,000
Workers Compensation	\$ 2,127	\$ 2,017	\$ 1,500	\$ 1,500
Subtotal	\$ 11,363	\$ 12,712	\$ 14,988	\$ 15,500
Maintenance				
Custodial	\$ 3,145	\$ 2,004	\$ 2,580	\$ 2,500
Lawn Mowing	\$ 3,500	\$ 2,995	\$ 3,429	\$ 3,000
Snow Removal	\$ 7,515	\$ 7,970	\$ 7,500	\$ 7,500
Building Maintenance	\$ 9,678	\$ 9,128	\$ 10,460	\$ 10,000
Organ and Piano	\$ 2,448	\$ 1,419	\$ 2,786	\$ 2,000
Subtotal	\$ 26,286	\$ 23,516	\$ 26,754	\$ 25,000
Office Operations				
Paper and Supplies	\$ 2,255	\$ 2,359	\$ 2,174	\$ 2,200
Postage	\$ 1,860	\$ 1,272	\$ 1,642	\$ 1,600
Equipment Maintenance and Supply	\$ 5,570	\$ 5,302	\$ 8,955	\$ 8,000
Technology	\$ 989	\$ 527	\$ 475	\$ 500
Miscellaneous and Bank Fees	\$ 855	\$ 501	\$ 2,506	\$ 500

REPORTS OF THE TREASURER Cont.

Expenses	2022 Actual	2023 Actual	2024 Est	2025 Proposed
Subtotal	\$ 11,529	\$ 9,961	\$ 15,753	\$ 12,800
Utilities				
Electricity	\$ 10,000	\$ 7,865	\$ 9,475	\$ 10,500
Natural Gas	\$ 15,888	\$ 14,088	\$ 12,905	\$ 15,000
Water and Sewer	\$ 2,253	\$ 4,031	\$ 2,349	\$ 2,500
Telephone and Internet	\$ 2,056	\$ 2,472	\$ 5,107	\$ 7,000
Subtotal	\$ 30,197	\$ 28,456	\$ 29,836	\$ 35,000
TOTAL FACILITIES EXPENSE	\$ 79,375	\$ 74,645	\$ 87,330	\$ 88,300
TOTAL EXPENSE	\$ 375,756	\$ 358,532	\$ 385,709	\$ 384,517
NET INCOME (LOSS)	\$ (46,040)	\$ (8,718)	\$ 6,954	\$ 1,433

AUDIT REPORT




CERTIFICATION OF AUDIT OF January-September 2024 FINANCIAL RECORDS OF CONGREGATION

As a member of the Audit Committee of Evangelical Lutheran Church of Mount Horeb, I certify that I've examined the financial records of the church, including:

- General Fund <\$502.36>
- Building Maintenance Fund \$18,103.93
- Designated Fund \$74,642.44
- Petty Cash \$3.00

Verification was made of the checking accounts, savings accounts, and investments. We confirmed that the financial statements of the church accounts are in agreement with the bank statements, except where noted.

Signed:  10/8/24
Steve Hall Date

Signed:  10/9/24
Matt Anderson Date

OTHER ANNUAL REPORTS

CIRCLES

REBECCA CIRCLE

Rebecca Circle currently has 18 members and meets every third Wednesday from September through May.

We minister to church members when an ELC family member passes away. We feel it helps people realize the Church and the people are still there for them and care about them.

We contribute to Neighbors Helping Neighbors and SABA. In August we got together with our youth to put together 63 Baby Kits for Global Health Ministries. We are hoping to be able to have their help again next year.

SARAH CIRCLE

Sarah Circle is a women's Bible study group. We support each other's faith journey as members of the Evangelical Lutheran Church. We usually meet at 7 pm on the third Tuesday of the month at church, September thru May. Watch the church newsletter and bulletin for any variations from this schedule. Summer social outings are scheduled.

We are currently using the **Gather** magazine Bible Study. Karen Erickson and Connie Curran (curranconnie@hotmail.com for contact) filled the officer roles for this group in 2024.

Our service projects include providing a remembrance gift to children baptized in our church, as well as tying blankets for high school graduates. Our benevolence money this year supported SABA International and Felicia's Donation Closet.

LUTHERAN WORLD RELIEF – SCHOOL KITS

110 School Kits were assembled, packed and sent. Thank you to everyone who made good use of back-to school sales to make the best use of their generous donation.

SEWING GROUP

- Meets Thursday mornings at 9:00 am
- 10 regulars came for the service and stayed for the friendship. Please join us at any time.
- 164 quilts sent to LWR
- 6 Baptism quilts awarded
- 2 quilts sent to Sugar Creek Auction
- Next shipping date September 13, 2025
- Goal set at 175 quilts.
- Thank you for all the donations of sheets and blankets.

MEMORIAL GIFTS October 1, 2023– September 30, 2024

GIVEN IN LOVING MEMORY OF

GIVEN FOR

Shirley Casterton

Agape

Vern Drape

Lutheran World Relief, Memorial Fund

Dave Field

Building Maintenance Fund, Landscaping
Memorials, Memorial Fund, Mortgage Fund,
Music Memorials

Irene Field

Landscaping Memorials

Sharon Hendrickson

Memorial Fund, Sunday School

Dawn Kellesvig

Agape, Benevolence,
Dawn Kellesvig Memorial Fund (Sanctuary
Lighting) Landscaping Memorials,
Lutheran World Relief, Memorial Fund,
Music Memorials

Janice Lokken

Building Maintenance Fund

Connie Peterson

Landscaping Memorials, Memorial Fund

Beverly Schwierske

Altar Guild, Memorial Fund

Bill Steinhauer

Building Maintenance Fund, Memorial Fund

Pete Strube

Care Team, Memorial Fund

Shirley Thompson

Landscaping Memorials (Tree), Memorial
Fund, Music Memorials, Roof

STATISTICAL / MEMBERSHIP REPORTS

CONTRIBUTION ANALYSIS-ALL FUNDS October 1, 2023 – September 30, 2024

Contribution Range	# of Giving Units (envelope #s)	Total \$ Given	Last Year
Over \$20,000	1	\$20,850	\$21,520
\$15,000.01-\$20,000	4 (includes anonymous contributions)	69,845	\$49,459
\$10,001 - \$15,000	4	\$50,697	\$14,932
\$5,001 - \$10,000	13	75,234	91,594
\$2,501 - \$5,000	29	95,709	131,156
\$1,501 - \$2,500	30	59,569	51,911
\$1,001 - \$1,500	33	39,384	36,258
\$751 - \$1,000	13	11,473	13,129
\$501 - \$750	18	11,159	10,039
\$401 - \$500	10	4,731	7,940
\$301 - 400	11	3,975	3,978
\$201 - \$300	13		
		3,401	3,742
\$101 - \$200	20	3,005	2,725
\$1 - \$100	49	2,826	2,756
TOTALS	248	\$451,858	\$441,140

Anonymous Contributors include loose offerings, visitors, and other non-member donations.

WORSHIP ATTENDANCE October 1, 2023 – September 30, 2024

WORSHIP SERVICE	NUMBER SERVICES	AVG. ATTENDANCE
SUNDAY	51	104
SATURDAY	49	22
Total Regular Services	100	126
SPECIAL SERVICES	NUMBER SERVICES	AVG. ATTENDANCE
Thanksgiving	1	60
Christmas Eve/Christmas	3	178
Midweek Lent	6	26
Sunrise/ Easter	2	168

STATISTICAL / MEMBERSHIP REPORTS

MEMBERSHIP REPORT

October 2023– September 2024

As of September 30, 2024: 1647 baptized members of whom 1363 are confirmed members.

ADDITIONS TO MEMBERSHIP: (Confirmed; *Unconfirmed*)

By Baptism: (unconfirmed), 2

Tucker Collins

Dalton Sherven

By Transfer in from Other Lutheran Church & Affirmation of Faith: (confirmed) 3 (unconfirmed) 3

Johnnie Denton

Grady Reynolds

Stacy Reynolds

Ella Reynolds

Zach Reynolds

Carter Reynolds

By Confirmation (confirmed) 8

Aiden Aeschlimann

Michael Powell

Kayla Bredeson

Benjamin Rothamer

Adrienne Hogseth

Melaina Tetzlaff

Eve Kellesvig

Addison Watson

REMOVED FROM MEMBERSHIP:

By Death (Confirmed) 10

Sheryl Chellevoid

William Steinhauer Jr

David Field

Pete Strube

Irene Field

Shirley Thompson

Sharon Hendrickson

Laura Zemp

Dawn Kellesvig

By Transfer Out (Confirmed) 15

Brock Howe

Christina Kahl

Bruce Howe

Ella Kahl

Tanya Howe

Jenna Kahl

Chloe John

Kiera Kahl

Jackson John

Shane Kahl

Joseph John

Brenna Siebold

Sara John

Joel Siebold

Jonah Siebold