

# ANNUAL REPORT 2023



Evangelical  
Lutheran Church  
in America

# A MESSAGE FROM PRESIDING BISHOP ELIZABETH EATON



Dear friends in Christ,

We have seen many changes throughout the years and throughout the world. Sometimes we've been left yearning for the days when things didn't feel so complicated. Other times, we have seen something new happen and have asked, "Why did this take so long?" The church has been through its own changes as well. Some of these have left us wishing for simpler times while others have us waiting for even more to come about.

But, dear church, God still is unchanging. God's love is still the foundation on which the church was built. While we have seen many changes, both in the world and at the Evangelical Lutheran Church in America, the eternal love of God and the good news that dwells with Christ's death and resurrection continue to provide hope for everyone. This is why our mission remains steadfast, whether that is through our traditional mission work in places near and far or from new ventures and visions that encourage us to think of different ways to reach even more people.

The writer of Hebrews reminds us: "Do not neglect to do good and to share what you have, for such sacrifices are pleasing to God" (13:16). That could not be truer in the work we have been doing in each expression of the church. Your gifts continue to benefit the good work of spreading the good news throughout your communities, your synods and the whole church. We are all answering the call to continue to do good work with the help of your support, whether that is through your resources, your time or your talents.

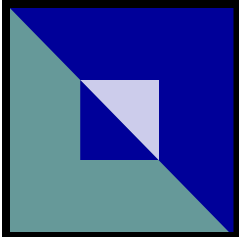
I am grateful for your generous support of each expression of the church. God calls all of us to continue to do the good work, and you continue to answer that call. We also continue to join you in that call and will remain true to looking toward God's unchanging promise. There is still much change and learning that will come before us, but God's steadfast love energizes us for the work God is still doing in the world through this church.

In Christ,

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

“Do not neglect to do good and to share what you have, for such sacrifices are pleasing to God”

(Hebrews 13:16).



**Immanuel Lutheran Church  
Strum, Wisconsin**

**Annual Report**

**2023**

**2024 Annual  
Congregational Meeting  
Immanuel Lutheran Church  
Strum, Wisconsin  
February 4, 2024  
8:30 AM**

**Contents:**

Synod Bishop .....2  
 President .....3  
 Secretary .....4  
 Altar Guild .....7  
 Social Concerns.....7  
 Sunday School.....8  
 Endowment.....9  
 Treasurer .....10  
 CBELC .....13  
 WELCA.....14  
 Food Pantry.....16

**Agenda**

- Call to order
- Opening Prayer
- President’s Report
- Secretary’s Report
- Approval of 2023 Minutes
- Endowment Fund Report
- Approval of 2024 Endowment Disbursements
- Treasurer’s Report
- Approval of 2024 Budget
- Old Business:
- New Business:
  - Election of 1 Council Member
  - Election of 2 Endowment Committee Members
- Closing Prayer
- Adjournment

## Annual Report and Thank You! From Bishop Laurie Skow-Anderson January 2023

Dear Pastors, Deacons, SAMs, lay leaders, members and friends of the Northwest Synod of Wisconsin,

Happy New Year! Did you make a New Year's resolution? I wonder what would happen if entire congregations or even if the whole church council would make a New Year's resolution together. What would it be? What might be a God pleasing, faithful New Year's resolution for you, personally? Your church? Your church council?

What is your congregation's  
New Year's Resolution?

Maybe the New Year's resolution might be to begin every church meeting in the next year by asking a God question like, "I wonder, what does God want us to accomplish in this meeting today? How might what we do in our meeting today please God and be faithful to our baptismal promises?" As someone once famously said, "The main thing is to keep the main thing the main thing. The main thing is Jesus." What if our New Year resolution is to repeat that phrase before every meeting?

As a synod, we are good at New Year's resolutions, or at least we always have resolutions at our synod assembly! This year our synod resolution will be to learn more about our indigenous neighbors. Jesus said that the main thing, the greatest commandment was to love God and love our neighbors. On Monday, January 23 we will be learning from our Ho-Chunk neighbors from Black River Falls at our Winter Theological Gathering *Rebound: Unsettled History-Hopeful Future* at Luther Park in Chetek. Click here to register. [Northwest Synod of Wisconsin | Winter Theological \(nwswi.org\)](https://www.nwswi.org/winter-theological-gathering)

At the synod assembly on April 29 our theme is *Rebound: From Worry to Wonder*, there will be resolution that will come before the assembly encouraging every congregation to learn about their indigenous neighbors and write their own land acknowledgement and include it on their website and welcome statements in their bulletins. What if your congregation's New Year's Resolution was to learn more about your neighbors and discover new ways to love them?

Our synod's New Year's resolution is to love our neighbors by learning more about our indigenous neighbors and encouraging congregations to write and use land acknowledgements.

### What is a land acknowledgement?

It is formal statement that a public event is taking place on land

originally inhabited by [indigenous peoples](https://en.wikipedia.org/wiki/Indigenous_peoples). (Wikipedia) This statement recognizes and respects Indigenous peoples as the traditional stewards of the land and the relationship that exists between them and their traditional territories. Here is the link to our synod's land acknowledgment. [Northwest Synod of Wisconsin | Land Acknowledgement \(nwswi.org\)](https://www.nwswi.org/land-acknowledgement)



**Synod staff update:** In this new year there will be a new synod minister. Pastor Diane House will begin her call as our synod's new Director for Evangelical Mission (DEM) on January 9. We will officially welcome her at Winter Theo. We will miss Pastor Erin Nelson, but wish her well in her endeavor as owner of The Purple Tree, an eco-justice business in Hudson.



## COUNCIL PRESIDENT'S REPORT – 2023

It has been my privilege and honor to serve as your president in 2023. Thank-you for your confidence in my ability to lead this congregation. I could not have done the job without the support, ideas, and hard work of the council. I appreciate everything the council has done this year. Council members include: Bob Schlink, Peter Berge, Gloria Wagener, Dean Anderson, and John Eide. Immanuel Lutheran is a wonderful church community to belong to. We have many people who contribute their time, talent, and gifts each week to make our church successful, we are thankful for you. A special thank-you to Jeanette Tobiason, our organist, music director. The time and talents you give to Immanuel are beyond measure. Michelle Jacobson, administrative assistant/Sunday School Director and Jean Herman our custodian you keep the day-to-day operations of our church working smoothly. We also have several groups who provide support to projects within our church as well as giving to organizations within our community and beyond. They include the men's group, WELCA, bible study groups, and quilters. Consider getting involved with one of these activities or groups. Your life will be enriched beyond measure. It is a wonderful opportunity to meet new people and develop new friendships.

Recap of the year. Highlights include, a new furnace for the church, the Food Pantry serving an increasing number of families in our community, honoring 2023 high school graduates and providing them with quilts made by Immanuel's quilters, Apple Pie Project, joint worship service with Elk Creek Lutheran at Johnson's Barn, Easter, and Thanksgiving dinners, ARDC senior dinners on Tuesday and Thursday, a 12-week exercise program through ARDC and the annual Community Christmas tree. In October Pastor Ahles retired, we remember him as a great example of living a life of faith. A blessing to our church and community. As 2023 ends our church is in good standing financially due to the generous support of all of you. Your support to our general budget as well as your support for our special projects are critical to the overall well-being of our church, thank-you for your continued support.

2024 will bring a new beginning to Immanuel. As we work to call a new pastor to our congregation, may the Holy Spirit lead us to discern the gifts we seek and see those gifts clearly in the candidates you are sending to us.

Our prayer is that our congregation does not stand still; instead, we passionately move forward with our vision, supported, and committed by prayers, presence, gifts, service, and witness. Let us dream and envision together as we move forward by faith as God's church.

God's Blessing

Kris Husby, Council President

## **Secretary's Report**

### **Annual Meeting Minutes 2023**

The meeting was called to order by President Kris Husby.

Pastor Ahles led those in attendance with an opening prayer.

Pastor Ahles shared that his report is printed in the Annual Report and invited those at the annual meeting to read it.

President Kris Husby invited those at the annual meeting to read her report found in the Annual Report. A reminder was given to sign up for Soup Suppers during Lent and for Coffee Hour. Thank you to everyone for all that you do.

A motion was made by George Ross to accept the 2022 Annual Meeting Minutes as presented in the Annual Report; second by Tom Wagener. Motion carried.

Tom Wagener shared a poem by Howard Thurman based on Matthew 25:31-40 that describes the purpose of the Endowment Fund and presented the recommended 2023 disbursements. A motion was made by Dave Berge to approve the disbursements as presented; second by Dave Bjorklund. Motion carried.

Treasurer's Report: Questions brought up prior to meeting were addressed: Increase in bank charges due to increase in online fees; the payment to Elk Creek Lutheran for use of the parsonage is paid from the Parsonage Fund not the General Fund; CBELC rent is \$8,400 per year, working with them to correct their report. Audit of financials was also discussed. A motion was made by Martha Solfest to approve the Treasurer's report; second by Mary Bjorgo. Motion carried.

Motion to approve the 2023 Budget was made by John Eide; second by Mary Salava. Motion Carried.

#### **OLD BUSINESS:**

There was no old business to report.

#### **NEW BUSINESS**

Election of council members: John Eide and Incumbent members, Dean Anderson and Kris Husby were nominated by Gloria Wagener for election. Motion made by Peter



## **Secretary's Report (Continued)**

Berge to elect nominated candidates; second by Jean Amundson. Motion carried.

Endowment Committee election: Motion made by Gloria Wagener to nominate and elect Karin Back and Rita Berge to the Endowment Committee; second by Joyce Schmidt. Motion carried.

Parish Council election: Tom has fulfilled his term and cannot be reelected. Motion made by Gloria Wagener to nominate and elect Dave Berge to the Parish Council; second by Bob Schlink. Motion carried.

Closing prayer by Pastor Ahles.

Motion to adjourn made by Lois Hulberg; second by Dave Bjorklund.

### **Current Council Members**

### **Term End Date**

|   |              |
|---|--------------|
| Kris Husby, President (2nd term) .....          | January 2026 |
| Bob Schlink, Vice-president (2nd Term) .....    | January 2025 |
| Gloria Wagener, Treasurer (1st Term) .....      | January 2025 |
| Peter Berge, Secretary (2nd Term) .....         | January 2024 |
| Dean Anderson, Member-at-large (2nd Term) ..... | January 2026 |
| John Eide, Member-at-large (1st Term) .....     | January 2026 |

### **Sunday School Bibles**

|                  |              |            |
|------------------|--------------|------------|
| Lillian Anderson | Asa Erickson | Louis Styx |
| Molly Styx       |              |            |

### **First Communion**

|                  |              |                     |
|------------------|--------------|---------------------|
| Lillian Anderson | Asa Erickson | Sophia Yepez-Larson |
| Louis Styx       | Molly Styx   |                     |

### **Confirmands**

|                 |                |                  |
|-----------------|----------------|------------------|
| Dominic Dregney | Avery Glenz    | Ashton Hanson    |
| Lily Ross       | Brock Stendahl | Isabella Walling |
| Molly Wampole   | Bo Windjue     |                  |

## **Secretary's Report (Continued)**

### **Transfers**

#### Outgoing

Merlyn Franson to Eleva Lutheran Church

Greg and Kaye Kruger to Trinity of Norden

#### Incoming

Kevin and Diane Hauge

### **Baptisms**

January 15, 2023 ..... Bennett Michael Engevoid  
*Parents ..... Brandon Engevoid & Cora Rud*

May 7, 2023 ..... Louis Raymond Styx  
*Parents ..... Mike Studebaker & Lisa Juodis*

May 7, 2023 ..... Molly Michele Styx  
*Parents ..... Mike Studebaker & Lisa Juodis*

July 9, 2023 ..... Mabel Genevieve Simonson  
*Parents ..... Mark Simonson & Taylor Wilson*

August 20, 2023 ..... Ella Jae Westphal  
*Parents ..... Derrick & Andrea Westphal*

### **Weddings**

None

### **Funerals**

January 19, 2023.....Allen Olson\* (DOD: 01/11/2023)

April 11, 2023..... Margaret Severson (DOD: 04/03/2023)

April 24, 2023 ..... Melissa DeGolier\*\* (DOD: 04/16/2023)

April 29, 2023 ..... Conrad Gullicksrud (DOD: 04/25/2023)

June 2, 2023..... Janet Higley\* (DOD: 05/19/2023)

September 2, 2023.....Jeanette Berg (DOD: 08/28/2023)

September 9, 2023..... Beverly Grant (DOD: 08/31/2023)

September 29, 2023..... Ronald Runkel (DOD: 09/20/2023)

October 24, 2023..... Corinne Hanson (DOD: 10/17/2023)



December 7, 2023 ..... Janet Cole (DOD: 11/06/2023)  
 December 19, 2023 ..... Terrance Brion (DOD: 12/14/2023)  
 December 21, 2023 ..... Darlene Insteness (DOD: 12/17/2023)

\*Off-site ceremony \*\*Non-member

## **Altar Guild**

Gloria Wagener, Coordinator

The Altar Guild is the organization that helps the pastor keep the altar area presentable and in season. It is given the privilege and responsibility to care for the sacred objects in the church. Reverence is the guiding principle while performing their duties with utmost care and devotion. The Altar Guild is responsible for setting up communion, changing the paraments and banners, maintaining the oil candles, filling the homebound communion kits, cleaning and pressing the acolyte robes, and providing and arranging the flowers in the church. It is an integral part of worship life at Immanuel.

## **Social Concerns**

Current Members: Rita Berge, Michelle Jacobson, and Marlene Onstad

This year the Endowment Fund gave \$1,000.00 for our annual budget. Marlene Onstad coordinated Easter cards and mementos for our congregation's shut in members. An Easter brunch was served by church volunteers. Thanksgiving dinner was served this year to approximately 180 members of the community by Michelle an incredible team of volunteers. The Social Concerns Ministry collected \$495 in donations for the ELCA Good Gifts program and sent an additional \$495 in matching funds to the ELCA (matching funds were sent in January 2024). A contribution was also made to Christmas from the Heart. Rita coordinated Christmas cards and gifts for our congregation's shut in members. Endowment Fund applications were sent in December to several non-profit area charitable organizations to encourage them to take the opportunity to apply for funding.

If you would like to purchase coffee from Equal Exchange (Fair Trade), please contact Marie Murrell at [elsasmom@tcc.coop](mailto:elsasmom@tcc.coop).

## Sunday School

Kids Night Out: On Friday, May 12 we hosted a Kids Night Out with Luther Park Bible Camp counselors. The kids had a great time playing games from 6:30 PM - 10:00 PM. It is our hope to do it again this year.

In July we had a Slime the teacher fundraiser for Christmas From the Heart. If the kids raised a minimum of \$300, they got to slime Michelle and Pastor Ahles. I think everyone had a blast watching the kids slime us with water cannons.

Vacation Bible School was held July 31 through August 4. This year's theme was Twists & Turns. Each day the kids played their way through the program while learning that Jesus is always with us through life's twists and turns. The daily opening and closing skits were performed by Lee Glenz and Jorge Mora Bates; music with Jeanette Tobiason, Bible study with Pastor Ahles, Crafts with Denise Clark, Judy Clark, Michelle Jacobson, and Kate Back; meals prepared by Martha Solfest and Lisa Juodis with a pizza party on the last day with Little Caesar's pizza (Thank you Kate for picking up the order!). The Sunday following VBS the kids performed a few songs for the congregation, including the theme song "Twists & Turns".

Due to the number of youth available, the Christmas program "Wise Guys" was put on hold until 2024. The children sang, rang bells, and kazooed their way through some fun songs during the Christmas Concert on December 20, 2023.

We continue on with the New Testament January through May learning about the incredible love Jesus has for us and what it's like to have the power of Jesus in our lives.

Rather than holding Vacation Bible School for one week during the summer, which always seems to coincide with swimming lessons, we are planning to divide it up over the summer months on Wednesday nights to ease the pressure on volunteers, staff, parents, and children.

Still in need of Sunday School Teachers...please call the church office if you would like to volunteer an hour of your time on one or two Sundays per month.

## Endowment Fund

|   |                    |                     |               |
|---|--------------------|---------------------|---------------|
| January 1, 2023                           | Total Assets       | \$350,264.73        |               |
|   | 2022 Disbursements | <u>\$16,600.00</u>  |               |
|   | <i>Subtotal</i>    | <i>\$333,664.73</i> |               |
| December 31, 2023                         | Total Assets       | <u>\$381,506.87</u> |               |
| <b>Total Earnings (Loss) for the year</b> |                    | <b>\$47,842.14</b>  | <b>13.66%</b> |

|   | <b>2023<br/>Distributed</b> | <b>2024<br/>Requested</b> | <b>2024<br/>Proposed</b> |
|---|-----------------------------|---------------------------|--------------------------|
| <b>Category A:</b>                          |                             |                           |                          |
| Wartburg Theological Seminary               | 800.00                      | 1,000.00                  | 1,400.00                 |
| Luther Seminary                             | 800.00                      | 1,000.00                  | 1,400.00                 |
| John Baynton, Young Adults Global Mission   | 1,500.00                    | 0.00                      | 0.00                     |
| <b>Total Category A</b>                     | <b>3,100.00</b>             | <b>2,000.00</b>           | <b>2,800.00</b>          |
| <b>Category B:</b>                          |                             |                           |                          |
| The Community Table                         | 600.00                      | 1,000.00                  | 700.00                   |
| New Horizons - Serves domestic abuse        | 200.00                      | 0.00                      | 0.00                     |
| Hamlin HCE - Wisconsin Bookworms Program    | 600.00                      | 800.00                    | 800.00                   |
| E-S Community Support                       | 1,000.00                    | 2,000.00                  | 1,000.00                 |
| Hope Gospel Mission                         | 600.00                      | 1,000.00                  | 700.00                   |
| Trempealeau County Food Pantry              | 800.00                      | Any amount                | 800.00                   |
| Wellness Shack for Mental Health            | 500.00                      | 600.00                    | 700.00                   |
| Sleep in Heavenly Peace                     | 0.00                        | 1,000.00                  | 700.00                   |
| Christmas From the Heart                    | 0.00                        | 1,000.00                  | 700.00                   |
| Salvation Army                              | 0.00                        | 1,000.00                  | 700.00                   |
| Strum Area Food Pantry                      | 0.00                        | 1,000.00                  | 800.00                   |
| <b>Total Category B</b>                     | <b>4,300.00</b>             | <b>9,400.00</b>           | <b>7,600.00</b>          |
| <b>Category C:</b>                          |                             |                           |                          |
| Creative Beginnings - Scholarships/training | 0.00                        | 1,500.00                  | 500.00                   |
| Luther Park Summer Campers                  | 1,000.00                    | 0.00                      | 0.00                     |
| Luther Park Bible Camp Annual Fund          | 2,000.00                    | 2,000.00                  | 1,800.00                 |
| Immanuel Sunday School/VBS                  | 700.00                      | 500.00                    | 500.00                   |
| Immanuel Lutheran Social Concerns           | 1,000.00                    | 500.00                    | 500.00                   |
| Community Emergency Relief Fund             | 500.00                      | 0.00                      | 0.00                     |
| Immanuel Sunday School Program              | 1,000.00                    | 1,000.00                  | 1,000.00                 |
| <b>Total Category C</b>                     | <b>6,200.00</b>             | <b>5,500.00</b>           | <b>4,300.00</b>          |
| <b>Category D:</b>                          |                             |                           |                          |
| ELCA Disaster Response                      | 1,500.00                    | 2,000.00                  | 1,400.00                 |
| ELCA World Hunger                           | 1,500.00                    | 2,000.00                  | 1,400.00                 |
| <b>Total Category</b>                       | <b>3,000.00</b>             | <b>4,000.00</b>           | <b>2,800.00</b>          |
| <b>Total Disbursements</b>                  | <b>16,600.00</b>            | <b>20,900.00</b>          | <b>17,500.00</b>         |

## Treasurer's Report - 2023 Financial Report

|                                      | 2021              | 2022              | 2023              | 2023<br>Budget    | 2024<br>Budget    |
|--------------------------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| <b>Income</b>                        |                   |                   |                   |                   |                   |
| <i>Contributions</i>                 |                   |                   |                   |                   |                   |
| Unrestricted                         |                   |                   |                   |                   |                   |
| General Envelopes                    | 117,208.54        | 101,044.60        | 90,554.00         | 120,000.00        | 110,000.00        |
| Electronic                           | 19,380.19         | 22,938.15         | 28,104.57         | 23,000.00         | 30,000.00         |
| Thrivent Choice                      | 1,511.00          | 1,192.00          | 870.00            | 2,500.00          | 1,000.00          |
| Miscellaneous                        | 19,228.00         | 7,460.00          | 2,730.00          | 20,000.00         | 10,000.00         |
| Total Unrestricted                   | 157,327.73        | 132,634.75        | 122,258.57        | 165,500.00        | 151,000.00        |
| Other Income                         |                   |                   |                   |                   |                   |
| CBELC                                | 8,400.00          | 8,400.00          | 8,400.00          | 8,400.00          | 8,400.00          |
| Interest                             | 296.50            | 322.74            | 315.01            | 300.00            | 300.00            |
| Coffee Hour/Meals                    | 1,727.50          | 813.92            | 605.62            | 800.00            | 1,000.00          |
| Total Other Income                   | 10,424.00         | 9,536.66          | 9,320.63          | 9,500.00          | 9,700.00          |
| <b>Total Income</b>                  | <b>167,751.73</b> | <b>142,171.41</b> | <b>131,579.20</b> | <b>175,000.00</b> | <b>160,700.00</b> |
| <b>Expenses</b>                      |                   |                   |                   |                   |                   |
| <i>Benevolences</i>                  | <b>11,595.00</b>  | <b>3,204.57</b>   |                   |                   |                   |
| <i>General Operating</i>             |                   |                   |                   |                   |                   |
| Bank Service Charges                 | 647.00            | 835.45            | 916.85            | 900.00            | 150.00            |
| Dues & Subscriptions                 | 287.99            | 92.25             | 295.17            | 100.00            | 700.00            |
| Interest                             | 0.00              | 0.00              | 0.00              | 0.00              | 0.00              |
| Offering Envelopes                   | 0.00              | 0.00              | 0.00              | 0.00              | 560.00            |
| Miscellaneous                        | 20.00             | 50.50             | 250.50            | 50.00             | 100.00            |
| <b>Total General Expenses</b>        | <b>954.99</b>     | <b>978.20</b>     | <b>1,462.52</b>   | <b>1,050.00</b>   | <b>1,510.00</b>   |
| <i>Ministry Expenses</i>             | <b>7,802.14</b>   | <b>6,759.15</b>   | <b>6,489.80</b>   | <b>5,000.00</b>   | <b>4,400.00</b>   |
| <i>Office Expenses</i>               |                   |                   |                   |                   |                   |
| Computers & Software                 | 214.18            | 232.20            | 598.00            | 250.00            | 250.00            |
| Equipment Lease                      | 1,471.20          | 1,549.20          | 1,579.85          | 1,500.00          | 1,500.00          |
| Equipment Maint & Copy               | 369.31            | 547.86            | 623.56            | 750.00            | 650.00            |
| Paper & Misc Expense                 | 746.10            | 646.16            | 701.58            | 850.00            | 400.00            |
| Postage                              | 84.00             | 94.33             | 182.19            | 200.00            | 200.00            |
| <b>Total Office Expenses</b>         | <b>2,884.79</b>   | <b>3,069.75</b>   | <b>3,685.18</b>   | <b>3,550.00</b>   | <b>3,000.00</b>   |
| <i>Personnel Expenses</i>            |                   |                   |                   |                   |                   |
| Pastor*                              |                   |                   |                   |                   |                   |
| Accounting Services - Parish Account | 200.00            | 200.00            | 200.00            | 200.00            | 200.00            |
| Salary                               | 33,256.08         | 34,596.26         | 26,977.32         | 35,969.77         | 35,969.77         |
| Social Security Allow.               | 3,307.37          | 3,439.56          | 2,682.90          | 3,577.19          | 3,577.19          |
| Basic Group Life                     | 332.64            | 444.86            | 308.43            | 411.26            | 411.26            |
| Disability Benefit                   | 713.04            | 642.62            | 346.95            | 462.67            | 462.67            |
| Health Insurance                     | 7,250.40          | 6,487.10          | 5,011.20          | 6,681.60          | 6,681.60          |
| Housing Equity                       | 2,221.01          | 2,224.51          | 1,735.20          | 2,313.50          | 2,313.50          |
| Retiree Support                      | 0.00              | 0.00              | 0.00              | 0.00              | 0.00              |
| Retirement                           | 5,228.64          | 5,437.79          | 4,241.52          | 5,655.31          | 5,655.31          |
| Continuing Education                 | 414.00            | 405.00            | 300.23            | 540.00            | 540.00            |
| Mileage Reimbursement                | 2,039.12          | 2,848.38          | 2,079.96          | 4,500.00          | 4,500.00          |
| Official Meetings                    | 18.00             | 0.00              | 0.00              | 360.00            | 360.00            |
| Professional Exp./Publications       | 0.00              | 0.00              | 0.00              | 180.00            | 180.00            |

## Treasurer's Report - 2023 Financial Report (continued)

|                                     | 2021              | 2022               | 2023               | 2023<br>Budget    | 2024<br>Budget    |
|-------------------------------------|-------------------|--------------------|--------------------|-------------------|-------------------|
| Parsonage Electric (Elk Creek)      | 916.16            | 907.01             | 798.93             | 1,250.00          | 1,250.00          |
| Parsonage LP Gas (Elk Creek)        | 703.27            | 926.87             | 1,159.63           | 1,100.00          | 1,100.00          |
| Parsonage Phone/Internet/Cable      | 1,124.78          | 1,162.22           | 922.01             | 1,250.00          | 1,250.00          |
| Miscellaneous Expenses              | 32.84             | 0.00               | 500.00             | 0.00              | 0.00              |
| Supply Pastor                       | 480.73            | 453.17             | 2,577.91           | 625.00            | 625.00            |
| <b>Total Pastor Expenses</b>        | <b>58,238.08</b>  | <b>60,175.35</b>   | <b>49,842.19</b>   | <b>65,076.30</b>  | <b>65,076.30</b>  |
| <i>Support Staff</i>                |                   |                    |                    |                   |                   |
| Administrator                       | 35,880.00         | 39,087.12          | 40,650.48          | 40,650.48         | 40,650.48         |
| Custodian                           | 3,737.95          | 2,896.20           | 3,188.40           | 8,112.00          | 5,000.00          |
| Organist                            | 1,950.00          | 4,350.00           | 4,275.00           | 4,800.00          | 4,600.00          |
| Music Director                      | 400.00            | 1,200.00           | 1,200.00           | 1,200.00          | 1,200.00          |
| Employee Retirement                 | 600.00            | 600.00             | 550.00             | 600.00            | 0.00              |
| Christmas Bonuses                   | 1,200.00          | 1,200.00           | 1,150.00           | 1,200.00          | 1,200.00          |
| Worker's Comp. Insurance            | 1,782.50          | 874.75             | 1,649.50           | 2,000.00          | 1,700.00          |
| Payroll Taxes                       | 2,971.79          | 3,397.82           | 3,735.36           | 4,189.33          | 3,935.96          |
| <b>Total Support Staff</b>          | <b>48,522.24</b>  | <b>53,605.89</b>   | <b>56,398.74</b>   | <b>62,751.81</b>  | <b>58,286.44</b>  |
| <b>Total Personnel Expenses</b>     | <b>106,760.32</b> | <b>113,781.24</b>  | <b>106,240.93</b>  | <b>127,828.11</b> | <b>123,362.74</b> |
| <i>Property</i>                     |                   |                    |                    |                   |                   |
| Building Maintenance                | 254.50            | 645.95             | 190.63             | 800.00            | 0.00              |
| Insurance                           | 7,956.32          | 9,161.50           | 10,454.85          | 10,000.00         | 11,000.00         |
| Groundskeeping                      | 102.29            | 61.47              | 50.94              | 250.00            | 0.00              |
| Janitorial Supplies                 | 781.58            | 1,255.60           | 954.48             | 1,500.00          | 1,500.00          |
| Garbage & Miscellaneous             | 1,134.00          | 1,301.00           | 1,200.00           | 1,300.00          | 1,300.00          |
| <b>Total Property Expenses</b>      | <b>12,650.00</b>  | <b>12,425.52</b>   | <b>12,850.90</b>   | <b>13,850.00</b>  | <b>13,800.00</b>  |
| <i>Utilities</i>                    |                   |                    |                    |                   |                   |
| <i>Church &amp; CBELC Utilities</i> |                   |                    |                    |                   |                   |
| Electric                            | 5,511.60          | 5,865.05           | 6,629.75           | 6,000.00          | 7,000.00          |
| Gas                                 | 8,587.29          | 9,887.36           | 7,399.00           | 10,000.00         | 8,000.00          |
| Telephone & Internet                | 2,740.03          | 2,497.42           | 1,750.06           | 2,600.00          | 2,000.00          |
| Water                               | 1,851.00          | 1,802.98           | 1,811.32           | 2,000.00          | 1,900.00          |
| <b>Total Utilities Expense</b>      | <b>18,689.92</b>  | <b>20,052.81</b>   | <b>17,590.13</b>   | <b>20,600.00</b>  | <b>18,900.00</b>  |
| <b>Total Expenses</b>               | <b>158,915.85</b> | <b>160,271.24</b>  | <b>148,319.46</b>  | <b>176,878.11</b> | <b>164,972.74</b> |
| <b>Net Income (Loss)</b>            | <b>8,835.88</b>   | <b>(18,099.83)</b> | <b>(16,740.26)</b> | <b>(1,878.11)</b> | <b>(4,272.74)</b> |

\*Shared Ministry Agreement percentages: 60% Immanuel, 40% Elk Creek (amounts listed are Immanuel's share of Pastoral expenses)

## Treasurer's Report - Restricted Funds

### Building Fund

|                                   |                   |
|-----------------------------------|-------------------|
| Beginning Balance January 1, 2023 | \$63,601.81       |
| Receipts                          | 21,236.08         |
| Disbursements                     | <u>(9,249.63)</u> |
| Ending Balance December 31, 2023  | \$75,588.26       |

### Daughters of the King

|                                   |               |
|-----------------------------------|---------------|
| Beginning Balance January 1, 2023 | \$4,444.10    |
| Receipts                          | 0.00          |
| Disbursements                     | <u>(0.00)</u> |
| Ending Balance December 31, 2023  | \$4,444.10    |

### Local Missions

|                                   |               |
|-----------------------------------|---------------|
| Beginning Balance January 1, 2023 | \$346.92      |
| Receipts                          | 0.00          |
| Disbursements                     | <u>(0.00)</u> |
| Ending Balance December 31, 2023  | \$346.92      |

### Music/Organ Fund

|                                   |                   |
|-----------------------------------|-------------------|
| Beginning Balance January 1, 2023 | \$3,883.36        |
| Receipts                          | 1,288.90          |
| Disbursements                     | <u>(1,865.36)</u> |
| Ending Balance December 31, 2023  | \$3,396.90        |

### Parsonage Fund - General

|                                   |                   |
|-----------------------------------|-------------------|
| Beginning Balance January 1, 2023 | \$25,650.60       |
| Receipts                          | 5,100.00          |
| Disbursements                     | <u>(6,729.10)</u> |
| Ending Balance December 31, 2023  | \$24,021.50       |

### Parsonage Fund - Property Tax

|                                   |                   |
|-----------------------------------|-------------------|
| Beginning Balance January 1, 2023 | \$9,000.00        |
| Receipts                          | 4,500.00          |
| Disbursements                     | <u>(2,488.35)</u> |
| Ending Balance December 31, 2023  | \$11,011.65       |

### Social Concerns

|                                   |                   |
|-----------------------------------|-------------------|
| Beginning Balance January 1, 2023 | \$554.94          |
| Receipts                          | 3,638.00          |
| Disbursements                     | <u>(3,142.86)</u> |
| Ending Balance December 31, 2023  | \$1,050.08        |

### Sunday School/VBS

|                                   |                   |
|-----------------------------------|-------------------|
| Beginning Balance January 1, 2023 | \$2,450.69        |
| Receipts                          | 2,265.93          |
| Disbursements                     | <u>(3,700.49)</u> |
| Ending Balance December 31, 2023  | \$1,016.13        |

### Youth Fund

|                                   |                 |
|-----------------------------------|-----------------|
| Beginning Balance January 1, 2023 | \$7,911.84      |
| Receipts                          | 1,050.00        |
| Disbursements                     | <u>(382.05)</u> |
| Ending Balance December 31, 2023  | \$8,529.79      |

## Creative Beginnings Early Learning Center

|                                | 2021               | 2022               | 2023               | 2023<br>Budget     | 2024<br>Budget     |
|--------------------------------|--------------------|--------------------|--------------------|--------------------|--------------------|
| <b>Operating Income</b>        |                    |                    |                    |                    |                    |
| Interest                       | 67.91              | 86.24              | 715.54             | 101.00             | 100.00             |
| Tuition & Reg Fees             | 127,601.84         | 148,591.47         | 137,833.86         | 148,590.00         | 175,000.00         |
| Other <sup>1</sup>             | 40,064.25          | 38,425.00          | 35,276.28          | 2,000.00           | 2,000.00           |
| <b>Total Income</b>            | <b>167,734.00</b>  | <b>187,102.71</b>  | <b>173,825.68</b>  | <b>150,691.00</b>  | <b>177,100.00</b>  |
| <b>Operating Expenses</b>      |                    |                    |                    |                    |                    |
| <i>Business Expenses</i>       |                    |                    |                    |                    |                    |
| Advertising                    | 388.80             | 257.41             | 2,483.77           | 500.00             | 500.00             |
| Bank Charges                   | 76.77              | 85.61              | 220.50             | 100.00             | 150.00             |
| Bus. Reg. Fees                 | 1,290.18           | 0.00               | 670.09             | 0.00               | 0.00               |
| EE Background Check            | 246.00             | 20.00              | 60.00              | 50.00              | 150.00             |
| Miscellaneous Office           | 1,050.92           | 0.00               | 129.44             | 500.00             | 1,000.00           |
| <b>Total Business Expenses</b> | <b>3,052.67</b>    | <b>363.02</b>      | <b>3,563.80</b>    | <b>1,150.00</b>    | <b>1,800.00</b>    |
| <i>Contract Services</i>       |                    |                    |                    |                    |                    |
| Equip & Maintenance            | 2,542.46           | 860.19             | 72.81              | 800.00             | 800.00             |
| Telephone                      | 360.53             | 389.18             | 365.46             | 800.00             | 800.00             |
| Attendance Software            | 1,355.55           | 1,768.95           | 2,336.89           | 1,750.00           | 2,400.00           |
| Immanuel Lutheran              | 8,400.00           | 7,700.00           | 8,400.00           | 7,700.00           | 8,400.00           |
| Accounting Services            | 800.00             | 1,100.00           | 1,800.00           | 1,100.00           | 2,160.00           |
| Other                          | 0.00               | 0.00               | 193.15             | 50.00              | 0.00               |
| <b>Total Contract Services</b> | <b>13,458.54</b>   | <b>11,818.32</b>   | <b>13,168.31</b>   | <b>12,200.00</b>   | <b>14,560.00</b>   |
| <i>Operations</i>              |                    |                    |                    |                    |                    |
| Books & Subscriptions          | 0.00               | 434.19             | 0.00               | 400.00             | 1,000.00           |
| Classroom                      | 2,950.15           | 18,760.34          | 2,574.57           | 1,200.00           | 1,200.00           |
| Continuing Ed.                 | 401.91             | 1,921.36           | 717.43             | 0.00               | 1,500.00           |
| EE Appreciation                | 477.21             | 523.79             | 594.66             | 1,000.00           | 1,000.00           |
| Snacks & Supplies              | 1,871.43           | 3,937.83           | 3,376.13           | 4,000.00           | 4,000.00           |
| Office Expenses                | 917.29             | 746.78             | 0.00               | 0.00               | 0.00               |
| Special Events                 | 0.00               | 0.00               | 0.00               | 100.00             | 100.00             |
| Misc. Operations               | 589.98             | 0.00               | 0.00               | 100.00             | 100.00             |
| EE Health Ins Reimb            | 1,500.00           | 2,500.00           | 0.00               | 3,000.00           | 5,500.00           |
| Other <sup>2</sup>             | 0.00               | 17,156.20          | 16,418.90          | 0.00               | 0.00               |
| Unknown (tax/S&H)              | 0.00               | 0.00               | 1,212.60           | 75.00              | 75.00              |
| <b>Total Operations</b>        | <b>8,707.97</b>    | <b>45,980.49</b>   | <b>24,894.29</b>   | <b>9,875.00</b>    | <b>14,475.00</b>   |
| <i>Payroll Expenses</i>        |                    |                    |                    |                    |                    |
| Social Security Taxes          | 11,765.45          | 11,073.69          | 9,305.89           | 9,000.00           | 9,000.00           |
| Worker's Comp Ins.             | 757.00             | 3,763.00           | 1,452.00           | 1,400.00           | 1,400.00           |
| Wages & Salary                 | 155,584.67         | 132,237.59         | 127,568.51         | 145,500.00         | 170,000.00         |
| Employee Bonuses <sup>3</sup>  | 0.00               | 13,475.00          | 8,640.40           | 0.00               | 0.00               |
| <b>Total Payroll</b>           | <b>168,107.12</b>  | <b>160,549.28</b>  | <b>146,966.80</b>  | <b>155,900.00</b>  | <b>180,400.00</b>  |
| <b>Total Expenses</b>          | <b>193,326.30</b>  | <b>218,711.11</b>  | <b>188,593.20</b>  | <b>179,125.00</b>  | <b>211,235.00</b>  |
| <b>Net Income (Loss)</b>       | <b>(25,592.30)</b> | <b>(31,608.40)</b> | <b>(14,767.52)</b> | <b>(28,434.00)</b> | <b>(34,135.00)</b> |

### NOTES:

<sup>1</sup>WI DCF grants for 2023 \$25,715.80; Endowment \$500.00; Donations \$80.00; Fundraising \$2,303.00; Payroll Tax Refund \$6,678.48

<sup>2</sup>Supplies purchased with DCF grants

<sup>3</sup>Staff bonuses paid with DCF grants \$7,640.40, \$1,000.00 sign-on bonus to new hires.

## Immanuel Lutheran



**MISSION:** To mobilize women to act boldly on their faith in Jesus Christ.

**PURPOSE:** As a community of women created in the image of God, called to discipleship in Jesus Christ, and empowered by the Holy Spirit, we commit ourselves to grow in faith, affirm our gifts, support one another in our callings, engage in ministry and action, and promote healing and wholeness in the church, the society, and the world.

**Programs:** Business meetings were held monthly followed by our Bible study. Our Women of Faith Study Guide this year was *Managing Your Moods*. Between 12 to 15 ladies held some lively discussions each month. Serving group 3 served the Pastor meeting in March. We welcomed Moira Kneer to our March Prayer Breakfast. Her program "Who is that Woman in My Mirror?" was enjoyed by over 100 people; groups 8, 9, 10, and 11 served. The Confirmation Banquet was held in April; groups 1 and 2 served. On Wednesday, May 3, we went to the Heyde Center for our Ladies Day Out to see Ole and Lena in Café Chaos. In Spetmeber we were off to Chanhassen to see Jersey Boys, one of their best performances yet. The Apple Pie Project was a huge success. A total of 569 pies were made; 555 were sold, 2 to the Strum Locker in exchange for lard, and 12 for dessert at the pie project. Thank you to everyone who helped make our fundraiser a success. A big thankn you to Maxine and Dennis Ulberg for being co-chairs and for all the extra work the job involves; groups 4 and 5 served. Our WELCA Christmas Dinner was held on December 6. Lena and Tina performed a skit and Jeanette Tobiason led us in a hymn sing. Serving groups 6, 7, and 12 served approximately 50 people. Your WELCA officers would like to say **THANK YOU** to everyone who has stepped forward this year and helped keep our WELCA running smoothly; from joining us at our monthly meetings, Bible studies, volunteering as serving group chairpersons, serving coordinators, or serving when called upon.

Where to our WELCA funds go? Come to a meeting and help us decide. So far we have given the following amounts: \$4,500 towards the new furnace and \$1,000 toward the roof's matching funds. The Cradle Roll was increased to \$300 last year to pay for the Baptismal Promise Chests. You can check out our Proposed Budget in the Annual Report to see where more of our funds are distributed.

Karen Franson, Mission Growth

**Quilting donations for 2023:** This year 12 60"x80" quilts were given to the Bolton Refuge House, 1 quilt to Hale Fire and Rescue, 1 to the Tony Tollefson Fundraiser, 2 to Senior High School graduates of our congregation, and 20 Children's quilts to Western Dairylands's Birthday Bag Project.. If you know of anyone or a family that could use a quilt, let Immanuel Lutheran Church or Carolyn Boehne know. The Immanuel Lutheran WELCA women have money in their budget for the quilters to use for supplies. We can always use more people that are interested in quilting.

Carolyn Boehne, Coordinator

### Income for 2023

|                                      |          |
|--------------------------------------|----------|
| Serving Groups                       | 581.00   |
| Offerings & Donations                | 1,019.00 |
| Funeral Serving                      | 2,900.00 |
| Thankoffering                        | 224.00   |
| Memorials                            | 50.00    |
| Apple Pie Project                    | 5,786.00 |
| Bus Trip (Heyde Center & Chanhassen) | 5,910.00 |
| Bible Study Book Reimbursement       | 167.00   |
| Interest                             | 9.39     |

### **Total Income**

**\$16,646.39**



|  |                    |
|--|--------------------|
| <b>Balance on Hand January 1, 2023</b>   | <b>\$12,941.60</b> |
| 2023 Income                              | <u>16,646.39</u>   |
| <i>Subtotal</i>                          | <u>29,587.99</u>   |
| 2023 Expenses                            | <u>(17,213.35)</u> |
| <b>Balance on Hand December 31, 2023</b> | <b>\$12,374.64</b> |

Jean Herman, Treasurer

Auditing Committee: Carolyn Boehne and Barb Adams

## Immanuel Lutheran WELCA 2024 Proposed Budget

|                                 | 2023<br>Actual   | 2023<br>Budget  | 2024<br>Proposed<br>Budget |
|---------------------------------|------------------|-----------------|----------------------------|
| <b>Expenses</b>                 |                  |                 |                            |
| WELCA Offering                  | 200.00           | 200.00          | 200.00                     |
| Thankoffering                   | 242.00           | 200.00          | 200.00                     |
| Hunger                          | 150.00           | 150.00          | 150.00                     |
| Programs & Speakers             | 250.00           | 500.00          | 500.00                     |
| Kitchen Items & Repairs         | 442.02.00        | 500.00          | 500.00                     |
| Groceries & Supplies            | 1,882.11         | 3,000.00        | 3,000.00                   |
| Postage                         | 63.00            | 150.00          | 150.00                     |
| Convention Offering & Mileage   | 180.00           | 250.00          | 250.00                     |
| Quilting Supplies               | 291.41           | 400.00          | 400.00                     |
| Cradle Roll & Sunshine          | 251.37           | 300.00          | 300.00                     |
| Greeting Cards                  | 0.00             | 50.00           | 50.00                      |
| Bible Campers                   | 0.00             | 400.00          | 400.00                     |
| 3rd Grade Bibles                | 0.00             | 300.00          | 300.00                     |
| Donations                       | 0.00             | 300.00          | 300.00                     |
| Apple Pie Project               | 1,250.30         | 700.00          | 700.00                     |
| Bus Trip                        | 5,445.51         | 100.00          | 100.00                     |
| Gifts                           | 150.00           | 250.00          | 250.00                     |
| <i>Benevolences</i>             |                  |                 |                            |
| Lutheran Campus Ministry        | 40.00            | 40.00           | 50.00                      |
| Plymouth Christian Youth Center | 35.00            | 35.00           | 50.00                      |
| Lutheran Social Services        | 150.00           | 150.00          | 150.00                     |
| Trempe Co Community TV          | 100.00           | 100.00          | 100.00                     |
| Luther Park Bible Camp          | 200.00           | 200.00          | 200.00                     |
| Western Dairyland Haven House   | 100.00           | 100.00          | 100.00                     |
| Wycliff Bible Translators, Inc. | 100.00           | 100.00          | 100.00                     |
| <i>Total Benevolences</i>       | <u>725.00</u>    | <u>725.00</u>   | <u>725.00</u>              |
| Parish Hall Improvements        | 5,500.00         | 1,000.00        | 1,000.00                   |
| Bible Study Books               | 208.63           | 0.00            | 50.00                      |
| Miscellaneous                   | 0.00             | 100.00          | 100.00                     |
| <b>Total Expenses</b>           | <u>17,213.35</u> | <u>9,575.00</u> | <u>9,650.00</u>            |

## Strum Area Food Pantry

The Strum Community Food Pantry is located at Immanuel Lutheran Church. We serve the Eleva-Strum school district and surrounding area. We are open on the first Saturday of each month from 9-11 am and the third Wednesday of each month from 5-7 pm. We provide non-perishable can goods, milk, eggs and meat; and, we receive resource food from Kwik Trip to give our families.

A HUGE THANK YOU to those that donate to the Food Pantry with food items or financial support. A special THANK YOU to Robbe's Grocery Store for donating bread each month. Our volunteers are very special people too that need a THANK YOU along with Tom Wagener for the shelving he provided to us and for putting in new light bulbs, and to Immanuel Lutheran Church for providing us with the space to do this Community Mission.

This year was a reorganizing year with new people helping us regroup. If we need to purchase food items, we buy from Feed My People and Robbe's. Our big purchase this year was an upright freezer to replace the OLD chest freezer that died.

We are seeing more families coming to us for assistance to help feed their families. PLEASE let people know about this community service to those that need assistance, we turn no one away. The saying "it takes a village" sure rings true when you are providing a community with a service. The Village of Strum is BLESSED.

Respectfully,

Martha Solfest

### Food Pantry Financial Report

|  |                   |
|--|-------------------|
| <b>Beginning Balance January 1, 2023</b> | <b>\$8,044.07</b> |
| Receipts                                 |                   |
| Trinity of Norden Lutheran Church        | 475.00            |
| Premium Whitetail Management             | 1,150.00          |
| Anonymous Donations                      | 70.00             |
| Elk Creek ELCW                           | 500.00            |
| Compeer Financial                        | 150.00            |
| Trempealeau County Farm Bureau           | 50.00             |
| Disbursements                            |                   |
| Feed My People                           | 1,445.10          |
| Robbe's                                  | 412.00            |
| Sam's Club (paper products)              | 257.11            |
| Freezer purchase                         | 809.99            |
| Charitable Donations                     | 400.00            |
| Butter                                   | 125.64            |
| <b>Ending Balance December 31, 2023</b>  | <b>\$6,989.23</b> |

# 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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