

ANNUAL REPORT 2023



Evangelical
Lutheran Church
in America

A MESSAGE FROM PRESIDING BISHOP ELIZABETH EATON



Dear friends in Christ,

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

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

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

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

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

A handwritten signature in black ink that reads "Elizabeth A. Eaton". The signature is fluid and cursive, with a large initial 'E'.

The Rev. Elizabeth A. Eaton
Presiding Bishop
Evangelical Lutheran Church in America

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



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

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

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

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

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

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

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

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

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

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

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

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

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

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

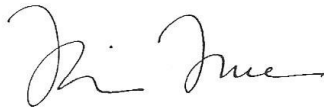
A grant from Lilly Endowment Inc. allowed additional opportunities for pastors to be well equipped for today's challenges. Synod pastors of color and the synod program staff participated in a facilitated retreat in Sedona, Ariz., in February. In addition, this past year 19 pastors, deacons, mentors,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

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

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

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

Yours in God's service,



Bishop Patricia Lull



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FISH LAKE ANNUAL REPORT

January—December 2024

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PASTOR'S REPORT

January—December 2023

Dear Members and Friends of Fish Lake Lutheran Church,

As I reflect on the past year, I am filled with gratitude for the many blessings that have unfolded within our beloved community. The year 2023 has been marked by a resilient spirit, unwavering faith, and a commitment to strengthening our call as disciples of Christ.

Ministry Highlights:

Worship Services: Our worship services continued to be a source of inspiration and spiritual growth. Despite the national trend away from formal religion, our congregation remained steadfast in its commitment to gathering in Word and Sacrament. The engagement of our members in both virtual and in-person services has been heartening, reinforcing the sense of community that is central to our faith.

Community Outreach: Fish Lake has continued to live out our calling through outreach programs. From food drives and Shalom Shop proceeds to supporting local shelters and sharing resources with our partners in Tanzania, our congregation has demonstrated a deep sense of compassion for our neighbors near and far.

Sacred Spaces: We continue to diligently maintain and update our church and grounds. We have made updates to the Fellowship Hall and have made repairs on our roof. May this holy space bring honor and glory to the God of the ages and continue to serve as a place for spiritual growth, fellowship, and comfort.

Financial Overview:

Despite the uncertainties of a post COVID economy, our church has been blessed with consistent generosity of its members. Your continued support has enabled us to maintain our operations, support our staff, and invest in the growth of our ministries.

Constitutional Updates:

In response to the evolving needs of our congregation, the leadership has undertaken a comprehensive review of our constitution. The revised constitution (available as a hard copy or online) reflects a commitment to inclusivity, transparency, and efficient governance.

Endowment:

We are thrilled to announce the establishment of the Fish Lake Lutheran Church Endowment Fund. This endowment aims to secure the long-term financial stability of our church and provide additional resources for the expansion and enhancement of our ministries. More information will be available in the coming months.

As we look ahead, we are excited about the possibilities that the future holds for Fish Lake Lutheran Church. Your dedication and support are the cornerstones of our success, and I am grateful for the opportunity to serve alongside each and every one of you.

May God's grace continue to guide us on our journey together.



Pastoral Acts 2023

Baptisms (4)

Andrew Jack Sorgert
Hailey Marie Houle
Hadley Maxine Baxter
Gwenivere Rose Lofboom

Weddings (1)

Jacyln Young & Godbless Amoateng

Confirmations (4)

Charlotte Santjier
Lillyana Tanko
Julia Meagher
Abigail Skiba

New Members (11)

Marlys Rohr
Paul Berg
Stephanie Berg
Andrew Berg
Eli Berg
Mark Johnston
Elizabeth Johnston
Kalhi Johnston
Curt Ferrie
Marilyn Ferrie

Funerals & Internments (15)

Thomas Janssen
Kenneth Koslowski
Kirk Mattson
Darrell Mattson
Denise Mattson
Laurie Schmidt
Willard (Pete) Moline
Marsha (Johnston) Talbott
Fredrick Johnston
Louise Mae Norling
Marla Daharsh
Marcella Whitman
Janice Lofboom
Dwight Kranz
Cecelia Fenner

First Communion (3)

Dawson Nephew
Jared Diehl
John Diehl



Church Council Annual Report Submission 2023

Earlier this year, kind of on a whim, I decided to become a dog foster. Since I have two of my own little Chihuahuas, I didn't want a third pet, but I figured I could temporarily care for a pup coming up from the south until an adoptive family could be found. And that's how it began. Tiny three-legged Gary, a Chihuahua, was first. He was adorable and everyone loved him. I had him a mere two weeks before an adoptee was found, and I handed him off to his new mom. Then, a few weeks later, came Mac. Mac was very, very different than Gary or my two girls. He had a past that had to have been filled with trauma. With three dogs now, my usual ways of "parenting" were not as effective as they had been. For our house to function best, I now had to try new things, wrack my brain (as well as ask others for advice and do lots of Googling!) to figure out how to be more successful, look outside the box, and be willing to consider ways that weren't necessarily ones I was used to or comfortable with.

And so that brings us to this past year with Fish Lake Lutheran Church Council! Similar to finding new, more effective ways of parenting my little posse, the council has worked on finding new, more effective ways of leading the congregation. Our path has not always been easy or comfortable. We've asked for a lot of advice and done a lot of searching around. And we feel we've accomplished a lot! Some of 2023's highlights are as follows:

*We wrapped up our participation in Liberating Structures, which was an ongoing partnership with the St. Paul Area Synod since 2021. This helped us learn how to minimize time spent in committee work and to maximize output.

*Out of Liberating Structures came the empowerment of existing and new committees to write charter statements, goals, and assign leadership to reach aforementioned goals. The council continues to support each committee.

*We launched a new website and a new logo.

*The Constitution and Bylaws were updated to reflect a more streamlined leadership structure. The Synod approved the changes, and these will be voted on by the congregation.

*An Endowment Committee was formed and an endowment fund was created. This will provide a wiser use of our money and ensure a more solid stream of revenue for the upkeep of our building.

Of course, there are so many other things that could be mentioned—but my space is limited! And I know you all want to know how my traumatized new doggie is doing. Well, we ended up foster failing, and Mac is now a permanent part of our family (and there will be no more—three is our limit!). It hasn't always been easy. He's made us work hard to help him be the best little Chihuahua/Pomeranian he can be so that our household can function to the best of its ability. And it's working! And he's worth it!

The Fish Lake Lutheran Church Council will also continue to work hard as well so that our congregation functions to the best of its ability. And into 2024 we go, excited for the possibilities that lie ahead. To the Fish Lake congregation, I speak for the council when I say we appreciate you supporting us as we navigate the future and make decisions to better us all. And finally, I'd like to thank our church council members for all of their incredible work. You are a huge part of why Fish Lake Lutheran Church is the way it is, and we are blessed to have you serve.

All Glory To God,
Michelle Young, Church Council President

Fish Lake Activities 2023



Christmas Cantata 2023
“Were You There on That Christmas Night?”



Christmas program December 2023
“We Tell the Story”



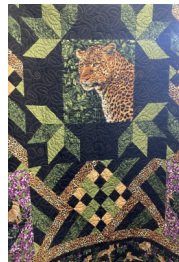
Blessing of the Quilts! January 8, 2023
 The Tanzania group is bringing 45 quilts for the Humura orphanage. We are grateful to FLL WELCA and BOM along with other churches of the ST. Paul Area Synod for donating these gifts of love.



Youth trip snow tubing to Wild Mountains on Presidents Day!



When life gives us snow, we turn it into a Bible lesson! Faith Weavers were sliding “through the roof” to bring their friend to Jesus.



Faith Weavers visit our neighbor, Kal Sanders Fused Glass Shop.



2,043 pounds of produce donated from the garden.



First Communion: Dawson Nephew Jared Diehl and John Diehl . Making Communion bread with Marshall Saunders

Memorial Day Observance 2023



Evangelism

New members are introduced to the history, ministries, and mission of Fish Lake in a Power-Point presentation following a delicious chicken dinner from The Fuse in Harris. Our members are a mix of ages and family structures. Some have come to Fish Lake because of deep roots in the community and others are brand new. Whatever the reason, we are thankful for the gift of the Holy Spirit that calls us together into one body in Christ.

Stewardship

Stewardship practices have continued to grow at Fish Lake. We have an increasing number of people who use Simply Giving from our website or with a QR code in the bulletin. This allows more consistent giving throughout the year and modernizes our ways of giving.

We are currently establishing an endowment with the vision of ensuring a thriving and vibrant future for Fish Lake Lutheran Church. It serves as a perpetual source of support, dedicated to sustaining the ministries that are integral to our church's identity.

Contributions to the Fish Lake Endowment will be carefully managed and invested to generate a stable and growing source of income. This income will be utilized to enhance various aspects of church life, including maintaining our sacred spaces and fostering community engagement.

The endowment will play a crucial role in underpinning the long-term financial stability of Fish Lake Lutheran Church. It provides a strategic foundation to weather economic uncertainties, ensuring that the church can continue its mission of spreading love, compassion, and faith for generations to come.

Evangelism and Stewardship are all about responsible and purposeful faith practices. If you are interested in joining this ministry, please contact Pastor Teleen.

Submitted by Teleen Saunders

Block of the Month: 2023 Annual Report: The Block of the Month group has 62 members this year. They donate many quilts and support a variety of projects that are initiated by our WELCA group and Block of the Month members. This year members of Block of the Month donated 14/24 quilts for Bingo.

They also donated 51 Doll Quilts for our Reading Buddy Program. WELCA added Beanie Babies and canvas bags which was given to Cambridge Christian School's Kindergarten class. We started donating these to the Emergency Department at M Health Wyoming, and Allina Ambulance Service this year. We re-named them "Comfort Buddies" when these were given to these two organizations. It was suggested by one of our members to check with our local Police and Fire Departments for any needs they may have for our items. We have a couple of WELCA Members developing the contact information for us.

We continued to support our High Schools with Personal Care Items. North Branch and Cambridge were recipients of this Ministry. Many of our members augmented the donations on a regular basis.

We added a "Small Library" Ministry which is coordinated by a group from Trinity Lutheran North Branch. Many books are collected each month donated by our BOM and congregation members. Sharon and Noel Petit make regular deliveries to Trinity Lutheran.

The last three months of 2023 Baby Bibs for Chisago Co. Foster Care and Bundles of Love were added to support these two organizations. They are currently on display in our Fellowship Hall and will be donated in the coming months. We thank the Property Committee for helping us set up this display.

It was a busy year with many members of our community benefiting from this group's generosity. We are blessed with their many talents adding to our Fish Lake Lutheran Ministries.

Report submitted by Barb Sauer

SOCIAL MINISTRY

Annual Report 2023

Social ministry is going on all the time at Fish Lake Lutheran. There have been many congregational opportunities for people to help others. These are the activities which the Social Ministry Committee has to report:

Lent Service Speakers

Jennifer Johnson spoke about social media.

Sarah Kopp is a probation officer who spoke about second chances.

Kerrie Holschbach (Mama Goat) spoke about a program in Tanzania she started to allow for self sufficient farming and small business.

Rev. John Meader is a blind pastor who found God through his blindness

Angela O'Flanagan spoke about climate change and bringing earth back to life.

The Snowflake Snuggles project: During October, November, and December we collected warm winter gear for our Snowflake Snuggles project. Many coats, hats, mittens, scarves, and socks were brought in. Supplies are donated to local schools in our area. They were also distributed to A Place For You in Pine City, as well as Family Pathways in North Branch and Cambridge for families as needs arise.

Fellowship Coffee Time: Social Ministry continues to serve coffee and treats after the worship service on the third Sunday of each month. Thanks to Sharon and Noel Petit, Cindy and Mark Blesener, Marshall and Pastor Teleen Saunders and LaDonna Olson for providing treats! The Social Ministry committee also lines up volunteers to serve coffee and treats on the first Sunday of each month. Recently Shelly and Jeff Lustig have offered to serve every other first Sunday. If you are interested in serving some of the other six first Sundays in 2024, please contact Sharon, Cindy or LaDonna.

Food Shelf Garden: Each year we plant about an acre of garden to the east of the Cemetery. All work is done by Fish Lake Lutheran volunteers. Early in the summer planting and weeding takes up most of the time. By the time July rolls around we have beans and squash. Later tomatoes, carrots, zucchini, onions and potatoes start to mature. We meet at the garden once a week and bring the produce to Rush City, North Branch and

Cambridge. This year 2,403 Pounds of fresh vegetables were donated to Family Pathways Food Shelves from the Food Shelf Garden and Congregation Members' own garden. Congregation members added to this donation with 322 pounds of dry goods.

Hope for Hannah Quilt Drawing



Funds raised from this drawing (\$270) and other donations from members of the congregation, BOM and other friends were given to JDRF (Juvenile Diabetes Research Foundation). JDRF is our best chance of finding a cure for Type One diabetes through research. A total of \$1,010.00 was donated.

The Giving Tree: Again this year, the congregation was generous in their giving to the Crisis Center. The giving tree was able to provide 4 families with toys for the children and other gifts to the parents. WELCA also donated gift cards to each of the families and covered any gifts that were not purchased by the congregation.

Birthday Party Kits: In February we collected birthday party supplies for needy families. We were able to put 20 kits together and delivered 10 kits to Family Pathways in North Branch and 10 kits to Family Pathways in Cambridge.

Partner Congregation, Wasa Tanzania Africa From January 23rd through February 5th, six members of Fish Lake Lutheran Church joined 4 travelers from Immanuel Lutheran Church in St Paul on a fantastic trip to Tanzania. Landing in Dar es Salaam, then taking a 10-hour bus ride to the city of Iringa, this group spent the next 10 days touring the primary church and preaching points of our sister congregation in Wasa. We were greeted by new, kind faces and wonderful meals every day. The group visited an orphanage where we delivered 27 quilts made by Fish Lake volunteers, went on a two-day Safari where we had a torch-light dinner in a dry river bed, visited the headquarters of Radio Furaha, toured several

SOCIAL MINISTRY Annual Report 2023 Continued

schools from primary through seminary, and saw Tanzania from above during a two-hour plane flight back to Dar es Salaam. The experience was truly incredible, and many friendships were made and strengthened. Thank you to the members of Fish Lake Lutheran Church who helped make this trip possible.

Africa Sunday: Africa Sunday is a joyous time to celebrate our partnership with Wasa, Tanzania. This year we celebrated with African hymns and an African creed. We also held an auction for donated items after the service. The coffee time in the basement was a time to share African foods. If you would like to learn more about our partnership, please connect with anyone on the social ministry team.



Africa Wasa Secondary School Scholarship fundraiser and Quilt drawing: Once again we were able to donate \$2,000.00 for scholarships to students in our partner congregation of Wasa, Tanzania. During our African quilt raffle we raised a total of \$585.00. Also, at the Silent Auction during the Pork Dinner an additional \$1,272.00 was raised for scholarships. Other donations have come in during the year as well, so we were able to meet our goal.

Samweli: Our Vacation Bible School Fundraiser for Samweli Oscar Mwitula was successful. \$547.32 was raised for him. The money will provide education and health care, as well as Christmas and Birthday presents through Compassion International. He will be 20 years old on January 23, 2024. He lives with his mother, father and siblings in Iringa, Tanzania, Africa. The Social Ministry Committee with the help of the Fish Lake Lutheran Children, Youth and Family (CYF) program has supported Samweli since he was ten years old. Thank you for your support and prayers for Samweli.

Respectfully submitted, Sharon Petit, Noel Petit, Cindy Blesener, LaDonna Olson, Marshall Saunders and Pastor Teleen Saunders.

PROPERTY COMMITTEE ANNUAL REPORT

I would like to thank the congregation for its unwavering support to keep our church beautifully maintained and welcoming:

Buckthorn on north side of church removed : HVAC vendor restarted fellowship hall heat : Dove light replaced with LED fixture : Entry lights for fellowship hall replaced : Sidewalk cracks filled at front entry : Flat roof replaced and roof protection installed : Fellowship hall repainted : New snow removal contract secured : Church welcome sign reroofed and LED fixtures installed : Block walls on south side of church repainted : Fellowship hall storm door removed and entry door repainted : Electrical contractor repaired underground power to dishwasher : Wheels replaced on BBQ grill : Kitchen exhaust fan-light replaced : Trees removed and shrubs trimmed : Deck stairway repaired : Annual and monthly maintenance and inspections done.

Jeff Lustig, council, and property committee member

Cemetery Committee:

Projects completed

- Spread black dirt and seeded twice on low spots and graves, due to drought conditions.
- Cut down and removed a large maple on the north side of the cemetery.
- Cut brush and trimmed the area on the north side of the cemetery near the sewer mound.
- Several trees from storm damage were removed by Mark Knutson, Marty Zachrison and Mike Linder.
- The grass on the ball field was cut and maintained by Terry Olson and Mike Linder

Thank You to...

- Mark Knutson and Dennis Lodin for mowing, mulching and trimming the cemetery grounds.
- Rick Lofboom for grading and brush cutting around the perimeter of the cemetery.

This year there were 14 burials in the cemetery.

As always, if you have any questions or concerns regarding our cemetery, please contact one of the board members – for year 2023, they are: President – Dennis Lodin; Vice President – Mark Knutson; Secretary – Marty Zachrison; Treasurer – Greg Smegal; Mike Linder, Rick Lofboom, Pete Meagher, Steve Mettling, and Terry Olson.

Report submitted by Marty Zachrison, Secretary, Fish Lake Cemetery Association



Fish Lake Lutheran Cemetery - 2023 Annual Financial Report

For Period January 1 through December 31

INCOME					
	Burial Sales				\$3,000.00
	Donations				\$629.50
	Offering				\$10,179.00
	Money Market Savings - Interest				\$2.99
	Perpetual Care Savings - Interest				\$0.59
	Snow Removal				\$100.00
				Total:	\$13,912.08
EXPENSES					
	Administrative:				
		Association Dues - M.A.C.		\$75.00	
		Bank Fees		\$147.55	
		Secretary Stipend		\$300.00	
		Treasurer Stipend		\$300.00	
	Equipment and Grounds:				
		Groundskeepers		\$5,000.00	
		Gas/Oil/Filter		\$509.92	
		Grass Seed/Topsoil		\$877.32	
		Snow Removal/Reimbursement*		\$440.00	
		Stihl Trimmer		\$269.99	
		Tree Removal		\$2,750.00	
		TruGreen Lawn Treatment		\$1,319.58	
				Total:	\$11,989.36
					\$11,989.36
	Year End Difference - Checking and Savings Accounts:				\$1,922.72
2023 Financial Summary					
	Accounts		Beginning	Ending	Year End Difference
	General Fund Checking		\$3,752.44	\$4,426.58	\$674.14
	Money Market Savings		\$4,457.09	\$5,305.08	\$847.99
	Perpetual Care Savings		\$1,061.29	\$1,461.88	\$400.59
		Subtotal:	\$9,270.82	\$11,193.54	\$1,922.72
	Investments				
	Thrivent Opportunity Income Plus Mutual Fund-General Account		\$32,653.77	\$35,804.38	\$3,150.61
	Thrivent Diversified Income Plus Mutual Fund-Perpetual Care Account		\$45,336.14	\$49,214.56	\$3,878.42
		Subtotal:	\$77,989.91	\$85,018.94	\$7,029.03
	Year Beginning Total - Bank Accounts and Thrivent Funds:		\$87,260.73		
	Year End Total - Bank Accounts and Thrivent Funds:			\$96,212.48	
	Year End Difference - Bank Accounts and Thrivent Funds:				\$8,951.75

* D. Crook family and T. Janssen family each reimbursed \$100 for snow removal fee paid (Crook fee paid in December 2022)

SHALOM 2023

Forty years ago a small group of women from Cambridge Lutheran Church saw a need in the community for quality, affordable, used clothing. Shalom was started in the basement of their church parsonage. Since then there have been four store relocations. Fish Lake receives \$1,200 monthly and so we have received a total of \$14,400 in 2023. This money is to be used for food, shelter, and clothing needs in the community.

This year we have helped individuals and families in the following ways. There is always a need to help with utilities and Shalom paid \$1,485 toward heating and electric bills. \$6,557.11 was donated to help pay for lodging and shelter needs. Auto repairs and transportation, so people could get to work, totaled \$1,394.82. Medical needs added up to \$6,065.40. Food needs totaled \$240.00 and \$82.96 was spent on clothing needs. An approved payment of \$735.42 from 2022 to A Place for You (homeless shelter) for bed frames was paid in 2023. This brings our total for the year, 2023, to \$16,560.71. There was a carry over of \$2,331.75 from 2022. There is \$171.04 remaining in the account as of 12/17/23.

Additional requests between 12/17/23 and the January 2024 payment to Fish Lake will have to be paid out of 2024 funds

If you or someone you know is in a tight spot financially, please refer them to Pastor Teleen or to Sister LaDonna, who together oversees this important fund.

Many thanks to all who have worked at Shalom this past year. We would like to encourage others who find they would enjoy volunteering to join us at Shalom. Fish Lake volunteers on Monday afternoons from 12:30-4:00. We also work the first Saturday of the month from 12:00-3:00.

Respectfully submitted by:

Note of Appreciation,

An elderly women phoned the church office to say thank you for the money she received to purchase some new hearing aids. She said now she was able to hear the gospel readings in her church. She is 94 years old and would not have been able to purchase them without support from the Shalom funds.

A BIG Thank You to all who Volunteer!

Cindy Blesener
Mary Bryson
Carol Cimbura
Amy Johnson
Mary Kay Linder
Dennis Lodin
Deb and Rick Lofboom
Candy McColley
Julie and Jack Osborne
Judy Nelson
Tom Anderson
Denise Steinberg
Dave Duram



2023 WELCA Annual Financial Report of Giving

Community

- \$1,505.00 Family Pathways North Branch and Cambridge Food Shelves
- \$600.00 Rush City Food Shelf
- \$245 American Legion of Harris
- \$245 American Legion Auxiliary
- \$1,000.00 Giving Tree/Gift Cards
- \$100.00 St. Paul Area SWO (Synodical Women's Organization)

FLL Church

- \$547.25 Vine and Branches Mailing
- \$591.24 Kitchen Supplies
- \$200.00 Office Supplies
- \$1,000 Propane
- \$500.00 General Fund

Quilt Bingo Fundraiser

- \$ 850.00 St. Croix Hospice
- \$ 850.00 Ronald McDonald House Charities
- \$850.00 Masonic Children's Hospital

Total expenses \$13,832.25
Total income \$13,764.99

Checking balance \$1,828.49
Savings balance \$1,808.25

Women of the ELCA (WELCA) 2023 Annual Report

Fish Lake WELCA has continued to accomplish much this year in helping out not only our Fish Lake family but also our local community. Many wonderful relationships have been built in this group working hard to feed, warm, and support not only each other but the whole community. We gather together each month for fellowship, but our main work is completing beautiful quilts.

We have achieved so much this year. We continue to serve fund raising dinners, funeral lunches, and coffee hours. Our missions include financial support for the local food shelves, handmade newborn clothing, and blankets for Bundles of Love, as well as baptism and graduation quilts. Together with other quilting groups, we were able to deliver 45 quilts to the children in the orphanage in Tanzania. We continue to make mission quilts for drop in centers for the homeless, baby and children supplies to the Safe Haven Foster Shop, many pet beds to the Northwoods Humane Society, quilts to the Masonic Children's Hospital, Reading/Comfort Buddies to our community schools (doll quilts and stuffed animals that the young readers use while promoting and encouraging their reading skills); quilts to Bar None, and personal care items to Cambridge and North Branch Schools. We are so appreciative of the women in Block of the Month for their generous donations to many of these efforts. To remember our Friends at Home, seasonal cards are sent each month. WELCA Sisters is a new program started this year to encourage visiting our at home members.

Due to the money we raised during the year, most of the funds coming from our very popular Quilt Bingo, we were able to donate money to the Masonic Children's Hospital, Ronald McDonald House, and the St. Croix Hospice, as well as the American Legion and Auxiliary. Also, we supported the annual Christmas gifts to sponsored families. We were also able to provide funds for the purchase of propane for the church as well as donating to the general fund.

All in all, this group of women work hard to accomplish the tasks before us. We pray for continued good health and encourage any woman to join us in all these efforts.

Report Submitted by Mary Kay Linder

Children, Youth, and Family (CYF) and Adult Formation 2023

Faith Weavers

Our Faith Weavers meet on Wednesday night with a variety of activities. Each child is given a Spark Storybook Bible as we move from Genesis towards Revelation. The activities throughout the year reflect a variety of ways to weave the Bible stories into our lives – through the arts, movement, reading, maps, science, music, meditation, cooking, fellowship, service projects, etc. This year we have added even more field trips into the mix. The children toured the Harris Fire Department, went swimming at the AmericInn in North Branch, and visited with new friends from Ecuman Senior Living in North Branch. Thank you to our devoted teachers Andrea Patton, Kinsley Wilson, and Jenni Skiba.

Confirmation

The confirmation program at Fish Lake runs from 6th grade through 8th grade. The curriculum is divided into three years touching on the Old Testament, the New Testament, and Luther's Catechism. Each child was given a Lutheran Study Bible and is growing in Biblical literacy with faith skills to use in real life. The students are expected to attend worship, weekly Confirmation classes, and summer activities.

Wednesday Supper

Our Wednesday Supper ministry is a much-appreciated time for busy families and youth. It's been a blessing to watch our youth gather around the dinner tables for conversation and bonding. Our suggested donation is \$5.00/person. This includes a hot meal, drink, and dessert!

Children's Christmas Worship

The culmination of our fall programming is our Children's Christmas Worship service. This year the children told the Christmas story through the voices of those who were there: the innkeeper, the wife of Caesar Augustus, Elizabeth, Anna, Simeon, a shepherd, and Herod. We even included preschoolers and their grown-up shepherds.

Summer Stretch

Youth in middle and upper school met twice monthly for a morning of service followed by an afternoon of fellowship. There was canoeing, packing food, tours of shelters for unhoused people, swimming, a trampoline park, and Valley Fair.

Camp Wapogasset

This year we sent four youth to summer camp to experience their faith in a whole new way. They sing, play games, have craft time, and study God's word in a beautiful outdoor setting.

Vacation Bible School

We continue the Fish Lake tradition of Vacation Bible School. This year's theme was "Stellar" where we explored the stories of the Bible through singing, science, crafts, and games. Thank you Kari Stern and Messiah United Methodist Church in Plymouth for sharing resources.

Fourth Sunday Forums

We have added fourth Sunday forums for adult faith formation. Our topics have included The Reformation, Native American History in Minnesota, and AED training.

Report submitted by: Pastor Teleen Saunders



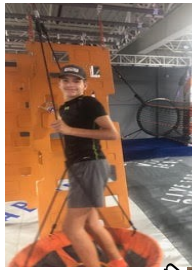
Girls at Camp Wapo

Youth Programming

Summer Stretch



Wild Mountain



Sky Zone



Feed the Starving Children



Senior Graduation 2024



Pastor Teleen attends activities of some of the Fish Lake Lutheran youth at the Isanti County Fair



Communications Committee

This year, there were no new technology additions or introductions. We aimed to make the most of the purchases made in the last few years. The Fish Lake Lutheran Church website has been updated regularly and has experienced much traffic. The most frequently visited pages of the website are special events (like the Corn Feed, Pork Dinner, etc.) and weekly services. The remote-control camera has been working well to broadcast our services. The average service gets watched 64 times on YouTube (whether live-streamed or after the service airs), with an average of 268 total views for the Fish Lake YouTube Channel monthly.

Report submitted by
Marshall Saunders

Planting Hope Campaign

Thanks to generous donors like you, we have been able to make significant distributions from the campaign. This year we made a \$1 million contribution for the renovation of a building to house the Families Together Preschool on the East Side of St. Paul in partnership with Lutheran Social Service of Minnesota. The playground area is nearly complete, as is the asbestos abatement. Renovation of the interior will occur this winter. \$125,000 has been contributed to the work of vital congregations. This is above and beyond support in the 2023 budget. In addition, \$50,000 funded the first summer of paid internships for young adults with nine interns completing a summer of service and learning in sites across the synod.

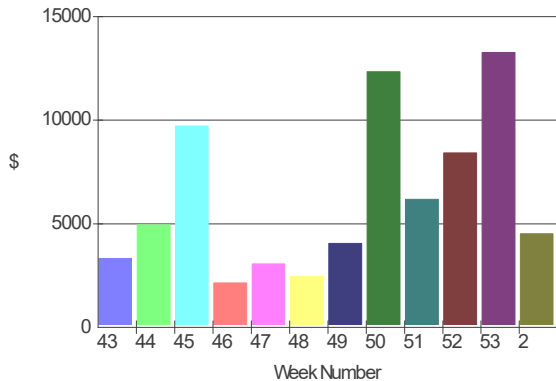
In 2024 we will be training additional congregations to participate in the Planting Hope campaign, funding a second summer of paid internships, and investing deeply in vital congregations. As additional contributions are received, we plan to activate the fund to subsidize young adult travel to our global companion churches and take initial steps to reduce the seminary debt of our current pastors and deacons.

God willing, we hope to be able to fund all the planned initiatives by the end of 2024. Thank you for helping to make that possible.

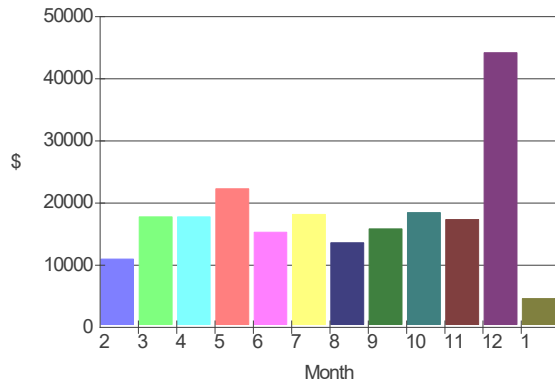
I trust that God will continue to surprise you with a spirit of generosity and joy. Thank you for all that you do in service to Jesus Christ.

Yours in Christ's service,
Bishop Patricia J. Lull

Weekly Giving (Last 12 weeks)



Monthly Giving (Last 12 months)



Worship and Music Committee: The Worship and Music Committee continues to choose hymns, line up ushers and recruit readers for each Sunday. If you are interested in reading or ushering, please contact me, Cindy Blesener, Laurie Knutson or Candy McColley.

We are also looking for someone who might be interested in serving on our committee. We generally meet quarterly as plans are made for Advent/Christmas, Lent/Easter, summer and fall programming. The choir provided music for Good Friday and performed their Christmas cantata on Dec 17th. We practice Sunday mornings at 9am and usually sing at the 1st and 3rd services each month.

New choir members are always welcome for the choir season, Sept-May.

Laurie Knutson continues to do a wonderful job of directing the chimers. We are always looking for people who want to learn to play our hand chimes.

It is a joy to serve the congregation of Fish Lake Lutheran as choir director and organist!

Sister LaDonna Olson.

2023 Audit Report: The audit committee met twice along with LaDonna at the church to audit the income and expenses of the churches various funds. We met in April to audit the first quarter and in October to audit the 2nd and 3rd quarters.

The audit committee will meet again in January to audit the 4th quarter for 2023. Members of the audit committee are Amy Johnson, Laurie Knutson, Bill Young and Treasurer Nancy Hoffman.

Submitted by Nancy Hoffman

Thrivent

2023 Annual Report

Fish Lake Lutheran has several members of Thrivent Financial, a fraternal benefits organization that offers financial services, including life insurance to all Lutherans. One important part of being a fraternal benefit organization is that some of the profits brought in are returned to our Church. One form this takes is Thrivent Choice Dollars, where Thrivent members can designate their money toward different non-profit organizations. Thrivent Action Teams are another way that Thrivent members working on church ministries can bring in funds to with their projects. This past year we received four \$250 grants from Thrivent. Two were used to support both the Corn Feed and Pork Dinner Activities.

Our Balance as of Dec. 5, 2023 in our Thrivent Choice Dollars Account is \$1,171.45. The Property Committee received funds to pay for a green treated lumber for a small roofing project. We currently have 10 Thrivent members designating their Choice Dollars to Fish Lake Lutheran. If you are a Thrivent member and would like further information about designating your funds to our church, please let me know.

Respectfully submitted,

Barb Sauer

2023 ANNUAL MEETING MINUTES

FISH LAKE CHURCH ANNUAL MEETING

January 22, 2023, 11:00 a.m.

Fish Lake Lutheran Church, Stark, MN

- I. Call To Order-Council President Michelle Young called the meeting to order at 11:00 am
- II. Opening Liturgy – Pastor Teleen
- III. Opening Procedures
 - A. Declaration of a Quorum: 40 voting members present
 - B. Appointment of Tellers
- IV. Consent Calendar
 - A. Approval of Agenda for 2023 Annual Meeting
 - B. Approval of Minutes from 2022 Annual Meeting
 - C. Motion and 2nd received to approve all Consent items – motion passed
- V. Pastor’s Report
 - A. Available in the Church Annual Report
 - B. No action needed
- VI. Committee and Organizational Reports
 - A. Available in the Church Annual Report
 - B. No action needed
- VII. Election of Officers – Deanna Wilson
 - A. Nominating Committee Report and Distribution of Ballots
 - B. Nominations from the Floor
 1. No floor nominations put forth
 - C. Election of Officers of the Congregation
 1. Ballots collected and counted following budget discussion
- VIII. Old Business – None
- IX. New Business
 - A. St. Paul Synod Assembly
 1. 2 Lay seats available
 2. Candy McColley and Rick Cedergren nominated without objection
 - B. Outgoing Council Members
 1. Gifts presented to Candy McColley, Barb Sauer, and Isabella Linder for their service on the church council
- X. Treasurer’s Report – LaDonna Olson
 - A. Fiscal Year Balance Sheets presented and discussed
- XI. Presentation of 2023 Proposed Budget – LaDonna Olson
 - A. Motion and second received to vote on 2023 budget as presented
- XII. Election Results
 - A. Council and committee elections: no contested seats – all nominees approved
 - B. Budget vote: 39 approve, 1 opposed – budget passed
- XIII. The Lord’s Prayer, Table Grace, and Adjournment
 - A. Motion and 2nd received to adjourn – meeting adjourned at 11:56am.

Minutes submitted by Rick Cedergren

2024 ANNUAL MEETING AGENDA

January 28, 2024

FISH LAKE CHURCH 2023 ANNUAL MEETING

January 28, 2024, 11:00 a.m.
Fish Lake Lutheran Church, Stark, MN

- I Call To Order
- II. Opening Liturgy
- III Opening Procedures
 - A. Declaration of a Quorum
 - B. Appointment of Tellers
- IV Consent Calendar
 - A. Approval of Agenda for Annual Meeting
 - B. Approval of Minutes from 2023 Annual Meeting
- V Pastor's Report - Pastor Teleen
- VI President's Report - Michelle Young
- VII Committee and Organizational Reports
 - A. WELCA
 - B. Communications
 - C. Property and Safety
 - D. Social Ministry
 - E. Worship and Music
 - F. Youth and Family
 - G. Evangelism and Stewardship
 - H. Cemetery
- VIII Old Business
 - IX. New Business
 - A. Updated Constitution/Bylaws
 - B. St. Paul Synod Assembly
 - C. Endowment Fund
 - D. Outgoing Council Members
 - X Election of Officers
 - A. Nominating Committee Report and Distribution of Ballots
 - B. Nominations from the Floor
 - C. Election of Officers of the Congregation
- XI Treasurer's Report—LaDonna Olson
- XII Presentation of 2024 Proposed Budget—LaDonna Olson
- XIII Election Results
- XIV The Lord's Prayer, Table Grace, and Adjournment

2023 STAFF AND ELECTED POSITIONS

Staff

Teleen Saunders	Pastor
Denise Steinberg	Office Administrator
Sister LaDonna Olson	Financial Administrator
Robin Graham	Custodian
Tom Anderson	Custodian
Sister LaDonna Olson	Director of Music Ministry/Organist/Choir
Cindy Blesener	Organ/Choir Accompanist

Church Council Term Expires

Michelle Young, President	1/2025
Floyd Pinotti, Vice president	1/2025
Nancy Hoffman, Treasurer	1/2025
Rick Cedergren, Secretary	1/2025
Brent Diehl	1/2024
Kathy Lodin	1/2024
Jeff Lustig	1/2024
Lisa Nephew	1/2024
Luciano Schisano	1/2025

Audit Committee Term Expires

Amy Johnson	1/2025
Laurie Knutson	1/2024
Bill Young	1/2026

Cemetery Board Term Expires

Dennis Lodin, President	1/2024
Mark Knutson, Vice President	1/2026
Marty Zachrison, Secretary	1/2026
Greg Smegal, Treasurer	1/2025
Pete Meagher	1/2026
Rick Lofboom	1/2025
Mike Linder	1/2024
Steve Mettling	1/2024
Terry Olson	1/2025

Nominating Comm. Term Expires

Deanna Wilson	1/2024
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Church Membership

	2019	2020	2021	2022	2023
Membership (January)	480	439	439	416	397
Ave. Sunday Attendance	73	Online 44 In person 24	Live streaming 6/20-12/26 - 20.5 In person - 3/28-12/26 - 53	Live streaming - 38 In person - 55	Live streaming - 64 In person - 60
Approved Budget	\$176,557	\$172,851	\$182,890	\$192,66	\$194,731



Lake Wapogasset
LUTHERAN BIBLE CAMP, INC.



Camp Wapo



Ox Lake



**Wilderness
Canoe Base**

715.268.8434
lakewapo.org

Congregational Report 2023

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

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

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

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

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

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

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

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

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

6:36 PM
01/17/24
Cash Basis

Fish Lake Lutheran Church Profit & Loss Budget vs. Actual January through December 2023

	Jan - Dec 23	Budget	\$ Over Budget
Ordinary Income/Expense			
Income			
4010 · General Fund	149,150.35	156,126.00	-6,975.65
4025 · Misc income	195.96	0.00	195.96
4035 · Designated Giving	1,070.00	4,000.00	-2,930.00
4040 · Simply Giving	44,314.62	35,000.00	9,314.62
4070 · Challenge Fund	0.00	0.00	0.00
Total Income	194,730.93	195,126.00	-395.07
Expense			
4000 · Reconciliation Discrepancies	0.82		
6100 · Benevolence			
6110 · St. Paul Area Synod	2,499.96	2,500.00	-0.04
6120 · Africa - Partner Congregation	1,200.00	1,200.00	0.00
Total 6100 · Benevolence	3,699.96	3,700.00	-0.04
6300 · Leadership & Training			
6310 · Synod Assemblies	0.00	100.00	-100.00
Total 6300 · Leadership & Training	0.00	100.00	-100.00
6400 · Worship			
6420 · Music	0.00	0.00	0.00
6425 · Candles	435.80	150.00	285.80
6440 · Offering Envelopes	354.59	380.00	-25.41
6450 · Pulpit Supply	350.00	300.00	50.00
6460 · Resource Books/devotions	2.12	0.00	2.12
6470 · Lent	59.35	0.00	59.35
6480 · Communion	0.00	100.00	-100.00
6490 · Worship Supplies	1,109.14	500.00	609.14
Total 6400 · Worship	2,311.00	1,430.00	881.00
6500 · Office Administration			
6510 · Advertising	208.18	400.00	-191.82
6520 · Copier	3,986.67	3,500.00	486.67
6530 · Postage	798.63	600.00	198.63
6540 · Office Supplies	1,507.16	1,300.00	207.16
6545 · Software Programs	1,505.15	1,500.00	5.15
6549 · Safe Deposit Box	55.00	55.00	0.00
Total 6500 · Office Administration	8,060.79	7,355.00	705.79
6560 · Maintenance Supplies			
6565 · Building maintenance	0.00	0.00	0.00
6570 · Janitor Supplies	0.00	100.00	-100.00
Total 6560 · Maintenance Supplies	0.00	100.00	-100.00
6600 · Utilities			
6610 · Propane	3,745.95	4,500.00	-754.05
6615 · Electricity	2,498.41	3,200.00	-701.59
6620 · Refuse Service	765.49	420.00	345.49
6625 · Water Softener	173.01	400.00	-226.99
6630 · Phone & Internet	2,662.13	2,450.00	212.13
6640 · Security	515.60	500.00	15.60
6770 · Web Hosting-Webmedley	611.01	600.00	11.01
Total 6600 · Utilities	10,971.60	12,070.00	-1,098.40

6:36 PM
 01/17/24
 Cash Basis

Fish Lake Lutheran Church Profit & Loss Budget vs. Actual January through December 2023

	Jan - Dec 23	Budget	\$ Over Budget
6700 · Administration			
6720 · Continuing Education	1,045.00	350.00	695.00
6730 · Pension/Health	39,148.99	41,933.00	-2,784.01
6740 · Professional Expenses	1,250.00		
6750 · Insurance - Workmans Comp	1,325.25	1,900.00	-574.75
6760 · Paypal/Vanco Transaction Fees	548.15	500.00	48.15
6780 · Insurance - Property	11,292.11	8,837.00	2,455.11
6790 · Auto/Mileage	52.40	200.00	-147.60
Total 6700 · Administration	54,661.90	53,720.00	941.90
6800 · Payroll Expenses			
6801 · Cemetery Responsible Wages	600.00		
6800 · Payroll Expenses - Other	116,538.30	116,651.00	-112.70
Total 6800 · Payroll Expenses	117,138.30	116,651.00	487.30
Total Expense	196,844.37	195,126.00	1,718.37
Net Ordinary Income	-2,113.44	0.00	-2,113.44
Net Income	-2,113.44	0.00	-2,113.44

6:38 PM
 01/17/24
 Cash Basis

Fish Lake Lutheran Church
Balance Sheet
 As of December 31, 2023

	Dec 31, 23
ASSETS	
Current Assets	
Checking/Savings	
1205 · Assoc. Checking - 2281638946	28,136.95
1255 · Assoc. Savings - 2287324483	90,319.38
Total Checking/Savings	118,456.33
Other Current Assets	
1220 · Petty Cash	18.73
Total Other Current Assets	18.73
Total Current Assets	118,475.06
Other Assets	
1222 · Prepaid Propane	3,304.24
Total Other Assets	3,304.24
TOTAL ASSETS	121,779.30
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
2500 · Payroll Liabilities	1,983.77
Total Other Current Liabilities	1,983.77
Total Current Liabilities	1,983.77
Total Liabilities	1,983.77
Equity	
1110 · Retained Earnings	77,221.90
2000 · Restricted Equity	
2004 · Synod Grant	292.00
2005 · Cemetery	1,082.00
2006 · Fellowship Hall	6.72
2015 · Funerals	425.00
2020 · Social Ministry Fund	1,015.78
2025 · Mission Trip	514.99
2031 · CompassionIntl Samweli Mwitula	428.88
2035 · Youth Fund/Conf/SS	5,606.21
2060 · Building Fund	-498.76
2062 · Piano/Organ/Handbells	1,803.89
2065 · Playground Fund	2,390.31
2080 · Scholarship Fund	2,708.82
2085 · Africa Scholarships	284.76
2095 · Memorial	19,414.69
2111 · Flowers	460.98
2130 · Africa Mission and Ministry	1,112.61
2135 · Thrivent	1,171.45
2150 · Library Fund	231.55
2170 · Shalom Funds	-1,409.62
2412 · NewMember/VolunteerRec	541.74
Total 2000 · Restricted Equity	37,584.00
3000 · Opening Bal Equity	7,103.07
Net Income	-2,113.44
Total Equity	119,795.53
TOTAL LIABILITIES & EQUITY	121,779.30

Fish Lake Lutheran Church 2024 Proposed Budget							
			Actual Jan-Dec 2022	Actual Jan - Dec 2023	Budget 2023		PROPOSED BUDGET 2024
Ordinary Income/Expense							
Income							
	4010	General Fund	\$ 136,887.00	\$ 149,150.00	\$ 156,126		
	4025	Misc Income	\$ 23.29	\$ 195.00			
	4035	Designated Giving	\$ 4,166.79	\$ 1,070.00	\$ 4,000		
	4040	Simply Giving	\$ 35,883.99	\$ 44,315.00	\$ 35,000		
	4060	Challenged Giving	\$ 47,155.00				
	Total Income		\$ 224,116.07	\$ 194,730.00	\$ 195,126	\$	204,715
Expense							
	6100 · Benevolence						
		6110 · St. Paul Area Synod	\$ 2,499.97	\$ 2,500.00	\$ 2,500	\$	2,500
		6120 · Africa - Partner Congregati	\$ 1,200.00	\$ 1,200.00	\$ 1,200	\$	1,200
		6125 · Scholarship Fund					
	Total 6100 · Benevolence		\$ 3,699.97	\$ 3,700.00	\$ 3,700	\$	3,700
	6200 · Parish Education						
	Total 6200 · Parish Education		\$ -	\$ -			
	6300 · Leadership & Training				\$ -		
		6310 · Synod Assemblies	\$ 65.00		\$ 100	\$	100
	Total 6300 · Leadership & Training		\$ 65.00	\$ -	\$ 100	\$	100
	6400 · Worship						
		6420 · Music	\$ 6.25				
		6421 · Piano/Organ					
		6425 · Candles	\$ 273.62	\$ 436.00	\$ 150	\$	150
		6440 · Offering Envelopes	\$ 376.69	\$ 355.00	\$ 380	\$	375
		6490 · Worship Supplies	\$ 801.89	\$ 1,109.00	\$ 500	\$	800
		6450 · Pulpit Supply	\$ 375.00	\$ 350.00	\$ 300	\$	350
		6460 · Resourse Bks/Christ in our	\$ 49.60	\$ 2.00			
		6470 · Lent	\$ 109.38	\$ 59.00		\$	60
		6480 · Communion	\$ 352.13		\$ 100	\$	30
	Total 6400 · Worship		\$ 2,344.56	\$ 2,311.00	\$ 1,430	\$	1,765
	6500 · Office Administration						
		6510 · Advertising/Publicity	\$ 5,181.92	\$ 208.00	\$ 400		
		6515 · Chamber of Commerce					
		6520 · Copier	\$ 3,481.45	\$ 3,987.00	\$ 3,500	\$	3,500
		6525 · Computer Maintenance					
		6530 · Postage	\$ 565.09	\$ 799.00	\$ 600	\$	600
		6535 · Printing					
		6540 · Office Supplies	\$ 1,398.08	\$ 1,507.00	\$ 1,300	\$	1,500
		6545 · Softward Programs	\$ 1,176.14	\$ 1,505.00	\$ 1,500	\$	1,500
		6549 · Safe Deposit Box	\$ 55.00	\$ 55.00	\$ 55	\$	55
	Total 6500 · Office Administration		\$ 11,857.68	\$ 8,061.00	\$ 7,355	\$	7,155

		6550 · Stewardship				
		6560 · Maintenance Supplies				
		6565 · Building maintenance	\$ 256.02			
		6570 · Janitor Supplies	\$ 127.98		\$ 100	\$ 100
		Total 6560 · Maintenance Supplies	\$ 384.00	\$ -	\$ 100	\$ 100
		6600 · Utilities				
		6610 · Propane	\$ 4,450.90	\$ 3,746.00	\$ 4,500	\$ 4,500
		6615 · Electricity	\$ 3,183.47	\$ 2,498.00	\$ 3,200	\$ 2,800
		6620 · Refuse -	\$ 389.60	\$ 766.00	\$ 420	\$ 500
		6625 Culligan Water	\$ 415.29	\$ 173.00	\$ 400	\$ 250
		6630 · Phone & Internet	\$ 2,362.02	\$ 2,662.00	\$ 2,450	\$ 2,450
		6640 · Security	\$ 514.80	\$ 516.00	\$ 500	\$ 500
		6770 · Web Hosting-Webmedley	\$ 601.94	\$ 611.00	\$ 600	\$ 650
		Total 6600 · Utilities	\$ 11,918.02	\$ 10,972.00	\$ 12,070	\$ 11,650
		6700 · Administration				
		6720 · Continuing Education	\$ 350.00	\$ 1,045.00	\$ 350	\$ 500
		6730 · Pension/Health	\$ 37,959.60	\$ 39,149.00	\$ 41,933	\$ 43,312
		6740 Professional Expenses		\$ 1,250.00		
		6750 · Insurance - Workman's Co	\$ 1,879.13	\$ 1,325.00	\$ 1,900	\$ 1,700
		6780 · Insurance - Property	\$ 8,837.00	\$ 11,292.00	\$ 8,837	\$ 11,300
		6760 Paypal/Vanco Transaction	\$ 510.69	\$ 548.00	\$ 500	\$ 500
		6790 - Auto Mileage	\$ 191.45	\$ 53.00	\$ 200	\$ 200
		Total 6700 · Administration	\$ 49,727.87	\$ 54,662.00	\$ 53,720	\$ 57,512
		6800 - Payroll Expenses	\$ 119,312.10	\$ 117,138.00	\$ 116,651	\$ 122,733
		Total Expense	\$ 199,309.20	\$ 196,844.00	\$ 195,126	\$ 204,715
		NET INCOME	\$ 24,807.02	\$ (2,113.00)	0	

Fish Lake Lutheran Church: Proposed Compensation for 2024												
	Year	Salary	FICA Salary	SSN/Med 7.65%	Housing	Auto	Total Payroll	Pension/ Health	Total	Notes		
Amanda Applehans	2019	\$ 60,964.00	\$ 4,663.44	\$ 133.44	\$ 9,600.00		\$ 75,227.44	\$ 21,996.36	\$ 97,223.80			
Amanda Applehans	2020	\$ 60,964.00	\$ 4,663.44	\$ 133.44	\$ 9,600.00		\$ 75,227.44	\$ 26,020.80	\$ 101,248.20	Pension/Health increased		
John Keller	2021	\$ 16,800.00	\$ 1,592.00		\$ 4,000.00		\$ 22,391.67	\$ 9,423.80	\$ 31,815.47	Jan-Apr		
Teleen Saunders	2021	\$ 41,733.33	\$ 3,192.60				\$ 44,925.93	\$ 23,141.33	\$ 68,067.26	May-Dec		
Teleen Saunders	2022	\$ 16,969.09	\$ 4,889.91		\$ 46,950.00		\$ 68,809.00	\$ 34,611.00	\$ 103,420.00			
Teleen Saunders	2023	\$ 22,854.87	\$ 4,349.42		\$ 34,282.31		\$ 61,486.60	\$ 41,933.40	\$ 103,420.00	Pension/Health increased		
Teleen Saunders	2024	\$ 22,600.56	\$ 4,712.44		\$ 39,000.00		\$ 66,313.00	\$ 43,311.96	\$ 109,625.00			
Cindy Blesener/Accountant												
	2019	\$ 1,744.28		\$ 133.44			\$ 1,877.72		\$ 1,877.72			
	2020	\$ 1,744.28		\$ 133.44			\$ 1,877.72		\$ 1,877.72			
	2021	\$ 1,744.28		\$ 133.44			\$ 1,877.72		\$ 1,877.72			
	2022	\$ 1,744.28		\$ 133.44			\$ 1,877.72		\$ 1,877.72			
raise of \$200	2023	\$ 1,944.28		\$ 148.74			\$ 2,093.02		\$ 2,093.02			
	2024	\$ 1,944.28		\$ 148.74			\$ 2,093.02		\$ 2,093.02			
LaDonna Olson												
	2019	\$ 10,749.90		\$ 822.37			\$ 11,572.27		\$ 11,572.27			
	2020	\$ 10,749.90		\$ 822.37			\$ 11,572.27		\$ 11,572.27			
	2021	\$ 10,749.90		\$ 822.37			\$ 11,572.27		\$ 11,572.27			
2% increase	2022	\$ 10,964.90		\$ 838.81			\$ 11,803.71		\$ 11,803.71			
	2023	\$ 10,964.90		\$ 838.81			\$ 11,572.27		\$ 11,572.27			
6% increase	2024	\$ 11,622.79		\$ 889.14			\$ 12,511.93		\$ 12,511.93			
Tom Anderson/Robin Grahms												
raise .35/hour	2019	\$ 10,979.81		\$ 839.96			\$ 11,819.77		\$ 11,819.77			
	2020	\$ 10,979.81		\$ 839.96			\$ 11,819.77		\$ 11,819.77			
raise \$2/hr	2021	\$ 12,230.40		\$ 935.63			\$ 13,166.03		\$ 13,166.03			
	2022	\$ 12,230.40		\$ 935.63			\$ 13,166.03		\$ 13,166.03			
raise to \$20.60	2023	\$ 12,854.40		\$ 983.36			\$ 13,837.76		\$ 13,837.76			
	2024	\$ 12,854.40		\$ 983.36			\$ 13,837.76		\$ 13,837.76			
Office Administrator												
Barbara Schumann	2019	\$ 14,560.00		\$ 1,113.84			\$ 15,673.84		\$ 15,673.84			
Denise Steinberg	2020	\$ 14,560.00		\$ 1,113.84			\$ 15,673.84		\$ 15,673.84			
Denise Steinberg 20hrs	2021	\$ 16,640.00		\$ 1,272.96			\$ 17,912.96		\$ 17,912.96			
Denise Steinberg 20hrs	2022	\$ 16,640.00		\$ 1,272.96			\$ 17,912.96		\$ 17,912.96			
	2023	\$ 20,800.00		\$ 1,591.20			\$ 22,391.20		\$ 22,391.20			
	2024	\$ 20,800.00		\$ 1,591.20			\$ 22,391.20		\$ 22,391.20			
Financial Administrator												
5 hours weekly	2018	\$ 4,800.00		\$ 367.20			\$ 5,167.20		\$ 5,167.20			
LaDonna Olson	2019	\$ 4,895.59		\$ 374.51			\$ 5,270.10		\$ 5,270.10			
	2020	\$ 4,895.59		\$ 374.51			\$ 5,270.10		\$ 5,270.10			
	2021	\$ 4,895.59		\$ 374.51			\$ 5,270.10		\$ 5,270.10			
	2022	\$ 4,895.59		\$ 374.51			\$ 5,270.10		\$ 5,270.10			
	2023	\$ 4,895.59		\$ 374.51			\$ 5,270.10		\$ 5,270.10			
6% increase	2024	\$ 5,189.33		\$ 396.98			\$ 5,586.31		\$ 5,586.31			
TOTAL Salaries												
	2019	\$ 103,893.58	\$ 4,663.44	\$ 3,284.12	\$ 9,600.00		\$ 121,441.14	\$ 21,898.08	\$ 125,359.60	Pension/Health shown on expenses		
	2020	\$ 103,893.58	\$ 4,663.44	\$ 3,284.12	\$ 9,600.00		\$ 121,441.14	\$ 26,020.80	\$ 129,278.06	Pension/Health shown on expenses		
	2021	\$ 104,793.50	\$ 4,784.60	\$ 3,538.91	\$ 4,000.00		\$ 117,116.68	\$ 32,565.13	\$ 117,117.01	Pension/Health shown on expenses		
	2022	\$ 63,444.26	\$ 4,889.91	\$ 3,555.35	\$ 46,950.00		\$ 118,839.52	\$ 34,611.00	\$ 118,839.52	Pension/Health shown on expenses		
	2023	\$ 74,314.04	\$ 4,349.42	\$ 3,936.62	\$ 34,282.31		\$ 116,882.39	\$ 41,933.40	\$ 116,650.95	Pension/Health shown on expenses		
	2024	\$ 75,011.36	\$ 4,712.44	\$ 4,009.42	\$ 34,282.31		\$ 122,733.22	\$ 43,311.96	\$ 122,733.22	Pension/Health shown on expenses		

ANNUAL CONGREGATIONAL MEETING

OPENING LITURGY

Son of God, Eternal Savior

Recognizing that our faith is a living, busy, active and mighty thing, may the grace of our Lord Jesus Christ and the communion of the Holy Spirit be with each of you.

And also with you.

Teach us to love you with all our heart, soul, mind and strength.

Receive our prayer, O God.

Descend on our hearts, that we may love others in the ways Jesus loves us.

Receive our prayer, O God.

Empower us to be enthusiastic in pursuing your vision for our congregation.

Receive our prayer, O God.

Move us to engage issues in our community in Christlike ways, and to pursue deep and authentic relationships with those with whom we serve and partner.

Receive our prayer, O God.

Strengthen us to face the barriers we encounter in doing your work, learning to work with others amid disagreement.

Receive our prayer, O God.

Give us the ability to adapt to the cultural, economic and social changes that occur in the neighborhoods we serve.

Receive our prayer, O God.

Guide us to be a healthy congregation that learns from its failures as well as its successes and offers wisdom to others.

Receive our prayer, O God.

As we strive to become the church that we proclaim to be, raise up leaders who focus on the gospel of freedom, forgiveness and reconciliation as given to us through God's indescribable act of love in the death and resurrection of Jesus Christ. Renew us daily in our baptism, that we may discover vitality in our relationships with you, each other and those we serve in the world.

Amen.

1 Son of God, e - ter - nal Sav - ior, source of life and truth and grace,
 2 As you, Lord, have lived for oth - ers, so may we for oth - ers live.
 3 Come, O Christ, and reign a - mong us, King of love and Prince of peace;
 4 Son of God, e - ter - nal Sav - ior, source of life and truth and grace,

Word made flesh, whose birth a - mong us hal - lows all our hu - man race,
 Free - ly have your gifts been grant - ed; free - ly may your ser - vants give.
 hush the storm of strife and pas - sion, bid its cru - el dis - cords cease.
 Word made flesh, whose birth a - mong us hal - lows all our hu - man race:

you our head, who, throned in glo - ry, for your own will ev - er plead:
 Yours the gold and yours the sil - ver, yours the wealth of land and sea;
 By your pa - tient years of toil - ing, by your si - lent hours of pain,
 by your pray - ing, by your will - ing that your peo - ple should be one,

fill us with your love and pit - y, heal our wrong, and help our need.
 we but stew - ards of your boun - ty held in sol - emn trust will be.
 quench our fe - vered thirst of plea - sure, stem our self - ish greed of gain.
 grant, oh, grant our hope's fru - i - tion: here on earth your will be done.

Evangelical Lutheran Worship, 655

Text: Somerset C. Lowry

Music: IN BABILONE, Oude en Nieuwe Hollandse Boerenlities en Contradansen, 1710;

arr. Julius Röntgen

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**Evangelical
Lutheran Church
of America**