



ANNUAL REPORT

2024

A MESSAGE FROM PRESIDING BISHOP ELIZABETH EATON



Dear friends in Christ,

All around us, we see signs of God's love and goodness. A person who has stepped away from church for many years steps back into a congregation, feeling the call of the Holy Spirit. Young adults feeling isolated in a digital-first world start gathering in person in a small group, enjoying the warmth of a hug and a new friend asking about their week. A mother plants a garden, and it yields fruits and vegetables, giving her nutritious food for her kids and extra produce to sell at the local market. Everywhere we look, we see signs of Christ's love. In Psalm 93, we read: "More majestic than the thunders of mighty waters, more majestic than the waves of the sea, majestic on high is the Lord! Your decrees are very sure; holiness befits your house, O Lord, forevermore" (4-5).

God's love is a majestic thing, and it moves us to share it in word and deed. The ministries of our congregations, our synods and the ELCA churchwide organization are all working together to share God's love with people in our neighborhoods, across our country and around the world.

I am so grateful for you, dear church. Your generosity to each of these three expressions of the church — your congregation, your synod and the churchwide organization — has bolstered the church's ability to share the message of God's love to people who are longing for it. Through your

“More majestic than the thunders of mighty waters, more majestic than the waves of the sea, majestic on high is the Lord! Your decrees are very sure; holiness befits your house, O Lord, forevermore.”

—Psalm 93:4-5

financial resources, your time volunteering and accompanying others, and your voices, you've helped carry this message of God's majestic love. Thank you, dear church. As we look ahead to the coming year, I encourage you to stand steadfast in God's promises, sure of God's love and goodness.

A handwritten signature in black ink that reads "Elizabeth A. Eaton". The signature is written in a cursive, flowing style.

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

ANNUAL CONGREGATIONAL MEETING

OPENING LITURGY

Confident in God's generosity and gathered into one by the Holy Spirit, let us praise God and give thanks ...

God, we praise you and give you thanks.
You are good, and your mercy endures forever.

You gave us a garden with good food to eat.
We praise you for food that nourishes us.

You rescued your people from slavery.
We praise you for freedom.

You gave us prophets to correct, rebuke and encourage us.
We bless you for your justice and mercy.

You gave us your Son, Jesus, to love, redeem and save us.
We praise you for his death and resurrection.

You gave us your Holy Spirit to be our Advocate and Comforter.
We bless you for the gifts of every tribe and nation.

Strengthen your church with every spiritual gift
and commission us again to be your servant people.

Multiply in us the fruit of the spirit:
love, joy, peace, patience, kindness, generosity, faithfulness, gentleness and self-control.

Send us in your love and mercy,
that the world may know you and praise you.

Now Thank We All Our God



1 Now thank we all our God with hearts and hands and voice - es,
2 Oh, may this boun - teous God through all our life be near us,
3 All praise and thanks to God the Fa - ther now be giv - en,



who won - drous things has done, in whom this world re - joic - es;
with ev - er joy - ful hearts and bless - ed peace to cheer us,
the Son, and Spir - it blest, who reign in high - est heav - en,



who, from our moth - ers' arms, has blest us on our way
and keep us all in grace, and guide us when per - plexed,
the one e - ter - nal God, whom earth and heav'n a - dore;



with count - less gifts of love, and still is ours to - day.
and free us from all harm in this world and the next.
for thus it was, is now, and shall be ev - er - more.

Evangelical Lutheran Worship, 840

Text: Martin Rinkhart, 1586-1649; tr. Cathering Winkworth, 1827-1878

Music: NUN DANKET ALLE GOTT, Johann Crüger, 1598-1662

Let us pray.

Gracious God, you are the giver of every good gift. Bless us with all that we need for ministry in your name, that we might be a blessing to others. In the name of the one who broke bread and fed the multitudes, Jesus Christ, our Lord.

Amen.

2024 ANNUAL REPORT



Minneapolis Area Synod
of the ELCA

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
 - 8 congregational 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

TABLE OF CONTENTS

Elk River Lutheran Church Personnel Directory.....	8
Elk River Lutheran Church Annual Meeting Agenda.....	9
2024 Annual Meeting Minutes.....	10
Pastor Nathan’s Report.....	12
Pastor Anne’s Report.....	14
Team Reports and Highlights.....	16
- Adult Faith Formation.....	16
- Children, Youth and Family.....	17
- DEI & SJ Task Force.....	22
- Generosity Team.....	23
- Hospitality Team.....	25
- Mission Endowment Fund.....	26
- Music Ministry.....	27
- Quilting Team.....	30
- Worship Volunteer Coordinator Team.....	32
Statistical Report.....	33
Love Inside Out Capital Campaign Update.....	34
Treasurer’s Report.....	35
2024 ERLC Ballot.....	37

CHURCH STAFF

Lead Pastor: Nathan Mugaas

Online Broadcast Specialist: Nick Campbell

Associate Pastor: Anne Schaefer

Staff Pianist: Lisa Griffin

Office Manager: Linda Nielsen

Custodian: Michelle Hagberg

Director of Music Ministry and Worship: Taylor Quinn

Bookkeeper: Lori Sundman

Nursery Attendants: Amy Brown, Adrienne Rotz, and Jeremiah Schaefer

CHURCH COUNCIL OFFICERS

President: Kent Larson

Vice President: Tom Werk

Secretary: Matt Glasoe

Treasurer: Julie Marie Haugen

CONGREGATION COUNCIL

Amy Anderson

Zoey Day

Sue Hales

Kelli Horner

Conni Natwick

Jeff Schrock

ELK RIVER LUTHERAN ANNUAL MEETING

ERLC Annual Congregational Meeting Agenda
January 26, 2025 @ 9:30 am

Hybrid Meeting Options

A. Meet in Sanctuary

B. Join Zoom Meeting: <https://us02web.zoom.us/j/733768254>

1. Call to order and quorum establishment
2. Devotion and Prayer
3. Old business:
 - a. Congregational Meeting Minutes review and action
 - January 28, 2024 Annual Meeting
 - b. Review of finances from fiscal year 2024
4. New Business:
 - a. 2025 council, council officers, nominating committee and mission endowment fund committee elections
 - b. Review and action on 2025 Budget
5. Presentation of ERLC 2024 Annual Report
 - a. Report from Pastor Nathan
 - b. Ministry Reports
6. Other Business
7. Adjourn

ELK RIVER LUTHERAN CHURCH - ELCA MINUTES OF THE ANNUAL MEETING

Elk River Lutheran Church ELCA held an Annual Meeting on **Sunday, January 28, 2024.**

Call to Order

President Dave Katzner called the meeting to order at 9:40 am. With 82 present and 8 online (90), a quorum is declared.

Pastor Nathan welcomed everyone with an opening Liturgy and the Opening song was hymn #655 Son of God, Eternal Savior.

Action Items

- Motion to approve the minutes of the January 29, 2023, ERLC Annual meeting made by John Barthel and seconded by Kari Christianson. Approved. Motion carried.
- Motion to approve 2023 Treasurer's report as presented, made by Tom Werk and seconded by Conni Natwick. Approved. Motion carried.
- Motion to approve the 2024 proposed budget as printed in the 2023 Annual Report, made by Dan Nelson and seconded by Adam Horner. Approved. Motion carried.
- Motion to approve the revised Reconciling in Christ affirmation statement, made by Paula Donnelly and seconded by Jennifer Stanley. Approved. Motion carried.

Election results

- Congregation Council: Kelli Horner, Amy Anderson, Zoey Day
- Council Officers: Kent Larson-President, Tom Werk – Vice President, Julie Marie Haugen-Treasurer, Matt Glasoe-Secretary
- Nominating Committee: Jennifer Stanley, Mark Johnson, Kara Hennig
- Mission Endowment Fund Committee: Sue Sass, Linda Campbell

Pastor Nathan Mugaas presented the ERLC 2023 Annual Report.

President Dave Katzner adjourned the meeting at 10:14am.

Respectfully submitted,
Matt Glasoe, Secretary

Addendums – None.

PASTOR NATHAN'S 2024 ANNUAL REPORT

Dear Members & Friends of Elk River Lutheran,

Thank you for another wonderful year of life and ministry together at Elk River Lutheran Church. The pages of this 2024 Annual Report tell our story, the story of a church that has been busy living out our shared mission together:

Trusting in God's grace, an accepting, joyful community serving God and neighbor.

There are many new programs and special events from this year that others will touch on, including:

- Maintenance Mondays
- Financial Peace University Class
- Elder Law and Estate Planning Event
- The Civil Rights Tour
- Women's Book Club
- ERLC participation in the Sherburne County Pride Festival
- Care For Our World Adult Forums
- God's Work Our Hands Temple Talks

So many wonderful things have happened here this year. Thank you for helping make them possible and for taking time to read this report.



Many of my highlights of the year came in our worship services, including our "Won't You Be My Neighbor" sermon series from last spring. I don't know if it was the joy of singing the *Mister Rogers Neighborhood* theme song each week, Pastor Anne and I donning cardigan sweaters, nostalgia and gratitude to hear his voice in video clips, or how perfectly Mister Rogers' teachings mirror Jesus' teachings, but it was probably one of the most popular sermon series we've ever done.

You may also remember special videos at Easter and Christmas this year. Nick Campbell, who regularly produces our online worship services, put together a wonderful video at Easter with families opening the door of our vault to reveal Elk River Lutheran's greatest treasure (spoiler, it's a mirror, because the greatest treasure is you!) AND he did it again with a video of children reading the Christmas story. *We are fortunate to have Nick share his gifts here at the church.*



We experienced a significant staffing transition this year as our committed custodian of many years, Brian Harding, retired. His years of selfless service, often taking place in the background during off hours, are so appreciated.



Following Brian's leaving, many church members volunteered and helped with everything from cleaning to maintenance projects. Thank you to everyone who helped with this transition! We were pleased to welcome Michelle Hagberg as our new custodian. Michelle brings a great energy, attention to detail, and love of this church and our people to her work. *Welcome Michelle!*

This year I was so grateful to host two nights of "Cup of Cheer: A Churchy Sing-along & Comedy Show." These shows bridged my love of church and stand-up comedy in a joyful way, while also raising funds for two amazing local charities. Thank you to everyone who came out.



Finally, this year our church council and staff each completed multiple training sessions with an outside consultant, Jim LaDoux from Vibrant Faith. I have also been doing some one on one coaching with Jim. These sessions have provided some rich learning opportunities for us and helped inform the strategic planning process begun by the church council.

As we look to the future I'm reminded of a quote from a talking baboon that I shared just a few weeks ago... In *Mufasa*, the new Lion King movie, the wise old baboon, Rafiki, says, "**If you want to go fast, go alone. If you want to go far, go together.**" I find this to be true in so many aspects of life, including our life together as a church. Elk River Lutheran hasn't come this far by making a lot of decisions quickly, but by making decisions and planning **TOGETHER**.

The church council and staff are in the process of doing some strategic planning and visioning for the future. You've had a chance to weigh in some already through "micro-surveys" during worship and there will be more opportunities in the future. I hope you'll help us live into our shared future by engaging in this process.

Again, thank you for all the ways you've helped this be an amazing year. I pray that 2025 will bring even more blessings and opportunities for us to be the Church together.



With Gratitude,
Pastor Nathan

Happy New Year, Elk River Lutheran!

As I reflect on 2024, I am filled with gratitude for the privilege of serving as one of your pastors. This past year has been one of growth, connection, and meaningful ministry. I'd like to share some highlights and reflections with you as we celebrate the work God has done in, with, and through our congregation.

Civil Rights Pilgrimage

A highlight of 2024 was participating in the Civil Rights Pilgrimage with In Our Hands Ministries. Alongside 19 others from our community, I visited historic sites in Montgomery, Selma, and Birmingham. Walking across the Edmund Pettus Bridge and standing in places marked by profound courage and suffering opened my eyes and heart in ways I am still processing. *This journey deepened my commitment to working toward love, justice, and healing for all who have faced racial violence and prejudice.*



Blue Christmas Service

One of the year's most special moments was collaborating with Father Mark from Holy Trinity Episcopal Church and Rev. Nora from Union UCC to lead a combined Blue Christmas service. Held on December 18th, this service offered solace and hope to those for whom the holiday season is difficult. *It was deeply moving to see members of our congregation gather in quiet reflection, finding comfort in God's presence and in community.*



Pastoral Care

Pastoral care continues to be a cornerstone of my ministry. Whether through phone calls, home visits, or spontaneous drop-in conversations, I have cherished the opportunities to connect with you. *My open office door has become a sacred space where we share joys, struggles, and prayers.* These moments remind me daily of the beauty of being part of this faith family.

Mission Trip to South Dakota

This summer, I had the privilege of joining our high school youth on a mission trip to South Dakota, where we worked with the Cheyenne community. This trip was both challenging and inspiring as we witnessed the resilience of God's people amidst difficult circumstances. *Seeing dilapidated homes and buildings and learning about the history and struggles of the Cheyenne people was eye-opening.* Yet, amidst these challenges, I was encouraged by the ways we saw God's presence in unexpected places. *This experience strengthened my faith in the power of community and service.*



Women's Book Club

In response to a desire for new ministry opportunities, I helped launch the Women's Book Club alongside Sheila Larson and Amy Anderson. Meeting monthly for the past nine months, this group has become a space for meaningful conversation and connection outside traditional work

hours. *I am inspired by the way these women come together to learn, grow, and support one another.*



Weddings and Funerals

This year, I was privileged to walk alongside families in planning and leading both funerals and weddings. Two weddings, in particular, were especially meaningful: one for a former student of mine and another for *Jessi Nielsen and Austin Batula*, members of our congregation. *Officiating these sacred moments, as well as the premarital counseling where I invest in these couples, are always an honor. It truly is one of my greatest joys to witness faith and love intertwine in such profound ways.*



Continuing Education

This year also brought opportunities for growth as I attended continuing education retreats and events. From the Leading Well Retreat to the Bishop's Theological Conference, Church Anew's Renew Conference, and a retreat for first-call pastors, these experiences have enriched my understanding of God, scripture, and my calling. *These experiences challenge me to deepen my understanding of God, myself, and people, and they have equipped me to serve you with renewed energy and insight.*

Looking Ahead

As I look back on 2024, I am profoundly thankful for this community of faith. *Your support, prayers, and partnership in ministry inspire me daily.* I look forward to seeing where God will lead us in the year ahead as we continue to share God's love with one another and the world.



May God's grace and peace be tangible to each of you.

Pastor Anne Schaefer

ADULT FAITH FORMATION

Text Study: We have an open and ongoing invitation to anyone who wants to join Text Study! This group discusses the upcoming preaching text with the preaching pastor, asking questions like, “What does this make you think about?” and “Why might we care about this?” No prior experience or homework is required. Some people share a lot and others listen and reflect...all are welcome! They meet on Tuesday mornings for coffee at 9:30 and conversation beginning at 10.

LIFE Groups (Living In Faith Everyday) have become a staple to ERLC. In 2024, we offered this 5-week programming twice: in the winter and again in the fall. These small groups dive into the previous Sunday’s preaching text, fostering connection, honest conversation, and often, snacks! With 6 groups and over 60 participants, LiFE Groups continue to be a valued ministry. A new round begins in January 2025.



Civil Rights Pilgrimage: In April, 20 adults journeyed to Georgia and Alabama to learn about the Civil Rights Era. This pilgrimage deepened our understanding of the atrocities of slavery and the systemic discrimination perpetuated by local governments and clergy. Meeting storytellers who lived through these events and standing on historical sites profoundly impacted our group.



Regular Studies and Gatherings: Ongoing ministries kept their regular meetings including

- 2 monthly women’s Bible studies,
- Weekly men’s and women’s breakfasts
- A weekly men’s Bible study on Zoom.

There always seems to be a group meeting for fellowship, Bible study, or task-based reasons. We are thankful for a community that likes to gather.

CYF NIGHTS

Our monthly Children, Youth, and Families (CYF) Nights have been fun and meaningful. These events include a shared meal, an engaging large-group session with icebreakers, songs, a message of sorts, followed by small-group discussions. Highlights included:

- **April:** Heidi Ferris from Growing Green Hearts taught us about caring for God's Creation. We planted prairie grasses and learned about biomes.
- **October:** Dave Scherer from JUSTmove led us in music, dance, and a discussion on inclusion, diversity, and antiracism.
- **Service Project:** We exceeded our goal by making over 1,300 sandwiches for area food shelves and shelters.
- Other themes included "Let Your Light Shine" (a neon-themed event) and a "Christmas Party for Jesus."



CYF: CHILDREN AND FAMILY MINISTRY

Elk River Lutheran is so lucky to have such wonderful families committed to this community. The biggest change that we saw in 2024 was that we moved our 6th grade students from our Children and Family Ministry, and welcomed them into the Confirmation Ministry. This change puts the 6th graders in the same program as their fellow middle schoolers, mirroring what happens in their school system. We hope this helps our 6th graders connect with God and find their place at Elk River Lutheran.

We connect with our youngest people in a variety of ways...

Kids Connect: Each Sunday, kids come to worship with their families, but they get to leave during the scripture reading and sermon time in order to engage with their peers in a lesson more fitting to their age group. The number one goal of this time is to show kids that they matter both to God and this congregation. We use stories from the Bible to help teach in a variety of ways. We played games, did crafts, read stories and talked a lot about how to be like Jesus. Students have a good time coming to Kids Connect! Pastor Anne writes the curriculum with a colleague, and either Pastor Anne or a volunteer leads the lessons. The volunteer roster grew a lot this year, but we could always use more older teens and adults who are willing to love God by loving these young people. Sign up to lead Kids Connect here: [bit.ly/4j4DKSb!](https://bit.ly/4j4DKSb)

Palm Sunday and Christmas Programs: What amazing storytellers we have at Elk River Lutheran! Our PreK through 5th grade students participated in two different programs telling the stories of Jesus. In December, **24 students** told the story of Jesus being born, and they captivated their audience more than we could have imagined. In April, **25 students** (and some of their parents) helped us learn about events in Jesus' life, especially as they led up to his crucifixion and death. We used both live performances as well as pre-recorded videos to tell this story with laughter, irony, and newsworthy candor. A big THANK YOU to all of the adults and teens who help make these programs possible.



Special Milestones: We recognized a few significant moments in Christian discipleship with our young people. **7 students** celebrated their **1st Holy Communion**, and **6 third grade students** received a **new Bible** and learned how to use them! It is an honor to watch our young people grow within this community of faith.

CYF: VACATION BIBLE SCHOOL: CAMP FIRELIGHT!

This summer, we hosted **Camp Firelight** for Vacation Bible School, and it was an amazing week filled with faith, fun, and community. We welcomed **33 students** who participated in a variety of activities designed to help them grow closer to God while enjoying the rustic spirit of camp life.

A heartfelt thank-you goes to our **22 volunteers** who made the week possible. They led games, organized creative crafts, provided super cute & tasty snacks, and facilitated our newest addition: the science station. The science activities amazed students with hands-on experiments that highlighted God's incredible creation. Whether leading small groups, sharing lessons in large group worship, or ensuring every detail ran smoothly, our volunteers truly reflected Jesus' love.



The theme of Camp Firelight used Bible stories that demonstrate how people trusted God in the face of their own fears and went on to do great things in God's name. Our young people learned ways that they can put their trust in God when they are afraid, challenged, or called to do God's work and share the Good News of God's love through Jesus Christ.

Thank you to everyone who supported VBS through volunteering, prayers, or other contributions. Your dedication helped us shine the light of Jesus into the hearts of these young campers. We look forward to seeing what God has planned for VBS next year!

CYF: CONFIRMATION SERVICE

On October 27th, **eleven 9th grade students confirmed** their Christian faith publicly during our worship service. We celebrated this great act of discipleship and look forward to where God may be leading each of them in the future. These 9th graders used the months of September and October to write their faith statements, choose Bible verses to guide their lives, serve their community by creating a fun Lilo and Stitch/Hawaiian themed trunk for Trunk or Treat, and created and led the worship service where they each confirmed their faith. Many of them have continued to come to High School Youth Group!



CYF: CONFIRMATION

This year brought an exciting change to our Confirmation program as we welcomed sixth graders into the fold! On most Wednesday nights throughout the school year, Pastor Nathan leads a lively group of 25 sixth- through eighth-grade Confirmation students in the Community Room. To support the growth of this program, we were blessed to have six amazing adults step up to lead small groups, providing guidance and fostering connection.

In the 2024–2025 Confirmation year, we are diving into the stories of the New Testament. Together, we explore what these stories reveal about who God is and what they teach us about ourselves as God's people. Our time together includes learning, meaningful small group discussions, and plenty of fun—games and laughter are always part of the mix!

This year, we also introduced special outings to our schedule. One notable experience was a tour of Dare's Funeral Home, where students participated in a Q&A session with a local funeral director. This outing aimed to familiarize them with the death and dying process in a non-traumatic setting, preparing them for times when they might encounter it in the future. (Of course, we've also enjoyed lighthearted game and snack nights—it's not all heavy stuff!)

Our Confirmation students bring incredible energy to the church as they wrestle with life's big questions and grow in their faith together. They are a reminder of the vibrant future of our congregation and the power of community in their spiritual journeys.



CYF: HIGH SCHOOL

Through weekly gatherings, service opportunities, and faith-filled experiences, our high school student ministry continues to grow as a space where teenagers encounter God, deepen their faith, and make a difference. We are grateful for the support of our congregation in nurturing the next generation of disciples.

Weekly Youth Group! Our weekly Youth Group gatherings are at the heart of this ministry. Twice a month, we dive into scripture, exploring God's word and discussing how our faith shapes and influences our daily lives. Once a month, our students join Confirmation youth for field trips to explore new places and serve the community. Highlights this year included visiting Dare's Funeral Home, and we look forward to learning about community outreach at Open Arms, and packing meals at Feed My Starving Children. We also participate in CYF night once a month, joining the wider church family for worship and fellowship.

Bible Camp! This summer, **14 middle and high school students** participated in Summer Festival Camp at Gustavus Adolphus College in St. Peter, MN. From dorm life to dining in the cafeteria, students enjoyed a taste of college life while immersing themselves in faith-building experiences. Daily worship services, workshops, small group discussions, and all-camp games filled their days with inspiration, laughter, and connection. Students returned home with renewed enthusiasm for their faith and deeper bonds with each other.



Youth Mission Trip! A significant highlight of the year was the Youth Mission Trip, where **seven students** traveled to the Cheyenne Indian Reservation in South Dakota. Partnering with three other churches, we engaged in meaningful service projects, including siding homes, cleaning the community, supporting local organizations, and leading a horse camp for children. The horse camp combined games, crafts, food, and equestrian care, creating joy and connection for the children we served. The trip also included time for recreation—go-karting, mini golf, and attending a rodeo. Each evening, worship services helped us reflect on how God was working in and through us. This transformative experience has us eagerly anticipating the 2025 Youth Mission Trip to Colorado Springs this June!



Service Opportunities! Our students also contributed to global outreach by partnering with the quilters and Women's Bible Study group to pack school bags for Lutheran World Relief. These bags, filled with essential supplies, were sent to support students worldwide in their educational pursuits.

Graduating Seniors! Another special moment this year was gifting quilts to **ten graduating high school seniors**, lovingly made by the Elk River Lutheran Quilting Ministry. These quilts have become symbols of comfort and connection, reminding our students of the church community's love and support as they embark on new journeys. We've heard wonderful stories of these quilts adorning dorm rooms and providing a sense of home away from home. (See *picture of Graduating Seniors in the Quilting Team Report*)

The high school student ministry at Elk River Lutheran continues to thrive as a place for students to grow in faith, build relationships, and make a meaningful impact in the world.

FUTURE 2025 DATES

3 rd Grade Bibles	February 23
Fundraiser for Youth Mission Trip	March 28
First Communion	April 9
Palm Sunday Program	April 13
Varty's Greenhouse Shopping Event	May 4
End of CYF programming for grades 6-12	May 7
End of Kids Connect for the program year	May 11
Youth Mission Trtip	June 22-28
Summer Festival High School week	July 13-16
Summer Festival Middle School week	July 20-23
Vacation Bible School	August 4-7

DEI AND SJ (DIVERSITY, EQUITY, INCLUSION AND SOCIAL JUSTICE) TASK FORCE

The inaugural year for this group was a good one! The team was full of energy and passion for the cause, doing meaningful work on behalf of Elk River Lutheran. We began brainstorming ideas early in January and decided to focus our 2024 efforts on the following:

1. Wright/Sherburne County Pride Fest
2. Open Doors for Youth

Highlights of 2024

- **Pride Fest Booth:**
 - In July 2024, ERLC attended and hosted a booth at the Pride Fest.
 - The support from our congregation was amazing! It was the second year of this event, and it has grown significantly.
 - We found the experience valuable and beneficial, with lessons learned to improve future participation.
- **Open Doors for Youth:**
 - The group met with Cindy Ley from Open Doors for Youth at one of our meetings.
 - We quickly recognized the impactful work her organization does in our community and felt ERLC should be involved.
 - Cindy was invited to give a temple talk, and we are continuing to explore ways to support her efforts in the future.

Looking Forward

This group plans to continue focusing on these two initiatives while exploring additional opportunities that allow our congregation to take an active role.

Get Involved

If you have interest in becoming a member of this group, please reach out. We are always looking for people with a passion for this and willingness to chip in!

Team Members: Jeff Schrock, Chair; Amy Anderson, Paula Donnelly, Grace Hagberg, Kevin Jenkins, Pauline Kuhn, Debby Pouliot, Pastor Anne Schaefer, Diana Schansberg, Lorie Schulstad-Werk, Dale Ziner

Elk River Lutheran Church-ELCA is a Reconciling in Christ congregation and is committed to being a loving and welcoming community of faith, centered in the good news of Jesus Christ. Therefore, in faithfulness to the Gospel and consistent with our Mission Statement, to the best of our ability, we promise to provide worship opportunities, programs, ministries, leadership opportunities and pastoral care to all who seek God in this place.

As a safe community striving to serve God and neighbor, we welcome and affirm people of any race, ethnicity, age, gender identity and expression, marital status, family structure, physical and mental ability, sexual orientation, religious affiliation, national origin, immigration status, and/or socioeconomic status. We celebrate together our unity as God's people.

We are committed to racial equity, working towards racial justice, and being inclusive in what we do and who we are. As we strive to better appreciate the mysteries of God's teachings, we are challenged by Christ to care for, love, understand, and listen to each other.

We want to be a sanctuary where all are welcome to participate fully in the life of Elk River Lutheran Church-ELCA sharing their own unique gifts, whatever identity you claim or claims you. We are committed to learning and growing together.

GENEROSITY TEAM

It has been a busy year for the Generosity Team. When the team was created in 2022, replacing the former Stewardship Committee, it was decided that the team's major goal would be keeping a continuous focus on generosity throughout the year. This was based on the idea that generosity is at the center of what it means to be a disciple of Christ.

Sunday Morning Offering Highlights

One of our earliest projects, in this regard, was to use the Offering portion of the Sunday service to highlight the generosity message via the sanctuary screens. What we do is develop some ideas to be communicated on the screens, and then Linda Nielsen, our Office Manager, converts those ideas (which are often rather basic) into the beautiful slides you see on Sunday morning.

Thank you, Linda!



GOD'S WORK OUR HANDS

"God's Work, Our Hands" Presentations

One of the projects we undertook this year was a series of presentations by members of our various committees, teams, and other groups highlighting their work. Julie Marie Haugen was our lead on this project. These presentations, all given under the umbrella heading "**God's Work, Our Hands,**" demonstrate how the work of our many volunteers is critical to successfully carrying out the mission of Elk River Lutheran Church. We are most fortunate to have a very hard-working and talented staff at ERLC, but they can only do so much. It is up to the rest of us to help carry the load so that the important ministries of this church are accomplished.

A sincere thank you to all our volunteers for the many hours you contribute to this church!



Generosity in Action: Care For Our World

During our team discussions regarding generosity, it became clear that generosity includes more than just raising money and contributing time and talent, as critical as those things are. Generosity is, at its core, a way of life that includes how we treat each other and how we treat the world that we have been given. As a result of these conversations, a series of Sunday morning forums called "**Generosity in Action: Care For Our World**" was developed. Linda Campbell

was our lead for this project, arranging for a series of speakers who addressed the following subjects:

- **Climate Change: Environmental Impacts**
- **What Faith Calls Us to Do**
- **Energy City Commission and Actions Residents Can Take**
- **Taking Back Control: Going Solar**
- **Electric Vehicles: Good For Creation?**

*Thanks to Nick Campbell, our Online Broadcast Specialist, videos of these forums are available on the **ERLC YouTube Channel**. Check them out.*

Collaborative Learning

Members of our team also visited **Faith Lutheran Church in Coon Rapids** to discuss and compare our various ways of conveying the generosity message. It was a very productive meeting.

Grateful Hearts

Our sincere thanks to everyone who, through their many contributions of time, talent, and money, make Elk River Lutheran Church such a great place. Every Sunday when we greet each other before, during, and after the services; every time we check in on someone who is experiencing a difficult time or pray for that person; every hour that is spent working with our youth, cleaning or fixing something, serving on a team or committee, or performing one of the many other tasks that need to be performed; every dollar that is donated to a worthy cause and every quilt that is sent to those in need of a warm blanket—all these things remind us of the great generosity that is so much a part of this congregation. We are truly blessed!

So we will conclude with the words that you see every Sunday on the sanctuary screens:



Team Members: Chuck Anderson, Linda Campbell, Kari Christianson, Milo Christianson, Julie Marie Haugen, Pastor Nathan

HOSPITALITY TEAM

The Hospitality Team consists of ten members. Our mission is to create an atmosphere of fellowship and community. We serve all areas of food-related events for Elk River Lutheran Church and provide seasonal decorations and table centerpieces. Additionally, we maintain the Café and fellowship area, the community room tables, and the kitchen. We monitor and purchase supplies such as coffee, lemonade, table coverings, and paper products.

Some of the ways we serve are:

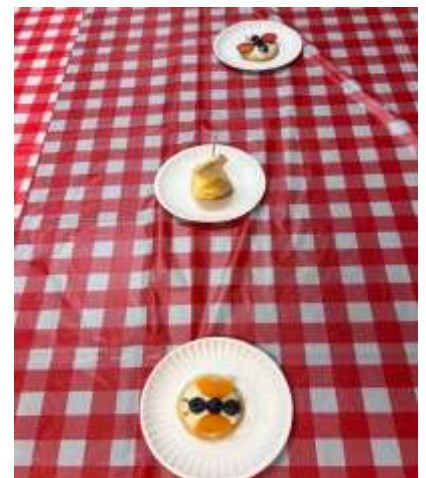
- **Sunday Morning Fellowship Hour:**
 - Serving coffee and doughnuts, supported through donations from the congregation.
- **Funeral Luncheons:**
 - Served 11 member funeral luncheons and 11 funeral luncheons for Dare Funeral Home in 2024.
 - Each luncheon, depending on size, requires three to six volunteers plus the coordinator and up to five hours of service.
- **Seasonal and Special Events:**
 - Set up and served Ash Wednesday soup supper and dinner church throughout Lent.
 - Assisted with food service for the Block Party in May.
 - Helped with preparation, serving, and cleanup of meals for Vacation Bible School.
 - Coordinated and hosted **Pie Sunday** in November, serving pies brought by members of the congregation.
 - Coordinated and hosted **Heritage Sunday** in December, inviting members to bring special treats indicative of their heritage.
- **CYF Assistance:**
 - Assisted with meals when needed.
- **Special Member Events:**
 - Helped members celebrate milestone birthdays, anniversaries, and other significant occasions.

We welcome new team members! Meetings are held on the first Monday of the month at 10:30 am. If you are interested in becoming a team member or would like to occasionally help serve coffee on Sunday mornings, please contact Co-Chairs: Barb Overbye or Gwen Krizek.

Team Members: Karen Acers, Barb Burandt, Jane Cazett, Peg Davies, Sue Hecker, Gwen Krizek, Sandy Krumwiede, Kari Lorenz, Barb Overbye and Dixie Rud



RIC Sunday 2024



Vacation Bible School



Heritage Sunday

MISSION ENDOWMENT FUND

Committee Background

After the generous gift from the Patten Family in 2016, the Mission Endowment Committee became active in 2018. The committee has been discussing ways to let people know how to support the mission of ERLC through the Endowment Fund. We are always open to hearing about new and different groups in our community to contribute to.

2024 Disbursements

We were able to award four disbursements for the year:

- **CYF Night: JUSTmove** - \$2,000
- **Financial Peace University** - \$1,500 (to be held early next year)
- **Estate Planning Elder Law Event** - \$200
- **Lutheran Disaster Response** - \$2,000 (as a giving challenge)

Financial History

See monthly financial reports from Edward Jones for account balances, available from the church office.

Financial Overview

Year	2022	2023	2024
Endowment Fund Principle	\$201,275.22	\$216,161.67	\$233,407.23
Cash for Grant Disbursements	\$6,405.27	\$6,163.82	\$3,274.15
Total Fund Assets	\$207,680.49	\$222,325.49	\$236,681.38

Year	Contribution/Disbursement
2017	Establishment of Endowment Fund - \$172,273.31
2018	\$250 to CAER \$500 to ERLC for Financial Peace University \$250 to ISD #728 for school lunches
2020	\$1,000 to Thumbs Up \$3,000 to Open Doors for Youth \$1,000 to CAER
2021	\$1,000 to CAER
2022	Gift of \$3,839 from a member's estate
2023	\$1,000 to Lutheran University in Nigeria \$1,500 for Financial Peace University
2024	\$2,000 for CYF Night: JUSTmove \$2,000 to Lutheran Disaster Response \$200 Estate Planner Elder Law Event \$1,500 Financial Peace University

Grant Application Information

Keeping with the goal of awarding grants quarterly, applications are due on January 15th, April 15th, August 15th, and October 15th. The Endowment Committee will notify applicants of the committee's decision within 60 days of each submission deadline. The application form is available in the church office or can be downloaded from the ERLC Mission Endowment Fund page on the ERLC website.

Direct website link:

<https://www.elkriverlutheran.org/mission-endowment-fund.html>

Leaving a Legacy of Faith

Information regarding "Leaving a Legacy of Faith" by donating to the ERLC Mission Endowment Fund is also available in the ERLC Office.

Mission Endowment Committee Members:

- Hans DuBois - Chair
- John Campbell - Financial Secretary
- Paula Donnelly - Recording Secretary
- Sue Sass
- Linda Campbell
- Pastor Nathan Mugaas - Advisory Member
- Kent Larson - Advisory Member

MUSIC MINISTRY

This past year has been vibrant and meaningful for the Music Ministry. Guided by our mission, the volunteer musicians and I have sought to provide music that enhances worship, builds community, and glorifies the love of God. Each ensemble contributed its unique gifts, making this year a tapestry of worshipful moments and joyful music-making.

Choir

The choir, which rehearses weekly on Thursday evenings, brought heartfelt anthems and meaningful leadership to worship throughout the year. Highlights included special services such as RIC Sunday, Ash Wednesday, Maundy Thursday, Easter, and All Saints Day. The choir also led music while I was away on multiple occasions, ensuring continuity in worship.

Key events included the winter party on January 4th and the Choral Tune-Up on January 20th, fostering connection and skill development. Music Sunday on September 29th celebrated the breadth of our music ministry, and the joint concert with Our Savior's Lutheran Church on December 13th showcased the choir's dedication and artistry. The year concluded with the choir's leadership at the 10 PM Christmas Eve service, a sacred and reflective time.



The choir ended the year with 25 singers on their roster. I also want to highlight our dedicated and invaluable pianist, Lisa Griffin. Lisa plays for every traditional service, leads music when I am gone, and accompanies the choir. Her talent and commitment are foundational to the success of our music ministry.

Mississippi Sound

Mississippi Sound, our newly named ensemble, rehearsed mostly on Sundays and occasionally on Wednesdays, bringing a spirited energy to worship. They announced their new name in September and embraced opportunities to enrich our worship life. Their contributions to Ash Wednesday and Reformation Sunday were particularly moving. Moments of fellowship, such as the winter party and Program Kick-Off Party, strengthened this ensemble's sense of community.

Mississippi Sound added bass clarinet player Su Legatt to their lineup this year and ended the year with 9 talented players. Cate Bannister, Liam Weber, and Colin Badger joined the ensemble for Reformation Sunday, adding fresh energy and enthusiasm.



Riverside Ringers



The Riverside Ringers, meeting on Tuesday evenings, enriched worship with their resonant tones. They graced services throughout the year, including Easter morning and Music Sunday. Other highlights included a workshop with Bill Mathis in August, fostering both skill and camaraderie. Though their December 17th *Bells & Carols* event was canceled, the group remained steadfast in their commitment to beautiful music-making.

The Riverside Ringers ended the year with 19, demonstrating a strong and committed presence in our congregation.

Worship Band

The Worship Band, rehearsing weekly on Monday evenings, played a key role in many special services, including RIC Sunday, Acoustic Sunday, and Reformation Sunday. Their leadership on Christmas Eve at the 4:30 PM service and during the Kid's Program on December 15th brought joy to all generations.

Their participation in the Play Music on Your Porch Day on August 31st served as a kick-off jam session, setting the tone for their program year. The Worship Band led music for the Outdoor Service and performed a set of music as entertainment for the Block Party.

This year, the Worship Band welcomed vocalist Carley Sorenson into its fold, ending the year with seven members on the roster.



Special Musical Guests

Throughout the year, we welcomed special musical guests to enrich our worship and community events. The Brooklyn Big Band performed for the CYF fundraiser on January 20th, bringing energy and excitement to a fun-filled evening. On June 23rd, the Kaleidoscope Quartet shared their talents during our services and performed a matinee that afternoon. On December 22nd, Rachel Kurtz led a special Christmas service, offering powerful Christmas music and a message that resonated deeply with all who attended.



Special Initiatives and Highlights

This year, the Music Ministry emphasized collaboration, skill development, and congregational engagement. Key initiatives included:

- **Ash Wednesday and Maundy Thursday:** Integrating multiple ensembles for rich, congregational worship experiences.
- **Planning Center Training:** Introducing tools to streamline scheduling and communication for all musicians.
- **Dinner and Forums:** Opportunities for discussion and fellowship, fostering deeper relationships and shared vision.
- **Caroling:** Spreading joy through Christmas in July, November, and December events.
- **Carnegie Hall Trip Preparation:** Mobilizing 18 participants for a June 2025 performance, with multiple info sessions and ongoing planning.



Looking Ahead

The Music Ministry remains robust and committed to providing meaningful music experiences for our congregation and musicians. Through collaboration, creativity, and trust in God's grace, I'm excited to serve with joy and dedication. I am grateful for the many volunteers and leaders who have made this year's achievements possible. Thank you for supporting this ministry that inspires, uplifts, and connects us all.

With Gratitude,
Taylor



QUILTING TEAM

Quilts Created in 2024 In 2024, the quilting team made an impressive 265 quilts. In the spring, 88 quilts were blessed for Lutheran World Relief. During that time, we also wrapped a quilt around our 10 graduating seniors as a symbol of love and support as they continue their life journeys. Afterward, the quilts were packed and transported to St. Paul by one of our quilters.



The team quickly got busy again, matching fabric, cutting pieces, sewing, tying fronts to backs, and adding bindings. We now have 101 quilts ready to be blessed and sent.

Quarterly Contributions Every three months, we donate six quilts to Lutheran Social Services (LSS), totaling 24 quilts and two wool blankets for the year. This year, we received donations of adorable kid-friendly fabric featuring fun characters and words. From these, we made 18 children's blankets for LSS in September and another eight in December.

In addition to LSS donations, we contributed:

- Eight children's quilts to the Fire Truck Toy Drive.
- Eight children's quilts to River of Hope, supporting families affected by domestic violence.
- Four quilts to the International Institute, assisting survivors of human trafficking.



Special Partnerships and Donations We partnered with Holy Trinity Episcopal Church, donating a quilt for their raffle. They raised \$342 for Open Doors for Youth, a resource center for 16-24-year-olds experiencing homelessness or housing instability. Additionally, we donated a quilt for the Youth Trip Raffle at ERLC.



School Kits In September, we blessed 142 school kits. The Evening Bible Study Group, quilters, and congregation members filled these bags with supplies, which were then shipped through Lutheran World Relief.

Holiday Creations Using donated Christmas fabric, we crafted festive items such as children's quilts, aprons, kids' aprons, table runners, hand towels, bread basket liners, and an Advent calendar. These were made available for donations.



Blessings Received We have been abundantly blessed with donations of fabric, sheets, school supplies, sewing materials, 31 lap quilt tops, and cash for batting and shipping from our congregation, friends, and families.



Join Us New participants are always welcome to join the quilting team! We meet on Tuesdays from 9:00 AM to 11:00 AM or 12:00 PM in the lower level of the church.

Accomplishments

- **2013–2024 Totals:** 1,023 quilts and 523 school bags

Team Leaders: Linda Felska and Sue Hecker

“Those who sleep under a quilt, sleep under a blanket of love.”

“Those who receive school kits have a source of comfort, security, and hope. They have a chance of breaking the chains of chronic poverty.”

WORSHIP VOLUNTEER COORDINATOR TEAM

Purpose and Formation

The Worship Volunteer Coordinator Team is a new team at ERLC created in the summer of 2024. Its purpose is defined by the name: to recruit, assign, support, and train (as needed) congregational members who assist with worship services. These roles include Greeters, Ushers, Scripture Readers, Communion Servers, Communion Stewards, Mid-week Communion Fillers, Soundboard Operators, PowerPoint Operators, and occasionally Switcher Operators.

Transition and Training

After training with Taylor Quinn and Linda Nielsen over the summer, the team began scheduling and supporting volunteers on September 1. Taylor had coordinated scheduling worship volunteers for the past two years, in addition to his other responsibilities as ERLC Director of Music Ministry and Worship.

Volunteer Needs and Contributions

On an average Sunday with two worship services, 25 volunteers are needed. Special worship services may require additional volunteers. We are blessed that approximately 135 members of all ages in our congregation willingly volunteer their time to serve in these various roles.

Responsibilities and Updates

The Worship Volunteer Coordinating Team is responsible for updating responsibility guidelines and providing training for these volunteers to reflect changes in how we "do" worship and determine the best way to serve our congregation to provide enriching, inspirational worship.

Gratitude for Staff and Volunteers

We are grateful to the church staff and volunteers who have been so patient with us as we learn the responsibilities of this team, process through the systems, and figure out how to make the team work most effectively. We are also grateful for the many volunteers who give generously of their time and cheerfully fill in when there are last-minute cancellations.

Invitation to Join

The Worship Volunteer Team would like to extend an invitation to anyone who would be interested in learning more about or volunteering for any of the Worship Volunteer roles. Training will be provided for new volunteers. A quick walk-through introductory training could also be available for anyone who wishes it. Please contact any of the team members listed below for more information:

Babs Armagost - (813) 716-5907
Jenny Pruchnik - (763) 234-7250
Chris Hansen - (402) 490-6719
Team Email: erlcvolunteers@gmail.com



STATISTICAL REPORT 2024

	2023	2024
TOTAL MEMBERS (AS OF DECEMBER 31)	721	730
BAPTIZED	638	647
CONFIRMED	514	524

ACCESSIONS	2023	2024
Received by Baptism	13	7
Confirmed	11	11
Received by Transfer	30	21
Total	54	39

LOSSES	2023	2024
By Death	14	10
By Transfer	2	0
Inactive	0	5
Total	16	15

NET GAIN/LOSS		
	54/16	39/15

AVERAGE WORSHIP ATTENDANCE	2023	2024
In Person	196	212
Online Average**	335	264

EDUCATION ENROLLMENT	2023	2024
Sunday School (LIFT!)	45	47
Confirmation	31	34

PASTORAL ACTS	2023	2024
Baptisms	13	7
Confirmations	11	11
Funerals	10	10
Weddings	4	3

**Per ELCA "Tracking Online Worship Attendance"

LOVE INSIDE OUT CAPITAL CAMPAIGN UPDATE

Thank you to everyone who has pledged and given to the 2023-2025 LOVE Inside Out Capital Appeal! We received 117 pledges totaling \$708,277.99. Through the end of 2024 we have received contributions from 149 people/families totalling \$477,555.05. The current Building Fund balance is \$272,971.66.



Below you'll find the stated goals of the campaign. To date we have continued to make mortgage payments from the Building Fund with these donated dollars, which allows General Fund money to support the day to day ministry of the church.

This fall we received updated bids to **Redash (repair) Exterior Stucco** that fall within what was originally budgeted in the campaign (see details below). Work on the stucco will begin in the spring of 2025. This summer we also hope to begin working with a landscape architect to plan and design the **Outdoor Beautification & Signage to Improve Our Visibility** (also detailed below). Beginning formal planning for the outdoor beautification this summer will allow us to start construction in the spring of 2026, once all of the pledged dollars have come in.

Again, thank you for your generous support of this campaign and the ways it will help our church and the community experience God's LOVE Inside and Out.

-Pastor Nathan

LOVE Inside Out Capital Appeal Goal - \$850,000

\$380,000 - Monthly Mortgage Payments

- \$271,460* (principal and interest payments for 2023-2025)
- \$108,000* (principal and interest payments on second mortgage)

*these were estimates made at the establishment of the the campaign



\$120,000 - Redash (repair) Exterior Stucco

- Needed not only for the cosmetic appearance of our building, but also longevity. Exterior brick of this building is timeless and looks great, but the stucco is showing its age. Once the stucco is repaired, this building and its unique architecture will really shine.

\$220,000 - Outdoor Beautification & Signage to Improve Our Visibility

- Install updated streetside signage and a large cross to communicate to the entire Elk River community "WE ARE A CHURCH!"
- Reconfiguring the drive-thru to provide better traffic flow and pickup/dropoff space.
- Create our envisioned patio space on Main Street for congregational and community use.

\$130,000 - Principal Buy-Down

- Prepayment of our mortgage will allow us to free up additional funds for ministry and mission.

TREASURER'S REPORT

I would like to begin with an update on the news Kent Larson and I shared with you in November that our budget was -\$33,000. I am elated to report we finished the year with \$6,738. You heard our request and responded so generously. The Council and I **THANK YOU!**

Month	2024 Actual Giving	2024 Monthly Budget	Difference Budget-Actual
Jan	\$42,595.38	\$40,416.66	\$2,178.72
Feb	\$46,494.96	\$40,416.66	\$6,078.30
Mar	\$41,876.81	\$40,416.66	\$1,460.15
Apr	\$44,635.31	\$40,416.66	\$4,218.65
May	\$32,216.84	\$40,416.67	\$(8,199.83)
Jun	\$45,542.69	\$40,416.67	\$5,126.02
Jul	\$39,468.17	\$40,416.67	\$(948.50)
Aug	\$35,573.31	\$40,416.67	\$(4,843.36)
Sep	\$35,365.13	\$40,416.67	\$(5,051.54)
Oct	\$48,220.93	\$40,416.67	\$7,804.26
Nov	\$47,875.74	\$40,416.67	\$7,459.07
Dec	\$64,419.97	\$40,416.67	\$24,003.30
Total	\$524,285.24	\$485,000.00	\$39,285.24

This leaves the Employee Retention Credit (ERC) at \$81,024.78. We allocated \$39,500 to be used towards the 2024 budget but it is not needed.

Future use of the ERC grant may include the Deferred Maintenance Reserve Fund, the Community Outreach Dedicated Funds, the Operating Reserve Fund, and/or an outside financial audit.

2023-2025 LOVE INSIDE AND OUT CAMPAIGN		
Total Pledges	\$708,277.99	
7/31/24 Received	\$350,970.64	50% goal
12/31/24 Received	\$477,555.05	67% goal

2025 will be an exciting year. Our ministry care teams and staff are working together to continue to fulfill our mission statement:

Trusting in God's grace, an accepting, joyful community, serving God & neighbor.

~ Julie Marie Haugen, Treasurer



Financial Report and Budget

	2024 Budget	2024 Actual	2025 Budget
General Income	\$ 509,400.00	\$ 555,542.70	\$568,975.00
Employee Retention Credit	\$ 39,500.00	\$ -	\$ -
Total Income	\$ 548,900.00	\$ 555,542.70	\$568,975.00
General Expenses:			
Office/Admin	\$ 31,500.00	\$ 33,328.47	\$ 33,039.89
Worship	\$ 6,110.00	\$ 7,760.42	\$ 8,550.00
Hospitality	\$ 6,050.00	\$ 5,489.54	\$ 5,000.00
Music	\$ 6,335.00	\$ 5,842.69	\$ 6,483.00
CYF	\$ 8,365.00	\$ 10,963.99	\$ 10,665.00
Adult Faith	\$ 1,280.00	\$ 998.35	\$ 1,950.00
Facilities/Building	\$ 43,930.00	\$ 47,840.19	\$ 44,800.00
Staff	\$ 398,615.18	\$ 386,849.46	\$411,719.05
Benevolence	\$ 46,800.00	\$ 49,731.33	\$ 46,800.00
Total Expense	\$ 548,985.18	\$ 548,804.44	\$569,006.94
Profit/Loss	\$ (85.18)	\$ 6,738.26	\$ (31.94)

Balance Sheet

Account Balances	2023 Year End	2024 Year End
General Checking	\$ 82,443.28	\$ 83,358.22
Building Fund	\$ 195,009.27	\$ 272,971.66
Operating Reserve Fund	\$ 43,053.96	\$ 45,439.96
MIF Account	\$ 5,594.78	\$ 5,632.26
ERLC Endowment	\$ 222,325.49	\$ 236,681.38
Employee Retention Credit	\$ 79,386.92	\$ 81,024.78
Dedicated Accounts:		
Deferred Maintenance Rsv Fund (prev. Capital Improv.)	\$ 11,613.41	\$ 6,745.01
Youth Ministries	\$ 5,367.71	\$ 6,108.06
Memorial	\$ 14,182.59	\$ 18,647.59
Hospitality	\$ 3,575.76	\$ 3,575.76
Program Fees Received	\$ 4,075.40	\$ 879.31
Comm Outreach	\$ 7,876.23	\$ 6,919.01
Good Samaritan	\$ 1,290.53	\$ 3,452.43
Quilting	\$ 799.97	\$ 1,260.25
Continuing Education	\$ -	\$ 500.00
Total Dedicated Accounts	\$ 48,781.60	\$ 48,087.42
Total Account Balances	\$ 597,208.38	\$ 773,195.68
Liabilities		
MIF Mortgage Loan	\$ 1,118,023.13	\$ 1,064,400.98
MIF Construction Loan	\$234,924.38	\$214,098.17

COUNCIL BALLOT 2025

Terms for Current Council Members:

Jeff Schrock (2026)
Sue Hales (2026)
Kent Larson (2026)
Kelli Horner (2027)
Amy Anderson (2027)
Zoey Day (2027)

Outgoing Council Members

Matt Glasoe (2025)
Julie Marie Haugen (2025)
Conni Natwick (2025)
Tom Werk (2025)

Congregation Council: (Four Needed, three 3-yr terms)
(Vote for 4)

- Julie Marie Haugen
- Conni Natwick
- Ken Wells
- Justin Howland
- Dan Nelson

Council Officers candidates – 1-yr term:
(Vote for 4)

- President – Jeff Schrock
- VP – Kent Larson
- Treasurer – Julie Marie Haugen
- Secretary – Kelli Horner

NOMINATING COMMITTEE BALLOT 2025

Current Nominating Committee Members

Kari Christianson (2025)

Vicki Simpson (2025)

Jennifer Stanley (2026)

Mark Johnson (2026)

Kara Hennig (2026)

Nominating Committee: (2-yr. term)

(Vote for 2)

- Tom Werk
- Matt Glasoe

MISSION ENDOWMENT FUND COMMITTEE BALLOT 2025

Current Mission Endowment Fund Committee Members

Paula Donnelly (2026)

Hans DuBois (2026)

Sue Sass (2027)

Linda Campbell (2027)

Outgoing Mission Endowment Fund Committee Members

John Campbell (2025)

Mission Endowment Fund Committee: (3-yr. term)

(Vote for 1)

- Steve Bucholz
- Rick Bock



729 Main St NW, Elk River, MN 55330

www.elkriverlutheran.org