

2024 ANNUAL REPORT



OUR MISSION IS TO CREATE A WELCOMING FAITH COMMUNITY CALLED TO LOVE GOD, SERVE OUR NEIGHBORS, AND TELL THE STORY OF JESUS CHRIST



Grace Lutheran Church of Northeast Minneapolis
Annual Congregational Meeting
January 26, 2025

*To watch online: go to gracenempls.org/live on any computer, tablet, or smartphone.
You will be redirected to the Zoom room.*

Agenda and Table of Contents

Opening Prayer

Declaring a Quorum (10% of membership)

Welcoming Visitors

Approval of 2024 Annual Meeting Minutes

Approval of 2025 Annual Meeting Agenda

Ministry Reports

- Report of the President
- Report of the Interim Pastor
- Congregation-Facing Ministries
 - Worship & Music
 - Children & Youth Education
 - Golden Friends
 - Bible Study
 - Quilters & Knitters
 - Call Committee
- Community-Facing Ministries
 - Little Kitchen Food Shelf
 - Community Dinners
 - Twin Cities Pride
 - Fundraising
- Treasurer's Report, with End of Year Entries
- Supplemental Reports
 - Grace Center for Community Life
 - Minneapolis Area Synod

Elections

- Council Members
- Synod Assembly Voting Members
- Nominating Committee

Approval of the 2025 Budget, with notes

Closing Prayer

2024 Annual Meeting Minutes

Meeting was called to order at 11:40am by Council President Bryan Boyce

Annual meeting accompanied a chili cook-off meal. Thanks to Sarah Heyer and Sheena Schar for coordinating the chili lunch. Congratulations to Kathy Hubbard who won the cook-off with her chili verde recipe!

Declaring a Quorum (10% of membership)

Bryan Boyce (council president) and Sue Traxler (council secretary) confirmed we have a quorum.

Approval of the Minutes for the 2023 Annual Meeting

A spelling error of a name was corrected - under the President's Report item number one: corrected spelling is Eric Leutke. Motion was made to approve the minutes as amended, seconded, motion carried.

Approval of the Agenda for today's Annual Meeting

Motion was made to approve the agenda, seconded, motion carried.

Ministry Reports

Report of the President - Bryan Boyce

Bryan thanked the Transition Team and Call Committee who are working on selecting a collaborative pastor for our church. The House of Refuge Contract for Deed was renegotiated this year. After much discussion, the Church Council decided to eliminate the interest. It is still a 5-year contract, but with no interest.

Interim Pastor's Report - Pastor Ben Masters

- Pastor Ben reviewed Grace Lutheran's year with an Alleluia celebration, members rang bells and other instruments to celebrate the work we are doing. Some of the things we celebrated: guest preachers, singing in Spanish, the Sauerkraut Supper and collecting winter items for New City School. The pastor asked about other things we want to celebrate. Members said Shoe Box City, Game Nights and Community Dinners.
- Pastor Ben - God is pouring love into your hearts to love and serve your neighbors.

Transition Team - Pastor Ben Masters

- The team got stuck this year. The retreat in October, led by Brenna Zeimet, helped us figure out why. The take-aways from the retreat:

1. We love to help and serve
2. We know this neighborhood
3. Grief reinforces our aversion to change and conflict
4. Our next pastor could be a collaborator

We need to slow down, know ourselves, deal with the past, before we can move forward.

Transition Team Member - Jon Hamlow

Jon explained the next process. Transition team members will be meeting with small groups in the church. We invite people to open up, tell your truth, your history, your thoughts.

Transition Team Member - Sandy Carlson-Kortebein

Next Sunday (Feb. 4, 2024) Pastor Ben and Sandy will be meeting with Sunday service people after church (ushers, band members, sound tech, communion and alter helpers).

- There was a question about the deadline for selecting a pastor. Pastor Ben said there is no deadline, but he hopes we have our pastor in place by Christmas of 2024.

- There was a question of how long the Call Committee can take. Pastor Ben said it can be a quick process, because there are lots of ministers available in this area. Time can be 3 months or longer. The Senate has candidates ready to send our way.

Worship & Music - Jon Pumper

We added 4 new members this year. Thank you to the band.

Children & Youth Education - Sue Traxler

Due to the small number of children attending Sunday School, we made a shift to volunteers leading the Children's Sermon. Thank you to the 7 volunteers and more are welcome to be a part of Children's Sermons.

- There was a question about confirmation - Pastor Ben said if members want to see youth confirmed, talk with him about being part of the journey. Bryan Boyce said mentors would be a good idea.

Golden Friends - Kathy Schadendorf

Kathy reviewed the calendar of events for Golden Friends. She encouraged more people to get involved. There is no minimum age requirement. They meet on the 3rd Monday of the month.

Women's Bible Study - Jennifer Fischer

The Women's Bible Study is soon to be named Bible Study. It is open to everyone. They meet on the 4th Thursday of the month. In October a second Bible Study was added on the 2nd Thursday of the month.

Quilters & Knitters - Sally Palm

In 2023 the knitters distributed 17 prayer shawls. 69 standard quilts were finished. 65 were donated and 4 were used for the raffle fundraisers (Lasagna Dinner and Sauerkraut Supper). They could use more people to tie quilts. No sewing skills are needed. The group meets on the 2nd and 4th Saturdays of the month.

Racial Justice - Ben Zeimet

We are proud of the change in the Contract for Deed with House of Refuge. Faith communities are leading the way in reparations. The Racial Justice group is open to new members and open to new ideas.

Little Kitchen Food Shelf - Lynn Mena

The Little Kitchen Food Shelf saw a big increase in numbers for 2023. They served 7,054 individuals with 93,823 pounds of food. The written report tells about our partnerships and grants. Thank you to our many volunteers who help keep the food shelf running. Please remember to keep bringing in paper bags.

Community Dinners - Jan McGuire

Thanks to all who help with Community Dinners. Our attendance numbers have been 45-55 people per meal which is lower than before the pandemic attendance of 70-80. The calendar for the 2024 Community Dinners still has some openings. Jan has been organizing Community Dinners for the past 9 years and is looking for someone to replace her. Penny Hinderaker will continue to serve as volunteer coordinator to get people to set tables, serve the meal and clean-up. Pins and Needles will continue to attend Community Dinners in 2024 to help with mending needs.

Pride - Will Schar

In 2023 we were not sure we would be at Pride. Queer Grace leadership were unable to commit. Will felt we needed to be there. Grace had a booth for Pride on Saturday. The big draw for the Grace Lutheran booth was the community art project - the triptych. Visitors wrote on pieces of fabric what made them beautiful and beloved and tied the fabric to any spot on the triptych. The triptych was filled by Saturday evening. Will's take-away - finding moments to find the things you care about and saying yes to them.

Fundraising - Kathy Schadendorf

Kathy thanked everyone for participating in the fundraisers. The attendance was down for the Lasagna Dinner and Sauerkraut Supper in 2023. Kathy wants to advertise better and encourages members to use social media to get the word out. We may add bingo as a fundraiser this year. The Lasagna Dinner is scheduled for Saturday, March 9, 2024.

Treasurer's Report - Kathy Hubbard

In 2023 we brainstormed new ways to fundraise. House of Refuge has been faithful in their payments. The change in interest for their Contract for Deed demonstrates our commitment to one of our core values - racial justice. We are starting to see an uptick in rentals of our space and hope to see more. We are looking forward to bingo.

Supplemental Reports - President of Grace Center Board - Bill Breiter

The sanctuary is getting new lights - similar to what we have, but brighter. Grace Center will cover the cost.

Elections

Church Council

In 2024 we have 5 returning members: Bryan Boyce, Kathy Hubbard, Sylvia Radford, Sue Traxler and Brenna Zeimet. Two people are going off the council: Sarah Heyer and Will Schar.

Nominated to Church Council: Amanda Keiser and Sheena Schar. There were no other nominations. Sarah Heyer made a motion to nominate Amanda and Sheena, motion was seconded and carried.

Synod Assembly Delegates

Valerie Radford and Erik Nelson were nominated to be our church delegates, motion approved.

Approval of the 2024 Budget

- Question about explaining the bottom line - the yellow balance line. Answer - In 2024 we expect to spend \$39,000 more than what we are bringing in. We may need to pull from reserves.
- Pastor Ben - Amend the budget to read \$75,294.29 for an incoming pastor's salary, not \$67,744.15. Reason: we are seeking a full-time pastor.
- Question about the total amount of reserves. Our current reserves are \$136,000. Jennifer Fischer explained that \$20,000 has been restricted funds, not for operating funds. Reserves are currently at \$156,000. Jan McGuire also explained in 2023 we didn't have an end-of-the-year match. The matches have helped in the past. We are going to do an Easter match this year.
- Brenna Zeimet made a motion to approve the budget as amended, Sheena Schar seconded, motion carried.

Closing

President Bryan Boyce thanked everyone for their time and engagement. Sylvia Radford made a motion to adjourn the meeting, Jon Hamlow seconded, motion carried. Pastor Ben Masters led a prayer. Meeting ended at 1:15pm.

Minutes submitted by Grace Lutheran Church Council Secretary - Sue Traxler

Report of the President

Hello, Grace Lutheran Congregation!

A happy 2025 to all—it's exciting (if also bittersweet) to be right on the doorstep of a transition to our new full-time pastor as we start the new year.

When I think back to where we were when we started this transition in fall 2022—saying goodbye to three pastors in the course of little over a month, wrestling with what our identity was after Pastor Emmy—I am immensely proud of the work this congregation has done and deeply grateful for Pastor Ben's shepherding of us through this process.

Two important themes stand out for me from this time that I think will be important to keep keeping in mind as we move forward.

First, as the saying goes, **we are the ones we've been waiting for**. A pastor is an important part of a church and provides invaluable guidance, but at the end of the day it is members who make up the heart, body, and soul of Grace. I'm happy and grateful to see people stepping up to the plate for tough but exciting things like managing a generational transition in who's running community meal or executing two successful match drives this year to help cut our budget deficit by over \$15K! Let's continue to all be owners of moving our church forward even as we partner with a new, longer-term pastor who offers their own fresh perspective and insight.

Second, **the work of our church carries beyond these walls**. I think we all know this in our personal and professional lives and work to put the lessons we learn on Sunday into practice throughout the week! But I have been pushed in the past two years, and hope you have too, to also recognize how the church can collectively and structurally work to better the world for our neighbors who aren't members of Grace. Whether that's something as simple as holding a few council meetings per year outside the comfort zone of our church premises, or as complicated as devising policies to safeguard food shelf recipients who may become targets of ICE, let's continue this way of thinking and action in partnership with our new called pastor.

As I noted when we started this process: we are humbled to remember that God is with us during this season of change! It's been long and filled with a few twists and turns, but I trust that God has been with us through all of them (both when it feels like it, and when it doesn't!) and hope we all can enter this new chapter of Grace with love, joy, wonder, and gratitude—both for what has been and for what is yet to come.

Yay God! 😊



Bryan Boyce
Outgoing Council President

Report of the Interim Pastor

A year ago, I had not planned to walk a portion of the Camino de Santiago, a network of pilgrimage routes converging on the cathedral in Santiago de Compostela in Northwest Spain. Yet walk I did, for a few weeks in May and June, making my way slowly, with unexpected traveling partners, mile after mile.

A year ago, dear friends, I was not planning to be present for your next annual meeting. Yet here I am, blessed by the journey we made together. As I reflect on our ministry in 2024, my grateful heart invites you to echo my prayer: "Thank you, God!"

In 2024, we found strength for the journey in worship.

On February 11, Transfiguration Sunday, we bore witness at Rosie Zeimet's baptism to God's overflowing love and Christ's life-changing call to discipleship. *Thank you, God!*

Along with Jon Pumper, John Koski, Peter Radford, and members of our choir, several guest musicians enlivened our song: Barb Bower, David and Sarah Burk, Amy Fields, Alex Jacques, David Langemo, Johnny Oberg, and Catherine Preus. *Thank you, God!*

Throughout the year, members of our community proclaimed the Gospel from the pulpit: Adam Boldenow, Bob Lyndes, Erik Nelson, Jo Olsen, Ashley Teter, and Brenna Zeimet. *Thank you, God!*

Ashley also co-led several of our special services, including Ash Wednesday, mid-week Lenten prayer, and contemplative prayer on the night of the 2024 election. *Thank you, God!*

In 2024, we traveled together as a community.

We worked together to host fundraisers, community dinners, a booth at Twin Cities Pride, and space during Art-a-Whirl for artists of all ages to create with cardboard. *Thank you, God!*

I had the privilege of leading Bible study with our seniors, covering books of the Bible like John, Mark, Esther, and Judges, and touching on theological topics like atonement and proclamation. *Thank you, God!*

Our church council made sure Jon Pumper could take parental leave as he and Elise welcomed newborn Arthur to the world. *Thank you, God!*

During our fall match campaign, we heard Kathy Schadendorf, Sarah Holz, Jenni Lathrop, Jonathan Hamlow, Nick Zeimet, Bryan Boyce, and Sylvia Radford share stories of how God's love has embraced them in this community. *Thank you, God!*

In 2024, we journeyed with our neighbors.

Beginning in March, we opened the doors of Little Kitchen Food Shelf on Saturdays. We offered hospitality, redesigned our forms to be bilingual, and kept learning and adapting. *Thanks be to God!*

In partnership with LKFS and The Drawer, we ensured that our neighbors had some of the bare necessities of life: diapers and wipes, menstrual products, socks, underwear, and shirts. *Thank you, God!*

We shared life with New City Charter School, volunteering at the Fall Festival fundraiser, celebrating at the Winter Bonfire, and providing pizza for students in the theater program. *Thank you, God!*

Screens donated by Sarah Holz, Alex Anderson, and Tom and Jennifer Fischer connected us to New City's alarm system, and Council passed a set of crisis management guidelines to claim our role in keeping others' safe.

Thank you, God!

In 2024, we shared the road for a special purpose: calling a new pastor.

Transition Team began the year with listening sessions that spanned every age group and area of involvement, and shared what they heard during a congregation-wide conversation in April. *Thank you, God!*

Over the summer the Transition Team wrote a ministry site profile, detailing Grace's gifts and mission priorities, and shared it with the congregation in September. *Thank you, God!*

Our Call Committee began its work in August, learning from the experiences of our neighbor congregation, Gustavus Adolphus Lutheran, and reflecting on how to counter bias in the call process. *Thank you, God!*

We prayed for these ministry teams, and we give thanks for them.

- Serving on the Transition Team in 2024: Sandy Carlson-Kortebein, Daniel Ditmanson, Jonathan Hamlow, Jo Olsen, Kathy Schadendorf, Sue Traxler, and Nick Zeimet. *Thank you, God!*
- Providing support to the Transition Team: Ashley Teter and Brenna Zeimet. *Thank you, God!*
- Serving on the Call Committee: Bryan Boyce, Barb Bower, Maggi Heyer, Amanda Kaiser, Janet McGuire, Sylvia Radford, Sheena Schar, and Sandy and Jo from the Transition Team. *Thank you, God!*

As you prepare to call a new pastor, I'm reminded of the weeks leading up to my first steps on the Camino. I felt so frightened that I would injure myself, that I would disappoint the friend leading our pilgrimage. Though "faith" and "fear" are sometimes cast as opposites, faith held my fear on the trail and kept my heart open to God's presence in those who walked beside me: my husband, our friends, strangers on the way, and you—encouraging me over email and text messages, remembering me in prayer.

At the beginning of this new journey, may you welcome your own fear, excitement, joy, sadness, uncertainty, and curiosity—and keep your hearts open to each other and to God. Hold faith with one another in love, step by step. I will be praying for you after our paths diverge, my own heart full of gratitude for the privilege of traveling with you for a season.

Thank you, God! Onward in the Spirit!



Pr. Ben Masters, your interim pastor

Reports of Congregation-Facing Ministries

Worship & Music

There was a time, not too long ago, where the choir only had one tenor. One lone tenor to carry those difficult, lofty, floating harmonies. One lone tenor who on any given Tuesday may just as likely be found in a wood-burning sauna or swimming in a river somewhere as they would be at practice.

Today, the tenor section is now tied for the largest section of our choir (depending on what part our baritone swing, Jon Hamlow, is currently feeling). Part of that is due to the addition of Bob Lyndes to the choir, marking our fourth straight season of adding at least one new member to the choral roster! Welcome, Bob!

This year Pastor Ben asked for the favorite hymns of the congregation, and we have been integrating them into our weekly services. Beyond the familiar, Pastor Ben has provided Grace with a good blend of old and new tunes, diving deep into the depths of the ELW hymnal to find those hidden treasures laying dormant on the sandy floor of the Alphabetical List of Hymns Index.

We have John Koski, Peter Radford, and Marko Fields to thank for helping those hymns come to life. A huge thank you to the talents, energy, and joy they bring to our music!

As always, if you ever have anything musical on your mind, feel free to share it! I am more than open to any feedback, desire, vision, or idea for musical liturgy at Grace. And if you have Tuesday nights open...there's always more room in the tenor section.

To make music in the heart –

Jon Pumper

Worship and Music Director

j.r.pumper@gmail.com

612-205-8492

Children & Youth Education

In 2024 we continued with the children's sermon/object lessons led by church volunteers. Seminary student Ashley Teter and Pastor Ben Masters helped our volunteers prepare by emailing the Gospel lessons and possible themes to cover. Amanda Kaiser also took an inventory of the supplies in the sacristy that could be used in children's lessons. Thank you to our many volunteers who have said yes to helping children feel an important part of the church service.

Sue Traxler

Golden Friends

This year found us enjoying many activities together here at Grace Center and out and about starting in September:

- In September we met at Silverwood Park where we talked and played the dice game Farkle. We then went on to have lunch at Carver's.
- October found us going to Feed My Starving Children to pack meal kits and for the less lively we got to stick the 'use by date' sticker on the packs. We followed that with lunch at Perkins.
- In November some of us bowled, some of us cheered the bowlers on and all had lunch at Elsie's.
- On December 9 we went to Centennial United Methodist Church in Roseville for a carol sing and music by the Roseville String Ensemble. There was coffee/punch and cookies after.
- In January we played games and had a potluck lunch and planned our March Community Dinner.

It has been a time of gathering together for friendship and fellowship while serving our neighbor and getting to see new and interesting sites. All ages are welcome to join us in our activities.

Our coming events are:

- February 17: We hope to have a presentation from Pastor Ben covering his journey in Spain with salad and pizza to follow.
- March 22: Prepare and serve Grace Lutheran Community Dinner.
- April 21: A trip to the Conservatory at the St. Paul Zoo.
- May 19: Planning session for the coming year with potluck lunch and games.

If anyone is interested in joining us for any or all of our activities, please contact Kathy Schadendorf at 763-781-7561 or email me at k.schadendorf@comcast.net. Our events are usually held on the third Monday of the month from 10 am to noon and always involve food and fellowship.

Kathy Schadendorf

Bible Study

The Bible Study group of five women continues to meet on the 2nd and 4th Thursdays of the month unless there is a holiday on those days. If there is a holiday, we will decide in the prior month when we will meet. Bible Study is from 1-3pm or later. If you wish to join us, some of us meet for some fellowship time between 12-1pm with "Bring Your Own Lunch" (BYOL).

The 2nd Thursday Bible Study has been using Bible studies that Pastor Ben has found for us or that Pastor Ben has written himself. Pastor Ben has presented some very interesting studies – "Judges: A Look at Leadership", "James, Son of Zebedee and Disciple of Jesus" and "Christmas with Matthew". They were all very interesting and we had a lot of discussion. The 4th Thursday Bible Study continues to use the Bible studies from the "GATHER" magazine. They have been very interesting also.

We have really enjoyed having Pastor Ben join us for Bible Study and his input and answering our questions on Biblical matters and pronunciations has been a great help. We are always open to have others join us in these Bible studies. If you wish to know more about the Bible Study, please contact me at Snooky1022@comcast.net.

Jennifer Fischer, Coordinator

Quilters & Knitters

The knitters distributed 13 prayer shawls. This included 10 to individuals and families experiencing difficult times due to health issues or the passing of a loved one, 3 to the new babies in the congregation, and 1 to Rosie Zeimet at her baptism.

A total of 73 quilts were finished in 2024. Sixty-nine quilts were donated to Southern Anoka Community Assistance (SACA) for distribution to their new clients. Four quilts were donated to the church for raffle fundraisers – 2 each for the Lasagna Dinner and the Sauerkraut Supper.

The group meets on the 1st and 3rd Tuesday of the month from 9:30am to around noon in the Commons (enter at Door 3). New members are welcome. For quilters no sewing skills are needed, only willingness to learn to tie a square knot with extra half knot to secure quilt layers together and to pin the edges in preparation for final stitching. Other crafts are welcome as well, including knitting, crochet, cross-stitch, needlepoint (you get the idea).

Sally Palm

Call Committee

This report will be provided verbally.

Reports of Community-Facing Ministries

Little Kitchen Food Shelf

It was a year of exciting changes at Little Kitchen Food Shelf! Starting in March, we restructured our hours and began offering a Saturday distribution in addition to our Tuesday and Thursday evening distributions. We opened our Commons and offered hospitality, creating a welcoming space for food shelf visitors to enjoy coffee and relax while completing their forms, as well as activities for kids. We also redesigned our forms to be bilingual, and we began using SignUp Genius for online volunteer scheduling. We are thankful to the MANY volunteers who helped make these changes successful!

Through our regular food shelf hours, in 2024 we served **10,688 individuals with 92,850 pounds of food**. This is a substantial increase of visitors over the previous three years: in 2023 we served 7,054 individuals; in 2022 we served 4,243 individuals; and in 2021 we served 1,000 individuals.

Breakdown of households and individuals served in 2024:

Total Households	2,997
Total Individuals	10,688
Children	4,269
Adults	6,002
Seniors	417

In addition:

- We served 100 households and 500 individuals via our annual tradition of donating and arranging a delivery of food from The Food Group to our friends at **Heritage Park** in North Minneapolis for their Thanksgiving distribution.
- We arranged a delivery of Thanksgiving items to **Mill City Church** from The Food Group for a holiday distribution for the community, hosted and funded by Mill City.
- We partnered with **New City Charter School** to begin providing a weekly bag of food to the households of students in need (currently five students).
- We received **22,419 pounds** of food and household donations from the community (we received nearly 18,000 pounds in 2023 and 13,160 pounds in 2022).
- We also continued to receive weekly deliveries of food from **Eastside Food Co-op** from their customer donation bins, which are collected exclusively for LKFS. We also received **\$7,662.83** as part of their Seedlings program “register round-up” in March (we received \$8,709 in 2023).
- We are grateful to **Lorrie Stromme** (certified Master Gardener and Executive Director of Grace Center for Community Life) for her dedication and management of **Grace Gardens**, which provided fresh produce for our visitors last summer (please read Lorrie’s report for all the details!).
- We also received fresh produce from **Twin Cities Food Justice** and from the gardens of our church members, neighbors in the community, and from our friends at **Mt. Carmel Lutheran Church, Nativity Lutheran Church, and Northeast United Methodist Church**.
- We are thankful for our friends and partners at **Mill City Church** and **Nativity Lutheran Church** for their generosity with funds and food, and for their coordination of their many wonderful volunteers!

- We are excited and grateful to **Mt. Carmel Lutheran Church** for joining us as host and coordinator of volunteers for the second Saturday of each month!
- We were very happy to gather and meet with all of our volunteers in May – our first annual in-person **volunteer meeting** since before the pandemic. Our next volunteer meeting is scheduled for February 26 at 6:30pm.
- Our pet shelves remained well-stocked all year thanks to the dedicated efforts of **Ann Danko** from Nativity Lutheran Church.
- Many thanks to **Dorene Eklund, Jennifer Fischer, Jan McGuire, and Kathy Schadendorf** for their service in the office every week, taking client registrations and managing important data input and food shelf statistics.
- We continue to be amazed and inspired by ALL of the extraordinary and generous individuals, businesses, churches, and groups who volunteered their time and donated funds and food!

The year ahead promises to be an exciting year too! We are delighted to announce the launch of **Little Kitchen Food Shelf Ambassadors**! This important collaboration consists of LKFS volunteers and partners who share our passion for service to our neighbors and our commitment to food justice and equity issues. Together we will coordinate projects and initiatives that support and sustain LKFS via meaningful community partnerships, outreach, and advocacy.

Lynn Mena
Office and LKFS Administrator

Grace Gardens

The Little Kitchen Food Shelf gardens started out well. Church member Sally Palm's tomato and pepper seedlings were planted, along with many green bean seeds. Kathy Hubbard contributed plants from her yard for the pollinator garden. The drip-irrigation system worked. Plenty of sun and rain. Volunteers helped with weeding. The pollinator plants attracted bees and butterflies.

Then, a family of rabbits made quick work of eating pollinator plants and all of the green bean plants. We replanted green beans 4 times! I tried deterrents like blood meal and hot-pepper repellent. As a last resort, chicken-wire fencing was installed. Undeterred by the fencing were people who hand-picked and pocketed all of the ripe peppers and tomatoes. The last straw happened one night when rogues ripped the water faucet right out of the ground, leaving water burbling up until we discovered it and plugged it the next day.

Fortunately, the food shelf's fresh produce offerings were generously supplemented by a local grower of over 300 pounds of Better Boy red tomatoes, by fresh vegetables delivered from Nativity Lutheran gardens, and by periodic donated produce from neighborhood gardeners. We are grateful to those who shared their summer bounty with us and to volunteers who helped maintain the gardens.

Good news for 2025. The New City science teacher and some of her students have interest in helping with the gardens in the upcoming growing season!

Lorrie Stromme

Community Dinners

As most of you know, 2024 was my 9th and last year organizing the Community Dinners at Grace Center. Our new organizer, Amanda Kaiser, is already doing a great job. If I understand correctly, she already has 10 months covered. Way to go!! Penny Hinderaker will continue as the volunteer coordinator, so if you would like to be one of the church volunteers for the Community Dinners, talk to Penny.

The past year still did not serve the number of folks we used to serve. We had some of those we knew and a few new ones. We still do not have the numbers attending as we did before the pandemic. We keep going in hopes to serve as before and maybe we will attract new folks. Whomever attends is welcomed and given a good meal and time to socialize with one another.

Pins and Needles worked every Saturday and did a lot of clothes fixing for anyone who asked.

The advertising was the same. We used the Northeast paper, Grace's website, emailing a flyer to the Minneapolis Public Housing Authority for the NE apartments, and I deliver about a dozen flyers around Northeast.

THANK YOU TO ALL THAT HAVE MADE THIS OUTREACH PROGRAM POSSIBLE. THE COMMUNITY DINNERS USE A LOT OF VOLUNTEERS AND PENNY, AMANDA AND I THANK YOU SO MUCH FOR YOUR COMMUNITY SPIRIT!!!!!!

Amanda, take it away and let us know what to expect for 2025.

Thanks,
Jan McGuire

2024 Community Dinners		
<i>Held on the fourth Saturday of the month, unless noted</i>		
Date	Volunteer Group Preparing Food	Main Entree
January 27	Church Family: McGuire & Schadendorf	Roast Beef, Potatoes & Carrots
February 24	New City Charter School	Spaghetti & Meatballs
March 23	Golden Friends	Chicken Ala King
April 27	Church Family: Hubbards	Pulled Pork & Turkey
May 25	Chef T-Bone	Soup, Bread & Cookies
June 22	Arcana Lodge #187	Ribs, Kilbasa, & Sauerkraut
July 27	Church Family: Hamlow's BBQ Crew	Hamburgers & Hot Dogs
August 24	NE Lions	Spaghetti and Salad
September 28	Dangerous Man Volunteers	Chicken Drummies & Orzo
October 26	The Contingency Plan Group	Pulled Pork & Mac Cheese
November 16*	NE Lions	Turkey & Fixings
December 21*	Church Families: Schars & Heyers	Spaghetti & Meatballs
*Date moved to 3rd Saturday to avoid the holiday weekend.		
"Pins & Needles" a seamstress group doing small mending jobs on all Saturdays		

2025 Community Dinners		
<i>Held on the fourth Saturday of the month, unless noted</i>		
Date	Volunteer Group Preparing Food	Main Entree
January 25	Dinner Organizers: Jan, Kathy, & Amanda	Tater tot hotdish
February 22	New City Charter School	Lasagna
March 22	Golden Friends	TBD
April 26	Church Family: Hubbards	TBD
May 24	<i>open</i>	
June 28	Arcana Lodge #187	TBD
July 26	Church Family: Hamlow's BBQ Crew	Barbecue
August 23	The Contingency Plan Group	TBD
September 27	<i>open</i>	
October 25	Dangerous Man Volunteers	TBD
November 15*	NE Lions	Turkey & Fixings
December 20*	Church Families: Schars & Heyers	TBD
*Date moved to 3rd Saturday to avoid the holiday weekend. "Pins & Needles" a seamstress group doing small mending jobs on all Saturdays		

Twin Cities Pride

At our booth for Pride 2024, we invited people to add their colored thumbprint to our community canvas and personalize it with pens. People had a great time creating multi-colored thumbprints, faces, and whole works of art on our boards. We also handed out candy and pronoun pins. Many people were curious about the project and were touched to hear it would be displayed in our church as a reminder of our neighbors and those we pledge to welcome. Some asked questions about Grace, but most were just happy to participate in our community art project, find a place in the shade, and take a pin reflecting their gender or orientation.

Sheena Schar

Fundraising

The Lasagna Dinner and Quilt Raffle was held on March 9. The turnout was smaller than hoped for however take-out sales remain strong. Around \$1500 was raised by all those who worked to make good food and had fun doing it. A \$250 Thrivent Action Team card along with other donations was used to cover the costs of the event. Two quilts supplied by our quilters were used for a raffle.

The Sauerkraut Supper and Quilt Raffle was held on November 2. In the kitchen was Jonathan Hamlow as head chef with Jennifer Main as sous chef to prepare the sauerkraut and pork with Sally Palm being the Queen of the Rutabagas and Amanda Kaiser as kitchen/serving supervisor. A host of volunteers (30) over three days made this fundraiser possible along with a \$250 Thrivent Action Team card and donated supplies. We raised over \$2500 from the event. Two quilts supplied by our quilters were raffled off also. We again had one dine-in session and offered take out.

The use of everyone's social media once again was great in getting the word out.

Kathy Schadendorf

Treasurer's Report

Please refer to the 2024 Balance Sheet and Budget to Actual Operating Report, as well as the Council-approved Budget for 2025.

End of Year Entries

Amounts transferred from the church's Thrivent checking account into LKFS' Thrivent checking account for LKFS Vanco Recpt Income Line, that are processed directly into the Church's Thrivent checking account for 2024 were processed on 12/31/2024 in the amount \$4,501.10 and \$812.80. The entry of \$812.80 was from two late deposits from Mighty Cause grant deposits that were not included in the first calculation of \$4,501.10.

Amount transferred from the church's Thrivent checking account into LKFS' Thrivent checking account for one third of our fall match project in the amount of \$5,634.72.

The fall match, amount to be matched deposited to:

- Church checking account - \$10,000.00
- LKFS checking account - \$5,000.00

Amount of matched funds deposited to:

- Church checking account - 16,904.16
(amount recorded in Servant Keeper = \$17,003.09 minus credit card fees = \$16,904.16)

One third of \$16,904.16 = \$5,634.72

Jan McGuire

Grace Lutheran Church of N E Minneapolis
Balance Sheet
As of December 31, 2024

	<u>Dec 31, 24</u>
ASSETS	
Current Assets	
Checking/Savings	
Thrivent Checking #5519	137,417.09
Thrivent Investment #4653	2,252.01
L. Kitchen Food Shelf #4795	44,022.62
Thrivent Money Market #5868	44,726.07
Thrivent Savings #0300506128	1.00
Total Checking/Savings	<u>228,418.79</u>
Other Current Assets	
Contract For Deed	112,000.60
Total Other Current Assets	<u>112,000.60</u>
Total Current Assets	340,419.39
Fixed Assets	
Fixtures & Equipment	1,808.64
(Accumulated Depreciation Fix)	-791.28
Leasehold Improvements	120,279.03
(Accumulated Depreciation Leas)	-12,478.16
Total Fixed Assets	<u>108,818.23</u>
TOTAL ASSETS	<u>449,237.62</u>
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
Trade Payables	640.23
Total Accounts Payable	<u>640.23</u>
Other Current Liabilities	
Accrued Compensation	4,482.71
Temp Restricted Fund - Capital	199.85
Total Other Current Liabilities	<u>4,682.56</u>
Total Current Liabilities	<u>5,322.79</u>
Total Liabilities	5,322.79
Equity	
Unrestricted Fund Balance	493,566.31
Unrestricted Net Assets XX	-21,398.44
Net Income	-28,253.04
Total Equity	<u>443,914.83</u>
TOTAL LIABILITIES & EQUITY	<u>449,237.62</u>

Grace Lutheran Church of N E Minneapolis
Year to Date - Budget vs. Actual
January through December 2024

	Jan - Dec 24	Budget	\$ Over Budget
Ordinary Income/Expense			
Income			
Grace Center Rentals	8,525.00	7,500.00	1,025.00
Receipts & Donations			
Community Outreach	2,780.00	1,500.00	1,280.00
QGC Outreach	306.98	504.00	-197.02
Thrivent Choice Deposits	300.00	300.00	0.00
Fellowship Coffee Income	884.55	804.00	80.55
Vanco ACH General Operating	94,795.40	100,008.00	-5,212.60
Offerings	46,329.00	60,000.00	-13,671.00
Other Receipts and Donations	52,493.76	15,000.00	37,493.76
Total Receipts & Donations	197,889.69	178,116.00	19,773.69
Fundraising Income	4,681.83	5,508.00	-826.17
Interest & Dividends	664.04	540.00	124.04
Little Kitchen FoodShelf Income	55,581.89	55,008.00	573.89
LK Food Shelf Vanco ACH Recpt	5,000.00	10,008.00	-5,008.00
Total Income	272,342.45	256,680.00	15,662.45
Gross Profit	272,342.45	256,680.00	15,662.45
Expense			
LK Food Shelf			
LK Food Shelf - Food Bank	67,585.75		
LK Food Shelf - Miscellaneous	5,220.69		
LK Food Shelf - Other	0.00	65,004.00	-65,004.00
Total LK Food Shelf	72,806.44	65,004.00	7,802.44
Grace Center Operating Cost	54,202.80	55,008.00	-805.20
Minneapolis Area Synod	8,000.00	8,000.00	0.00
Other Benevolence	0.00	552.00	-552.00
Employee Compensation			
Continuing Education	0.00	804.00	-804.00
Gross-Salaries & Wages	121,610.28	126,456.00	-4,845.72
Employer Payroll Taxes	3,920.40	3,924.00	-3.60
Benefits-BOP & Insurance	14,493.50	17,472.00	-2,978.50
Insurance Workers Compensation	776.00	1,200.00	-424.00
Total Employee Compensation	140,800.18	149,856.00	-9,055.82
General Office & Admin. Expense			
Interest & Bank Fees Expense	1,626.62	1,608.00	18.62
Advertising Expense	901.50	1,500.00	-598.50
Insurance - General Liability	4,360.90	3,100.00	1,260.90
Telephone & Communications	4,494.38	4,308.00	186.38
Office Supplies	4,535.04	3,804.00	731.04
Office & Admin. Expense	1,977.12	2,004.00	-26.88
Total General Office & Admin. Expense	17,895.56	16,324.00	1,571.56
General Ministry Expense			
Community Outreach	1,064.40	2,004.00	-939.60
QGC Outreach	717.98		
Christian Education	477.40	252.00	225.40
Worship & Music	2,453.17	2,004.00	449.17
Ministry Expenses	2,177.56	2,004.00	173.56
Total General Ministry Expense	6,890.51	6,264.00	626.51
Total Expense	300,595.49	301,008.00	-412.51
Net Ordinary Income	-28,253.04	-44,328.00	16,074.96
Net Income	-28,253.04	-44,328.00	16,074.96

Supplemental Reports

Grace Center for Community Life

Dear members of Grace Lutheran Church,

With the conclusion of the addition to the building, the Grace Center board turned its attention to the burnt-out lights in the Grace Lutheran sanctuary. The new pendants from Premier Lighting should be more reliable, shine brighter, and allow for greater flexibility (dimming the sanctuary during Christmas Eve, highlighting the piano, etc.).

With the retirement of Bob Dierke, the board updated the Facilities Manager job description and will soon begin the hiring process. We hope to find a candidate who will keep Grace Center a safe, hospitable, and energy-efficient building. We are grateful to John Call with interim assistance with the boiler, as well as to our BRC contract custodians: day porter Teresa, night cleaners Jovita and Alex, and Sunday cleaner Rosa.

November 13, 2024, marked 15 years since Grace Center was incorporated. Members of three churches joined forces not only to charter a new congregation but also to create a space that reflects the values of faith, learning, and service. With this in mind, we turn our attention to our first challenge of 2025: recruiting more members to Grace Center's board, beginning with tenants of the building (New City Charter School and other community groups) and neighbors in Northeast Minneapolis.

Thank you to Lorrie Stromme, Grace Center's executive director, and to the other board members who steward this building and its mission: Sandy Hafner (treasurer), Pr. Ben Masters (secretary), Sally Palm (advisory member), Pr. Craig Pederson, Bill Speake, and Bobby Stoffel.

Bill Breiter
Board President



Minneapolis Area Synod of the ELCA

2024 Annual Report

On the evening of Jesus' resurrection, as two of his followers were walking along the road that leads from the city of Jerusalem to the village of Emmaus "talking and discussing, Jesus himself came near and went with them." - Luke 24

Grace and peace to you, beloved of Christ Jesus.

This resurrection story is a favorite. We walk together as church, and Jesus draws near and walks with us. The labors of the day, the content of our discussions, the swirl of society and politics, the hopes and fears, these things shift, and yet, Jesus walks with us and is known once again as we gather together around the table.

What a year this has been. This report to the worshipping communities of the Minneapolis Area Synod is an opportunity to look back on 2024, and to look ahead at the year to come. Most of all, it is an opportunity to name and celebrate some of the ways the Holy Spirit continues to enliven God's church. We give thanks to you and your congregation for your partnership in this ministry we share.

On May 4, 2024, you elected me to serve as your Bishop. On August 1, 2024, I took office, and on September 21, 2024, I was installed during a festive and moving worship service at Central Lutheran Church. This election represents a significant threshold in our synod's life as we continue by the Spirit's leading along paths yet unknown. Thank you for your trust and your continued prayers. We are particularly grateful for the intentional work of the Bishop's Election Committee. My deep thanks to Bishop Ann Svennungsen for her 12 years of faithful leadership, and for her generosity of wisdom and spirit as I learn the ropes. As I have restructured parts of our synod's ministry team, we have had several staff transitions. Some have completed their service, over the summer and fall we welcomed a few new staff, and in 2025 we will welcome more. Thank you to our staff for their patience, perseverance, faithful ministry, and good courage during a long transition.

Stepping into this role, I am more mindful than ever that we are **Church Together: Learning Together, Listening Together, Serving Together, Worshipping Together**

A few highlights from 2024:

- 137 worshipping communities, including
 - 3 new starts congregational
 - 8 strategic ministries
- 3 congregations marked Holy Closures this year, honoring their years and ministry, and in closing, stewarded their assets by contributing to the Resurrection Fund.
- 11 languages spoken in worship

- 62 call processes in 55 congregations
- 8 ordinations of new pastors and deacons and
- 24 rostered ministers installed into new positions
- 34 people discerning a call to ministry and active in our candidacy process
- 305 pastors and deacons currently serving in our synod, and around 370 retired ministers
- 52 pastors and deacons serving in specialized ministries, including chaplains, educators, social ministry leaders, and missionaries

- 5 years of Faith Practices and Neighboring Practices cohorts supported by a grant from the Lilly Endowment's Thriving Congregations Initiative, with plans to apply for a scaling grant in 2025
- 17 congregations in the current cohort of Faith Practices and Neighboring Practices, and
- 13 in the first cohort (that's nearly 1/4 of our synod's congregations!)
- \$1.25 million grant received from the Lilly Endowment for Family Faith – a project accompanying parents and caretakers from the Synod's new and strategic ministries. Watch for more details coming soon!

- 800 people attended the Bishop Installation in person, including 220 clergy
- \$2,681,409 pledged in Mission Support, with 50% supporting MAS ministry and 50% for ELCA ministry
- 2 companion synod partnerships: Lutheran Church of Christ in Nigeria (LCCN) and the Leipzig District-Evangelical Lutheran Church in Saxony, Germany, including visits from Archbishop Musa Filibus (LCCN), Superintendent Sebastian Feydt and Pastor Cristoph Reichl (Leipzig)

- Synod staff supported leaders and congregations, convening, communicating, collaborating, and navigating conflicts
- Hosted many special events such as an Eco Faith Summit, Boundaries Workshop, Bishop's Theological Conference, Ministeriums, and Communicators Gatherings

What a gift to reflect on the amazing ways we were Church Together in 2024! We look forward to 2025 with the Conference Assemblies in February, Synod Assembly (May 2 - 3), and the ELCA Churchwide Assembly (July 28 - August 2). We walk together as church, trusting that Jesus continues to come near and walk with us. We are Church Together.

Thank you for your prayers and support.

Bishop Jen Nagel

Congregational Elections

Every Christian, by virtue of being claimed in baptism as a disciple of Jesus Christ, has a ministry to perform in Christ's name. These range from a wide variety of tasks within the congregational life to many services beyond, as well as those responsibilities to which one may be elected.

Today we elect people to three specific ministries: Council, Synod Assembly, and Nominating Committee. The current Nominating Committee is Sandy Carlson-Kortebein, Jonathan Hamlow, and William Schar. They will present their nominations, and then President Bryan Boyce will run the elections.

Council

Members of our congregational council have oversight over the life and activities of Grace Lutheran Church, including worship, finance, and property matters. Our constitution states: "The voting membership of the Congregation Council shall consist of the pastor(s), and not less than seven (7) or more than thirteen (13) members of the congregation" (C12.01) and that "no more than one-half the members are elected each year" (C12.02). In 2025, five of our council members will be in their midst of their two-year terms: Kathy Hubbard (serving a third term); Bryan Boyce and Sue Traxler (both serving a second term); and, Amanda Kaiser and Sheena Schar (both serving a first term).

The Nominating Committee nominates the following members to serve a two-year term on Council:

- Sylvia Radford, for a second term
- Brenna Zeimet, for a second term
- Jonathan Hamlow, for a first term
- Steven Hinderaker, for a first term

The floor will be open to further nominations before voting begins.

Synod Assembly

Every year, our local network of ELCA congregations meets for worship, discernment, and taking action. This year, Synod Assembly will be held on the evening of May 2 through the afternoon of May 3. Along with our pastor, Grace can send two delegates from our membership to vote in this assembly: a youth delegate (ages 15-18) and an adult delegate. Our constitution states that this election is the responsibility of the congregation (C.5.04).

The Nominating Committee has no nominations to present for delegate or youth delegate. The floor will be open to further nominations before voting begins. Pending no nominations from the floor, the congregation may direct Council to appoint delegates.

Nominating Committee

Finally, we elect a group of people to discern who in our congregation God has equipped to serve. Our constitution calls for a nominating committee of three to six members serving a one-year term, two of whom (if possible) are outgoing members of council (C13.02). They will provide a slate of candidates for the congregation to consider at the annual meeting in 2026. Members of the Nominating Committee are not eligible for consecutive reelection.

A personnel postscript

Our constitution takes a flexible approach to committees: "Other committees of this congregation may be formed, as the need arises, by decision of the Congregation Council" (C13.06). In 2024, Council asked the Nominating Committee to discern gifts in the congregation for ministering to staff, specifically supporting the

new pastor and revising Grace's employee handbook with attention to family leave. Recognizing many gifts in our congregation, Nominating Committee recommends that Council appoints Sandy Carlson-Kortebein, Paul Lathrop, and Jo Olsen to an official group of mentors for Grace's new pastor in their first year of ministry; and that Council appoints Penny Hinderaker, Paul Lathrop, and Sue Traxler to a Personnel Committee for at least a year.

Let us conclude this time of congregational elections with prayer.

Gracious God, through the waters of baptism,
you have claimed us as your own
and called us to share in Christ's ministry.

In obedience to Christ,
and in the unity of his Spirit,
may we proclaim good news,
make disciples, be light and leaven,
share our bread, offer a cup of cold water,
and wash one another's feet.

Make us strong in Christ to live as your people
and show forth your saving love in the world,
by the power of the Holy Spirit. **Amen.**

Approval of the 2025 Budget

GRACE LUTHERAN CHURCH - 2025 budget recommended for approval			
Account	Budget 2024	Actual 12/31/24	Budget 2025
INCOME: Receipts and Donations			
Giving: Community Outreach	\$ 1,500.00	\$ 2,780.00	\$ 2,000.00
* Giving: QGC Outreach	\$ 500.00	\$ 306.98	\$ -
Thrivent deposits	\$ 300.00	\$ 300.00	\$ 200.00
Fellowship Income	\$ 800.00	\$ 884.55	\$ 800.00
Online Giving (Vanco): General Fund	\$ 100,000.00	\$ 94,795.40	\$ 110,000.00
Giving (Offering Plate and Mail): General Fund	\$ 60,000.00	\$ 46,329.00	\$ 45,000.00
* Other Receipts and Donations	\$ 15,000.00	\$ 52,493.76	\$ 35,000.00
<i>Section Subtotal</i>	\$ 178,100.00	\$ 197,889.69	\$ 193,000.00
INCOME: Other			
Grace Center Rentals	\$ 7,500.00	\$ 8,525.00	\$ 8,500.00
Fundraising Income	\$ 5,500.00	\$ 4,681.83	\$ 5,000.00
Interest, Dividends	\$ 540.00	\$ 664.04	\$ 500.00
Giving and Grants: Little Kitchen Food Shelf	\$ 55,000.00	\$ 55,581.89	\$ 55,000.00
Online Giving (Vanco): Little Kitchen Food Shelf	\$ 10,000.00	\$ 5,000.00	\$ 10,000.00
Section Subtotal	\$ 78,540.00	\$ 74,452.76	\$ 79,000.00
TOTAL INCOME	\$ 256,640.00	\$ 272,342.45	\$ 272,000.00
EXPENSE: Mission Support			
Little Kitchen Food Shelf	\$ 65,000.00	\$ 72,806.44	\$ 55,000.00
Grace Center Operating Costs	\$ 55,000.00	\$ 54,202.80	\$ 58,000.00
Synod Benevolence	\$ 8,000.00	\$ 8,000.00	\$ 8,000.00
Section Subtotal	\$ 128,000.00	\$ 135,009.24	\$ 121,000.00
EXPENSE: Employee Compensation			
Gross Salaries and Wages	\$ 126,452.00	\$ 121,610.28	\$ 132,754.00
* Music Director	\$ 19,002.00	\$ 19,001.76	\$ 19,287.00
* Food Shelf Coordinator	\$ 32,246.00	\$ 32,245.44	\$ 32,729.00
* Pastor (salary & SECA)	\$ 75,204.00	\$ 70,363.08	\$ 80,738.00
Employer Payroll Taxes (FICA)	\$ 3,920.00	\$ 3,920.40	\$ 3,979.00
* Benefits	\$ 17,464.00	\$ 14,493.50	\$ 22,505.00
Insurance Workman's Comp	\$ 1,200.00	\$ 776.00	\$ 1,000.00
Continuing Education	\$ 800.00		\$ 800.00
Section SubTotal	\$ 149,836.00	\$ 140,800.18	\$ 161,038.00
EXPENSE: Office/Administration			
Interest & Bank Fees	\$ 1,600.00	\$ 1,626.62	\$ 1,600.00
Advertising	\$ 1,500.00	\$ 901.50	\$ 1,000.00
Insurance-General Liability	\$ 3,100.00	\$ 4,360.90	\$ 4,500.00
Telephone & Communications	\$ 4,300.00	\$ 4,494.38	\$ 4,500.00
Office Supplies	\$ 3,800.00	\$ 4,535.04	\$ 4,000.00
Office & Admin Other	\$ 2,000.00	\$ 1,977.12	\$ 2,000.00
Section SubTotal	\$ 16,300.00	\$ 17,895.56	\$ 17,600.00
EXPENSE: General Ministry			
Community Outreach	\$ 2,000.00	\$ 1,782.38	\$ 2,000.00
Racial Justice	\$ 500.00	\$ -	\$ 500.00
Christian Education	\$ 250.00	\$ 477.40	\$ 500.00
* Worship Supplies	\$ 2,000.00	\$ 2,453.17	\$ 2,000.00
* Guest Ministers	\$ 2,000.00	\$ 2,177.56	\$ 2,500.00
Section SubTotal	\$ 6,750.00	\$ 6,890.51	\$ 7,500.00
TOTAL EXPENSES	\$ 300,886.00	\$ 300,595.49	\$ 307,138.00
BALANCE	\$ (44,246.00)	\$ (28,253.04)	\$ (35,138.00)

* see accompanying notes

2025 Budget Notes

Giving: QGC Outreach. In 2024, Grace discontinued the online giving invitation for Queer Grace Community and expanded the Community Outreach invitation to include ministry with LGBTQ+ neighbors.

Other Receipts and Donations. Along with special gifts, this line reflects the success of two match campaigns in 2024. In 2025, we will strive to ignite and honor Grace's generosity.

Music Director, Food Shelf Coordinator. As in 2023 and 2024, Council recommends a 1.5% increase in pay to our lay employees in 2025.

Pastor (salary & SECA). See "Pastor Compensation 2025" below for details on anticipated compensation for our new pastor. A final negotiated compensation package will be approved at the special congregational meeting on February 2.

Benefits. See "Pastor Compensation 2025" below for details on anticipated insurance costs and retirement contributions for our new pastor. In addition, this expense reflects severance salary for our interim pastor and an anticipated parental leave payout for our music director.

Worship Supplies. In years past, the "Worship & Music" expense was meant for supplies (e.g. candles, communion elements, sheet music), and so is renamed in 2025 to provide greater clarity. While guest musician stipends were coded to this expense in 2024, they will be not so coded in 2025.

Guest Ministers. In 2023, the budgeted amount for "Ministry Expenses" was increased to anticipate the costs of interviewing and calling a new pastor. In practice, this category covered guest preacher stipends, costs associated with pastoral visits, and other miscellaneous expenses. Since we value hearing from guest preachers and musicians throughout the year, this expense is renamed in 2025 to reflect that priority.

Pastor Compensation 2025 (anticipated)

A final negotiated compensation package will be approved at the special congregational meeting on February 2.

Defined Compensation	\$ 80,737.50
<i>Base Salary</i>	<i>\$ 75,000.00</i>
<i>Housing Allowance</i>	<i>\$ -</i>
<i>Social Security Allowance (SECA)</i>	<i>\$ 5,737.50</i>
Benefits	\$ 18,005.00
<i>Health Insurance</i>	<i>\$ 9,930.00</i>
<i>Retirement Contribution</i>	<i>\$ 8,075.00</i>
Total	\$ 98,742.50

Defined Compensation. The total of base salary, housing allowance, and social security allowance (SECA). This number is used to calculate benefits like health insurance and retirement contributions.

Base Salary. Grace is following the Minneapolis Area Synod’s compensation guidelines for a full-time pastor with 1-5 years of experience.

Housing Allowance. A pastor may receive a portion of their base salary in the form of untaxed money for housing expenses.

Social Security Allowance (SECA). SECA is 7.65% of base salary, meant to offset a pastor’s self-employment tax. Since 2023 this has been paid quarterly.

Benefits. Grace will provide the ELCA recommended Silver+ A health insurance plan through Portico and the synod’s recommended retirement contribution, 10% of defined compensation.

Closing Prayer

As we leave this annual meeting, let us pray together.



**God of grace,
you have called us
to this time and place
to be your servant people
as we follow our servant Lord.**

**Pour out your Spirit upon us,
that together we may live a new life
in the body of Christ.**

**Bind us together
in faith, hope, and love,
so that as we receive all gifts
needed to fulfill our calling,
we may support one another
in common ministry.**

**Through Jesus Christ our Savior,
we pray. Amen.**

*On Ash Wednesday 2024, worshipers wrote down laments and personal confession.
For Good Friday, Ashley Teter wove these prayers into a cross.
As we move forward into 2025, let God's love unite us in community and service.*