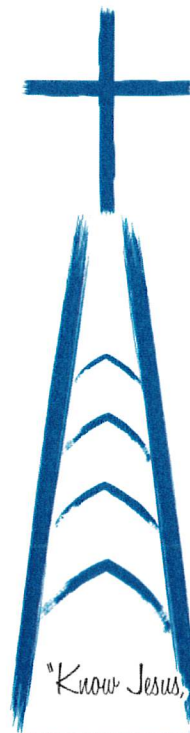


# ANNUAL REPORT 2024

## ST. JOHN'S LUTHERAN CHURCH NALC-LCMC



## ST. JOHN'S LUTHERAN CHURCH

*"Know Jesus, Love Unconditionally, Serve Joyfully"*



**2024 ANNUAL REPORT**  
**ST. JOHN'S LUTHERAN CHURCH – NALC/LCMC**  
**LE MARS, IOWA**

**January 26, 2025**  
**Annual Meeting – 1:00 PM**

**TABLE OF CONTENTS**

<b>AGENDA .....</b>	<b>Page 2</b>
---------------------	---------------

**REPORTS**

Council President, Nicole Jarvis' Report.....	3
2024 Congregation Council Members .....	4
Pastor Steven Broers' Report.....	5-6
Pastor's Ministry Task Report .....	7
Congregational Life and Activity .....	8-9

**ANNUAL BUSINESS MEETING**

Minutes of 2024 Annual & Special Meetings.....	10-11
Nominating Committee Report.....	12
Nominees Biographical Information.....	12-14
Proposed Bylaws.....	15-21
Proposed Budget for 2025 .....	22-23
Treasurer's Report .....	24-27

**TEAM REPORTS**

Education/Youth .....	28-29
Endowment .....	29
Inreach.....	29-30
Library.....	30
Outreach.....	31-32
Property.....	32
Technology .....	33
Thrivent Choice Dollars Report.....	33
Worship.....	34
Women of St. John's.....	35-36

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# **AGENDA**

**2025 ANNUAL MEETING  
January 26<sup>th</sup>, 2025 1:00 pm**

OPENING PRAYER

CALL TO ORDER

APPOINTMENT OF PARLIAMENTARIAN

APPOINTMENT OF TELLERS

OVERVIEW OF 2024

APPROVAL OF 2024 ANNUAL MEETING MINUTES

- Special Congregation Meeting - January 28, 2024
- Annual Meeting - January 28, 2024
- Special congregation Meeting - July 21, 2024

REPORTS

ELECTIONS

- Report of Nominating Committee
  - Council Member Nominations
  - Endowment Member Nominations
  - Nomination Committee
  - Nominations from the floor
- Introduction of Candidates
- Casting of Ballot

NEW BUSINESS

- Bylaws Adoption
- Proposed Budget for 2025

CLOSING PRAYER

ADJOURNMENT

## **COUNCIL PRESIDENT'S REPORT BY NICOLE JARVIS**

Dear St. John's Family,

As I pause to reflect on our journey together this past year, I want to take a moment to express my deep gratitude for each of you. It is a privilege to serve as your Council President, and I am continually inspired by your unwavering dedication and the sense of community we share.

We have faced challenges, but through prayer, support, and our commitment to one another, we've emerged stronger. Our shared mission to spread God's love and serve our neighbors remains at the core of everything we do, and we have seen how powerful that mission can be when we work together.

Highlights of the Year:

Thanks to the diligent work of the Call Committee and your support, we were blessed to call a new Senior Pastor to lead us in our mission and ministry.

Through your generosity, we've been able to make a significant impact in our community. We supported Sleep in Heavenly Peace, assisted those affected by the floods, contributed to the Little Food Pantry and supported our Benevolence partners among other services to help those in need. Your willingness to serve others reflects the heart of our faith.

Our Sunday School, Catechism, and adult education programs have been thriving, deepening our members' connections with each other and with God. We are blessed to have dedicated teachers and leaders who pour their hearts into these programs.

I want to extend my sincere thanks for your continued financial support. Your generosity enables us to maintain our facilities, expand our programs, and serve our congregation and community. The council is committed to being good stewards of the resources entrusted to us, ensuring that every dollar is used to further God's work.

Looking Ahead:

As we enter this new year, I invite you to join us in setting new goals that reflect our mission and vision of Hello, Follow, Know, Grow. Together, we will explore new ways to reach out to our community, deepen our faith, and continue supporting one another in growing our faith. I encourage each of you to prayerfully consider how you can be part of this journey.

In closing, I want to emphasize the power of prayer. Let us continue to lift each other up in prayer, asking for guidance, strength, and wisdom as we move forward. May we be a light to those around us and spread the love of Christ in all that we do.

Thank you for your support, your prayers, and your unwavering commitment to St. John's. May God bless you and your families in the year ahead.

In Christ's Love,  
Nicole Jarvis  
Council President

## 2024 CONGREGATION COUNCIL

### OFFICERS

<u>PRESIDENT</u>	Nicole Jarvis	(1/26)
<u>VICE-PRESIDENT</u>	Bryce Tingwald	(1/25)
<u>SECRETARY</u>	Brenda Haverhals	(1/26)
<u>TREASURER</u>	Bill Young	

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Becky DeRuyter	(1/25)
Cindy Kamies	(1/25)
Janys Schroeder	(1/25)
John Hines	(1/26)
Ashley Bennett	(1/26)
Tammy Lee	(1/27)
Richard Milne	(1/27)
Joesph Posivio	(1/27)
Pam Roling	(1/27)



## ANNUAL REPORT FROM THE SENIOR PASTOR

### **Pastor Steven Broers**

I am excited to begin my first full year as your pastor here at St. John's. The last few months have been great, but the best is yet to come! I especially appreciate getting to know you, your stories and hear your hopes and dreams for this congregation that you give so much of your time, talents and treasure to support.

When I was originally called to St. John's, there was a lot of conversation about also calling an associate pastor and I want you to understand why those plans have been put on hold for now. By better understanding why, I believe that we can form some goals that will inspire us during the year ahead.

For example, in 2024, we had around 250 people attending St. John's each week between our two Sunday services and our Wednesday night worship service. That's already a big increase from 2023 (217) and it's **a lot** higher than back in 2020 (184). However, the last time we had two full-time pastors, we were worshipping closer to 300-400 a week! I believe that, for right now, you and I can work together to meet the ministry needs of the congregation. But I also think that we need to challenge ourselves to reach more people with the gospel message of Jesus. Romans 1:16 says, "For I am not ashamed of the gospel for it is the power of God for salvation to everyone who believes."

I believe that if we all work together, we can make a larger impact on the spiritual lives of people within the Le Mars community. Worship attendance is an imperfect measurement of church health, but it does indirectly show that more people are interested in participating in a faith community. I believe that if we focus on welcoming others into a relationship with Jesus Christ, that we could be worshipping 300 people a week by this time next year. How might we experience that growth? By becoming disciples who **make** disciples. I believe that participating in small groups is not only a great way to grow in your faith personally, but it can also be a wonderful way to invite other people into a relationship with Jesus even if they are a little nervous about going to church at first.

I believe that there are many exciting things that God would love for us to experience here at St. John's but one of the obstacles to our growth is that we need to grow in the grace of giving. In 2<sup>nd</sup> Corinthians, St. Paul wrote, "Whoever sows sparingly will also reap sparingly, and whoever sows generously will also reap generously." The fact is that God is **not** going to give us the responsibility to care for the spiritual lives of 300-400 people if we can't afford to support the ministries capable of serving them. St. Paul writes, "But since you excel in everything—in faith, in speech, in knowledge, in complete earnestness and in the love we have kindled in you—see that you also excel in this grace of giving!" Calling a second pastor right now would not be a responsible thing to do because we could not afford to pay them without causing a lot of anxiety for both our congregation and whoever that pastor would be. But, if we begin to excel in the grace of giving, it might be pretty amazing what God might do with our church in the future.

Finally, I believe that rather than seeking to hire another pastor right now, we should seek to identify people with leadership qualities who are already active in our congregation, encourage them to serve, nurture their gifts, invest in their spiritual education and, finally, empower these people to fulfill the call God has for them. I believe that God has already blessed this congregation with capable leaders of all ages who have a heart for Jesus and a love for people. I would like to find ways to cultivate these leaders because not only will that be a blessing for this congregation, but it will also be a blessing for the people involved.

After looking at our current situation, I would like to set the following goals for our congregation over the next year:

1. Increase our average attendance by 50 people each week. First, we can each make a commitment to attend worship consistently. Second, we can reach out to those members of St. John's that we know personally who may have stopped attending church entirely and

welcome them back. Finally, we can find ways to reach out to those within the Le Mars community who do not yet have any experience with the church and welcome everyone into a relationship with Jesus Christ.

2. Become disciples who make disciples. I would love to see at least 50 people attending a new small group regularly in 2025. This is both a way to help us follow Jesus in our daily lives but it is also a way to share the gospel message with those who are interested in hearing more about Jesus but aren't comfortable enough to attend a church service yet.
3. I believe that we each need to excel in our giving because we are learning to trust Jesus even when it comes to our finances. For those who are new to the concept of giving, pray about a weekly amount and give that consistently throughout the year. For those who already give regularly, I believe challenging yourself to tithe can bring you a lot of joy! I also believe that as St. John's begins to prioritize giving beyond ourselves, to worldwide missions and supporting the poor in our community, that we will all be more inspired to give generously to the work of the church.
4. Finally, I would like to see us cultivate 25 new volunteer leaders throughout the year so that we might better meet the ministry needs of our congregation by organizing and inspiring other people in their work at the church. Becoming a leader is a wonderful way to serve others and experience God's presence in your life.

By focusing on these four goals throughout the upcoming year, I believe that we will each experience the joy of seeing God at work in our homes, in our lives and in our church. God bless you and thank you for working with me in the kingdom of God!

## **Pastor's Ministry Task Report**

**(September 4- December 31)**

Alpha Class – 6  
Baptism -3  
Benevolence – 2  
Blue Christmas Service – 1  
Choir Practice – 2  
Coffee with Local Pastors - 8  
Confirmation Training Night – 1  
Confirmation Class – 11  
Confirmation Class - Caroling  
Confirmation Fellowship Event (Alberts Party Barn) – 1  
Confirmation Class (Individual) – 6  
Confirmation Preparation Meetings – 4  
Council Meeting – 4  
Executive Team Meeting – 1  
Education/Youth Meeting – 2  
Facebook Group- 1  
First Bible Education for Third Graders – 1  
First Communion Class – 2  
Flag Raising Ceremony – 1  
Funeral – 3  
Funeral Home Directors – 2  
Funeral Planning Meetings – 2  
Funeral Planning with Head Usher – 1  
Funeral Visitation – 1  
Graveside Service – 2  
Heavenly Heat Event – 1  
High School Bible Study – 14  
High School Lockin – 1  
High School Outreach Event – 2  
Home Visit – 20  
Hospital Visit – 2  
In Reach Meeting – 3  
Iowa District LCMC Annual Meeting – 1  
Iowa District LCMC Board Meeting – 1  
LCMC National Convention – 4 days  
Library Committee – 1  
Lunch Visit – 2  
Meeting with Beth (Sunday School) – 5  
Meeting with Council President – 1

Meetings with Local Pastors – 4  
Meeting with Ingham-Okoboji Program Director – 1  
Meeting with Kim – (too many to count)  
Meeting with LifeWise Director– 1  
Meeting with Lutheran World Relief – 1  
Meeting with Mentor Pastor -1  
Meeting with Mike (Worship Planning) -7  
Meeting with NALC Dean – 1  
Meeting with Todd – 1  
Memorial Committee – 1  
Ministerial Meeting – 3  
New Member Class – 2  
Nursing Home Services- 18  
Nursing Home Individual Visits- 18  
Okoboji Middle School Recharge – 2 days  
Okoboji Youth Zoom Meeting – 2  
Office Visit – 24  
Outreach Team – 1  
Parade – 1  
Personnel Team – 1  
Prayer Group – 13  
Phone calls – 49  
People of Praise Practices – 25  
Pre-baptism meeting – 3  
Property Team – 1  
“Sleep In Heavenly Peace” Bed Build -1  
Small Group Leader’s Meeting – 1  
Staff Meeting – 14  
Visitation Group – 2  
Website Meeting – 2  
Wednesday Worship – 15  
Women’s Bible Study – 2  
Worship Services– 30  
Worship Services (Christmas Eve) – 4  
Worship Services (Christmas Day) - 1  
Youth for Christ Meeting – 2



## CONGREGATIONAL LIFE AND ACTIVITY

	<u>BAPTIZED</u>	<u>CONFIRMED</u>
<u>January 1, 2024</u>	856	678
Accessions in 2024		
Baptisms	6	0
Baptisms (Adult)	1	1
Confirmation Youth	0	15
Transfers/Affirmation of faith	32	23
Other Additions	<u>13</u>	<u>10</u>
	52	49
SUB-TOTAL	<u>908</u>	<u>727</u>
Losses in 2024		
Deaths	8	8
Transfers/Releases	4	4
Members placed on "inactive" status	6	3
Other subtractions	<u>1</u>	<u>1</u>
	19	16
TOTAL	<u>889</u>	<u>711</u>

(Number in parentheses indicates 2023 figures)

AVERAGE WEEKLY ATTENDANCE	246	(217)
COMMUNION ATTENDANCE		
(according to communion registration)		
Attended at least once in 2024	585	(579)
(this includes 38 unconfirmed youth)		
Did not commune in 2024	230	(243)
(this includes 13 unconfirmed youth)		
NUMBER OF CHILDREN BAPTIZED	6	(9)
NUMBER OF ADULTS BAPTIZED	1	0
NUMBER OF YOUTH CONFIRMED	15	(13)
NUMBER OF MARRIAGES	4	(3)
NUMBER OF FUNERALS	8	(19)

## **CONGREGATIONAL LIFE AND ACTIVITY CONT'D**

### **CHILDREN/ADULT BAPTIZED:**

Clara Weidauer	Hope Erdmann	Jaxton Brady	Rynlee Albert
Taelynn Ortman	Ella Kramer	John Erdmann	

### **YOUTH/ADULT CONFIRMED:**

Drake Brownmiller	Ryker Cochran	Braelynn Den Ouden	Addison Den Ouden
Hope Erdmann	Nolan Grage	Chase Hammons	Benjamin Hernandez
Britt Hessenius	Jacob Jeneary	Megan Jeneary	Brett McInnis
Kenzie Niehus	Jacquelynn Panzer	Sophie Pauling	Kynlee Schmidt

### **THOSE TRANSFERRING IN , AFFIRMATIONS & REINSTATEMENTS:**

Virginia Freyermuth	Darlene Hoffman	Sydney Kramer	James Loraditch
Timothy Loraditch	Bailey Brady	Steven Broers	Kristy Broers
Zoe Broers	Micah Broers	Stephen Broers	Kellie Grause
Cheyenne Grause	Harper Grause	Dan Bohlken	Wanda MaComb
Kelli Schoenrock	Audrina Schoenrock	Sawyer Schoenrock	Dia Jester
Ned MaComb	LeighAnne Bohlken	Samuel Kruse	Devin Kruse
Elizabeth Kruse	Miles Kruse	Allison Kruse	Vincent Kruse
Robert Pigg	Gerrit Marra	Charlotte Marra	Coy Kramer
Rachel Landsness	Wayne Winterfeld	Jean Winterfeld	David Weidauer
Taylor Weidauer	Sawyer Weidauer	Alex Kellen	Callie Kellen
Taylor Wulf	Abigail Scott	Lowell Penning	Patricia Penning
Brett Jester			

### **MEMBER WEDDINGS HELD AT ST. JOHN'S:**

Ben Erdmann & Hope Carrier	Keaton Koerselman & Alaina Kessenich
Abigail Duhn & Trent Scott	Ashley Knapp & Brett Bennett

### **MEMBERS LOST IN DEATH:**

Betty Athens	William Baugous	Janet Borchers	Dean Dunn
Kenneth Hettinger	Donald Muecke	Larry Petersen	Richard Schultz

### **THOSE TRANSFERRING OUT, REMOVED OR PLACED ON INACTIVE:**

Daniel Bohlken	Barry Borchers	Vicki Borchers	Erin Hastert
Matthew Kern	Rachel Landsness	Micah Lang	Makenzie Lang
Ella Lang	Hudson Lang	Cruz Lang	

## MINUTES FROM 2024 ANNUAL MEETING

St. John's 2024 Annual Meeting Minutes  
January 28, 2024  
1:15 p.m. St. John's Sanctuary  
Le Mars, IA

The meeting was called to order by Council President, Simon Kern.

John Hines was appointed Parliamentarian. Becky DeRuyter, Brenda Haverhals, Nicole Jarvis, Cindy Kamies, and Bill Young were appointed tellers.

Simon provided an overview of 2023.

Cassie Hines motioned to approve the 2023 Annual Meeting minutes. Chris Knapp seconded motion. The motion passed.

Pastor Chris also provided an overview of 2023.

The nominations were presented as follows. Council Members: Tammy Lee, Richard Milne, Joseph Posivio, and Pam Roling. Endowment Fund Committee: Todd Brownmiller. Nominating Committee: Doug Carlsen, Amy Davis, Cory Isebrand, Paula Kommes, Amy Schmidt. Rex Knapp moved the nominations cease. Denise Anthony seconded motion. Motion passed.

Jane Arnold motioned to approve the ballot of nominations. Ian DeRuyter seconded motion. The motion passed.

Nancy Isebrand motioned to ratify the constitution. Rhonda Justice seconded motion. Motion passed.

Bill Young, Treasurer presented 2024 budget. The budget passed with 66 YES votes and 1 NO vote. The budget passed.

Harold Lee motioned to adjourn the meeting. Denise Anthony seconded motion. The meeting was adjourned.

Respectfully Submitted,  
Ashley Knapp, Church Council Secretary

## MINUTES FROM 2024 SPECIAL CONGREGATIONAL MEETINGS

St. John's 2024 Special Congregation Meeting  
January 28, 2024  
1:00 p.m. St. John's Sanctuary  
Le Mars, IA

The meeting was called to order by Council President, Simon Kern. Pastor Chris opened the meeting with prayer.

John Hines was appointed Parliamentarian. Becky DeRuyter, Brenda Haverhals, Nicole Jarvis, Cindy Kamies, and Bill Young were appointed tellers.

Denise Anthony motioned to adopt the constitution. Paula Kommes seconded motion. The motion to adopt the constitution passed with 68 YES votes and 0 NO votes.

Brenda Haverhals motioned to adjourn the meeting. Sandy LaBahn seconded the motion. The meeting was adjourned.

Respectfully Submitted,  
Ashley Knapp, Church Council Secretary

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St. John's 2024 Special Congregation Meeting  
July 21, 2024  
11:00 a.m. St. John's Sanctuary  
Le Mars, IA

- I. Meeting called to order by Nicole Jarvis
- II. Opening Devotions by Nicole Jarvis
- III. Appointment of Parliamentarian – John Hines
- IV. Appointment of Tellers – Becky DeRuyter, Cindy Kamies, Ashley Knapp, Bill Young
- V. New Business – Motion by Simon Kern to extend a call to Pastor Steven Broers for Sr. Pastor position. Seconded by Denny Plueger. Motion passed.
- VI. Closing Prayer by Nicole Jarvis
- VII. Meeting was adjourned.

## **REPORT OF NOMINATING COMMITTEE**

The Nominating Committee: Doug Carlsen, Paula Kommes, Amy Schmidt, and Amy Davis, submit the following slate for:

### **NOMINEES FOR COUNCIL MEMBERS:**

**Doug Carlsen  
Becky DeRuyter  
Cindy Kamies  
Adam Schmidt**

### **NOMINEES' BIOGRAPHICAL INFORMATION:**



#### **DOUG CARLSEN**

Spouse Name: Karen  
Member of St. John's: 11 years

I moved to Le Mars in the early 1990's. Mid 1990's married Karen. We joined St. John's in 2013. I have spent my entire working career as a funeral director. After 34 years of serving families, we decided to pass the baton to the next generation and semi-retire. For the past several years, we have operated monument installation and cemetery consulting business. This niche endeavor keeps us very busy in the warm weather months. While a member of St. John's, we generally attend the late service and the former Saturday service. Through the years, I have assisted on a Call Committee, Property Committee, Nominating Committee, Foundation Committee and assisted ushering in later years. Outside of church, I served as a volunteer firefighter for 20 plus years in my younger years. Volunteered on the

Le Mars Community School Foundation. Served extensively with the Iowa Funeral Directors Associations having served in all leadership positions. Also served in ad-hoc positions with the National Funeral Directors Association. Currently a Trustee of Floyd Valley Hospital. Our family includes 3 children; Krystle (Casey) Clarey, Rachel (Ryan) Lehmann, and Dylan Carlsen; 6 grandchildren, Gavin, Harper, Macie, Jade and Emmett Clarey and Rebecca Lehmann. Through the years, I have been approached a number of times to be on Council; I never felt that I had the time to serve adequately and properly. Now later in life, I feel that this is the time to give back. I look forward to serving the congregation with an open mind and heart. Thank you for this opportunity.





## BECKY DERUYTER

Spouse Name: David

Member of St. John's: 19 years

Occupation: Optometrist

Children: Emma - freshman at Iowa State, Ian - junior at LCHS

Gifts for ministry - My gifts for ministry are doing my best to be the hands and feet of Jesus by working with others to help members of our congregation and community, as well as helping to organize sharing the story of Christ's birth through Bethlehem Revisited at St. John's. I've also served as the sound and video volunteer coordinator for a number of years, working to help enhance the worship experience for both in-person and remote-viewing members.

Vision for St. John's - My vision for St. John's very much aligns with our new vision statement, that it be a place where all feel loved and welcomed, empowering members to become disciples and spiritual leaders, while glorifying and trusting God in all we do. I'm especially hopeful for the future of our programs for high school youth.



## CINDY KAMIES

Member of St. John's: 18 years

Occupation: WIC Dietitian

As a member of St. John's, I enjoy serving on the altar guild, being a worship assistant, council liaison / Outreach committee and helping with hospitality such as serving funeral and Lenten meals. I appreciate the opportunity to serve especially to prepare the sacraments for Holy Communion and to provide hospitality for our members and visitors.

One of the responsibilities of church council members is, "to seek to involve all members of this congregation in worship, learning, witness, service and support." When I first came to St. John' 18+ years ago, I had been very active in my previous congregation and I hesitated to become involved because it

was a big congregation, many lifelong members or people who had lived in the community for years and everyone seemed locked in to their "spots." I didn't know where I belonged or could serve.

A vision of mine for St. John's is that we are inviting all current members, including those who have been members for years and those seeking a church home to become involved in church activities, not just to serve or do a job, but involvement that helps them grow in their faith.



## **ADAM SCHMIDT**

Spouse's name: Amy

Member of St. John's: 19 years

Occupation: Self Employed Farmer/Seed Dealer

Children: Kynlee (16), Rylann (14), Aynslee (12)

Gifts for Ministry include strong faith in Christ and a dedication to St. John's.

My vision for St. John's is to celebrate God's grace through vibrant worship and strong commitment to the Bible. To be a welcoming congregation where all generations can come together in faith. To be a place where the youth desire to attend, to renew and refresh their faith. And finally, to be a congregation of members who strive to share the hope of Christ in their daily lives.



## BYLAWS

### PART I – COMMUNION PARTICIPATION

(cf. C4.02a of constitution)

1. This congregation invites all of its members who have been prepared to receive the Sacrament to participate regularly in Holy Communion.
2. Preparation for Holy Communion normally will be provided for persons as young as ten years of age.
3. Participation in Holy Communion shall be open to members of other congregations who accept the Lutheran teaching in regard to this sacrament.
4. It shall be made known to prospective participants that the belief of this congregation is:
  - a. Participation in the Lord's Supper is the reception of the "body and blood of our Lord Jesus Christ given with bread and wine, instituted by Christ himself for us to eat and drink."
  - b. We hold that a "person is well prepared and worthy who believes these words, given and shed for you for the remission of sins. But anyone who does not believe these words, or doubts them, is neither prepared nor worthy, for the words for you require simply a believing heart."
5. Record of participation in Holy Communion shall be entered upon the books of the congregation. If a member of another congregation communes, notice shall be sent to his / her pastor.

### PART II – CONFLICTING LOYALTIES

(cf. C6 of constitution)

1. While the buildings of the congregation shall be open to all people to share in its worship, instruction, pastoral care, and fellowship, the congregation rejects all fellowship with organizations, secret or open, which are avowedly religious or which practice forms of religion without confessing faith in the Triune God and in Jesus Christ as the eternal Son of God incarnate to be our only Savior from sin.
2. Ceremonies of lodges or other such organizations shall not be permitted in the buildings or premises of the congregation; nor shall its pastor(s) or lay assistant(s) take part in any such ceremonies wherever they are conducted.

### PART III – MEMBERSHIP

(cf. C8 of constitution)

#### A. Baptized Members

1. Children, one or both of whose parents or guardians are members of this congregation, shall, upon receiving Christian Baptism, be received as baptized members of this congregation.
2. A child, neither of whose parents or guardians are a member of our congregation, shall, upon receiving baptism, become a baptized member of the congregation.

3. A child baptized in another congregation shall be received as a baptized member in the congregation when a transfer has been received.
4. An unbaptized adult who has received instruction and has given evidence of an adequate understanding and acceptance of the teachings of the Word of God as confessed by the North American Lutheran Church, shall upon, confession of faith and Baptism, become a baptized member of the congregation.
5. When one or both parents of baptized children are received into the membership of the congregation, such children should be received as baptized members with the consent of the member parent or parents.
6. Where a baptized child is an orphan or a ward of someone and these people move into the area served by this congregation, the child may be received as a baptized member when it is commended to the care of this congregation by the congregation which baptized the child.
7. When the parents of a baptized child are not themselves members of the Lutheran Church but move into this area served by this congregation and desire to have their child put within the pastoral care of this congregation, that child may be received as a baptized member.

#### B. Confirmed Members

1. A baptized adult, not previously a confirmed member of a Lutheran congregation, shall become a confirmed member of this congregation after having received instruction, having given evidence of adequate understanding of the teachings of the Word of God as confessed by the Lutheran Church, and having publicly affirmed his/her faith.
2. A baptized member of the congregation shall become a confirmed member through the rite of confirmation; except that an adult who has become a baptized member in accordance with the provision of Sect A, 4 of this part of the bylaws shall be considered a confirmed member without participation in the rite of confirmation.
3. An applicant for membership who presents a Letter of Transfer which certifies that the applicant is a confirmed member in good standing of a Lutheran congregation shall become a confirmed member of the congregation upon approval of the Congregation Council. The acceptance of the applicant shall be reported to the congregation.
4. An applicant for membership who presents evidence of confirmation in a Lutheran congregation but does not have a Letter of Transfer shall be admitted to confirmed membership when the Congregation Council has accepted the Pastor's recommendation that the applicant meets the standards of Christian faith and life indicated in the constitution and bylaws and has reaffirmed that faith before the congregation.

#### C. Associate Membership

1. Associate members are persons holding membership in other Lutheran or other Christian (instructed in the Lutheran doctrines) congregations who wish to retain such membership but desire to participate in the life and mission of this congregation. They have all the privileges and duties of membership except voting rights and eligibility for elected offices of the congregation.

D. Pastoral Care of Membership (cf. C8.05 of constitution)

1. The congregation shall, in the event of the removal of a member from the community it serves, encourage the member to request a transfer to a Lutheran congregation which can serve him/her effectively. Should the member fail to request a transfer, a Lutheran congregation in the community of his residence shall be notified.
2. A confirmed member in good standing desiring to change his/her membership to another Lutheran congregation, shall, upon request, receive a letter of transfer.
3. A confirmed member who does not, for a period of one year, partake of Holy Communion, support the church with his/her offerings, and does not appear to desire to participate in the life and worship of the congregation shall be visited by the Pastor(s) and the congregation's officers and encouraged by them to active membership. If, during the second year, the confirmed member does not actively participate, that member's name shall be removed from the membership roster of the congregation but be retained on a responsibility list as one who is in special need of the congregation's prayer and concern.
4. A child, neither of whose parents or guardians is a member of the congregation, may be removed from the roster of baptized members if that child fails to participate in the life and the worship of the congregation.

E. Discipline (cf. C8.05f of constitution)

In exercising discipline as provided by the constitution, the following shall be the procedure:

1. A person who is requested to appear before the Congregation Council for possible discipline, shall be advised in writing no less than 10 days prior to the hearing. The written notice shall include the time and place of the hearing and shall specify the exact reason for the possible discipline. If that person fails to appear at the time and place without valid excuse, the Congregation Council may proceed with the hearing and may reach its conclusion in the absence of that person.
2. Should the person be found guilty by a two-thirds vote of the members of the Congregation Council, the Council shall impose one of the following:
  - a. censure before the Congregation Council or congregation;
  - b. suspension from membership until proof is given of sufficient repentance and amendment;
  - c. exclusion from membership and denial of the Sacraments.

In the event of the imposition of (b) or (c) above, the action of the Congregation Council shall be in writing.

PART IV – THE PASTORAL CALL  
(cf, C9.05a of constitution)

1. When the congregation has voted to call a Pastor, it shall issue a Letter of Call to the pastor-elect, in a form approved by the North American Lutheran Church, if such approval is required. It shall be signed by the chairperson and the secretary of the meeting at which time the Call was voted and shall be attested by the signature of the proper NALC official. A Call to a member of the clergy to be a Pastor shall be issued only with the concurrence of the Pastor(s) of the congregation and in accordance with the provisions of this paragraph.
2. The Call normally shall be for an indefinite time.
3. If a Pastor receives a Call to another ministry, the Pastor shall consult the Congregation Council, or, if desired, the congregation, before reaching a decision. The Pastor shall announce a decision as quickly as possible, normally within three weeks. The Pastor shall notify the Dean of the Iowa Mission District of the NALC. When a Call has been accepted, the Pastor's ministry in this congregation shall be terminated as soon as feasible, normally within a month.

PART V – MEETINGS OF THE CONGREGATION  
(cf. C10 of constitution)

1. The Annual Meeting shall be held the second Sunday of February.
2. Announcement of the time and place of the Annual Meeting of the congregation shall be made at two public services immediately preceding the meeting, said services to be at least a week apart, and in such publication as the congregation or the Pastor may periodically issue; or by written notice to the voting members mailed at least 10 days in advance of the meeting.
3. The current roster of voting confirmed and baptized members shall be available at each meeting of the congregation.
4. A quorum for the conduct of business at Annual and Special Congregational Meetings shall consist of 5% (five percent) of the confirmed membership.
5. The order of business at the Annual Meeting shall be as determined by the Congregation Council.
6. In the following cases, voting shall be by written ballot:
  - a. To elect the members of the Congregation Council;
  - b. To adopt or amend the articles of incorporation, constitution, or bylaws of the congregation;
  - c. To call a Pastor or to request his/her resignation;
  - d. To excommunicate a member from the congregation or to remove a member from office in the congregation;
  - e. To sever membership in the North American Lutheran Church or Lutheran Congregations in Mission for Christ;
  - f. To dispose of, encumber, or purchase real property;
  - g. When requested by 10 or more voting members present;
  - h. When voting on proposed budget.

7. Except as otherwise provided in the constitution and bylaws, all matters shall be decided by majority vote of those present and voting.
8. A person shall be declared elected by a system of plurality vote.
9. The Annual Meeting of the congregation shall elect a Nominating Committee of five members. The pastor shall serve as convener and as an advisory member. The term of office of the members of the Nominating Committee shall be one year.
  - a. The Nominating Committee shall nominate one or more candidates for each office to be filled and shall secure the consent of each candidate.
  - b. The list of nominees shall be announced to the congregation in conjunction with the announcements of the meeting of the congregation at which the elections are to take place.
  - c. In addition to the candidates submitted by the Nominating Committee, additional nominations may be made from the floor.
  - d. The Congregation Council shall fill vacancies on the Nominating Committee.
10. The Annual Meeting shall receive reports from all the organizations of the congregation. Such reports, including a financial statement, shall be submitted in writing to the Pastor not less than 21 (twenty-one) days before such meeting.
11. Unless otherwise ordered, parliamentary procedures shall be in accordance with the most recent edition of Robert's Rules of Order.
12. Proposed motions at any Congregational Meeting must be submitted in writing, signed by a voting member, and presented to the church office: a. not later than December 31st for an Annual Meeting, or b. 16 days prior to any Special Congregational Meeting. The entire text of the motion and the name of the voting member submitting the motion will be set forth in the meeting agenda. Only motions set forth in the meeting agenda will be considered at the Congregational Meeting, unless the congregation votes to suspend the rules in accordance with Robert's Rules of Order. Amendments germane to all such written motions may be considered during the Congregational Meeting

## PART VI – CONGREGATION COUNCIL AND OFFICERS (cf. C11 of constitution)

### A. Duties of Officers:

1. The President shall preside at the meetings of the Congregation Council and of the congregation.
2. The Vice-President shall preside at the meetings of the Congregation Council and of the congregation in the absence of the President.
3. The Secretary shall keep the minutes of the Congregation Council and of the congregation and have custody of the archives of the congregation.
4. The Treasurer shall have custody of all funds of the congregation and shall receive and disburse such funds in accordance with the decisions of the congregation or the Congregation Council.

### B. Membership and Meetings of the Congregation Council

In addition to the provisions of the constitution, the following shall govern membership of the Congregation Council and the conduct of their meetings:

1. Only a voting member of the congregation shall be eligible for membership on the Congregation Council.
2. A member of the Council who is absent from two consecutive regular meetings shall be consulted by the President of the Council; if a member is absent from three consecutive regular meetings without valid excuse, the Council may declare the office vacant.
3. A quorum for any regular or special meeting of the Council shall be one-half of the membership of the board.
4. A special meeting of the Council may be called by the Pastor, the President, or any three (3) members of the board. Notice of such meeting shall be given not less than five days prior to the meeting and announced at a public service if one is held during that period.

#### C. Duties and Responsibilities of the Congregation Council

In addition to the duties and responsibilities provided in the constitution, the Congregation Council shall:

1. Conduct regular meetings not less than once each month, at such time and place as the Congregation Council may determine.
2. Secure necessary staff other than Pastor(s), such as Administrative Assistant, Christian Day School Teacher, Business Administrator, Parish Worker, Church Musician, Parish Education Director, Parish Secretary, Youth Worker, Intern, Custodian, etc., and fix and review annually their salaries.
3. Review annually the salary of the pastor(s) and make adjustments from time to time within the limits of the budget approved by the congregation.
4. Review the budget prepared by the Finance Committee and submit it to the Annual Meeting of the congregation with its recommendations.
5. Exercise discipline in accordance with the provisions of this constitution and its bylaws.
6. Report its activities to the Annual Meeting of the congregation and at such other times as the congregation may decide.
7. If a vacancy occurs on the Congregation Council, the Congregation Council shall fill the vacancy until the next meeting of the congregation. Should the unexpired term be one year or less it shall not be considered in determining eligibility for succession.
8. Have authority between meetings of the congregation to choose delegates to any group or meeting in which the congregation is entitled to representation.

#### PART VII – PARISH RECORDS (cf. C9.12 of constitution)

The records of the congregation shall be and remain the property of the congregation. The Pastor shall be responsible for the maintenance of the records, except as otherwise provided herein, upon the termination of a Pastor's service to the congregation, the records shall have been brought up to date prior to departure. The records shall consist of:

1. The roster of baptized, confirmed and voting members;
2. The ministerial acts performed by the Pastor;
3. Any minutes and reports of the North American Lutheran Church.
4. The minutes of the meetings of the congregation and the Congregation Council, for which the Secretary of the congregation shall be responsible.

5. The financial records of the congregation, for which the Treasurer of the congregation shall be responsible.

The Pastor shall report to the North American Lutheran Church and Lutheran Congregations in Mission for Christ such statistics as may be requested and shall annually report to the congregation a summary of ministerial acts.

Should the congregation be dissolved, the official records of the congregation shall be deposited in the archives of the North American Lutheran Church or its successor.

DRAFT



# ST. JOHN'S LUTHERAN CHURCH

## PROPOSED 2025 BUDGET

|                                                | 2024<br>Actual<br>Expenses | 2024<br>Wkly Envelope<br>Giving | 2024<br>Other<br>Giving | 2024<br>Total<br>Budget | 2025<br>Expenses | 2025<br>Wkly Envelope<br>Giving | 2025<br>Other<br>Giving |
|------------------------------------------------|----------------------------|---------------------------------|-------------------------|-------------------------|------------------|---------------------------------|-------------------------|
| <b>Benevolence</b>                             |                            |                                 |                         |                         |                  |                                 |                         |
| NALC, LCMC, ETC - Envelopes                    | 20,801.98                  | 20,801.98                       | 0.00                    | 23,200.00               | 24,280.00        | 24,280.00                       | 0.00                    |
| Service Benevolence - Envelopes                | 31,202.84                  | 31,202.84                       | 0.00                    | 34,800.00               | 36,420.00        | 36,420.00                       | 0.00                    |
| Special Offerings - Special Envelopes          | 4,167.65                   | 4,167.65                        | 0.00                    | 0.00                    | 0.00             | 0.00                            | 0.00                    |
| <b>Total Benevolence</b>                       | 56,172.47                  | 56,172.47                       | 0.00                    | 58,000.00               | 60,700.00        | 60,700.00                       | 0.00                    |
| <b>Programs Oper &amp; Maint</b>               |                            |                                 |                         |                         |                  |                                 |                         |
| Administration Oper, Maint & Progs             | 20,342.71                  | 13,747.52                       | 6,595.19                | 21,900.00               | 22,800.00        | 22,550.00                       | 250.00                  |
| Property Oper, Maint & Progs                   | 69,848.56                  | 63,977.94                       | 5,870.62                | 77,500.00               | 85,500.00        | 85,500.00                       | 0.00                    |
| Outreach Team Programs                         | 2,732.57                   | 465.85                          | 2,266.72                | 2,900.00                | 2,900.00         | 1,050.00                        | 1,850.00                |
| Inreach Team Programs                          | 5,889.80                   | 5,274.80                        | 615.00                  | 10,200.00               | 10,000.00        | 10,000.00                       | 0.00                    |
| Library Team Programs                          | 184.76                     | 0.00                            | 283.17                  | 1,000.00                | 1,000.00         | 900.00                          | 100.00                  |
| Education Team Programs                        | 5,334.64                   | 4,239.64                        | 1,095.00                | 11,900.00               | 8,000.00         | 7,000.00                        | 1,000.00                |
| Salaries                                       | 334,586.79                 | 327,845.53                      | 6,741.26                | 383,320.00              | 401,310.00       | 401,310.00                      | 0.00                    |
| Technology Team Programs                       | 71,426.94                  | 447.58                          | 70,979.36               | 64,400.00               | 2,250.00         | 2,250.00                        | 0.00                    |
| Worship Team Programs                          | 10,958.47                  | 8,211.47                        | 2,747.00                | 10,750.00               | 12,000.00        | 10,250.00                       | 1,750.00                |
| Youth Team Programs                            | 18,363.00                  | 1,647.38                        | 16,715.62               | 9,100.00                | 10,050.00        | 5,050.00                        | 5,000.00                |
| Bethlehem Revisited Program                    | 0.00                       | 0.00                            | 0.00                    | 0.00                    | 0.00             | 0.00                            | 0.00                    |
| <b>Total Prog, Oper &amp; Maint</b>            | 539,668.24                 | 425,857.71                      | 113,908.94              | 592,970.00              | 555,810.00       | 545,860.00                      | 9,950.00                |
| <b>Estimated Giving Needed for 2025 Budget</b> |                            |                                 |                         |                         |                  |                                 |                         |
| Current - 87% + Building - 3%                  | \$ 545,860.00              |                                 |                         |                         |                  |                                 |                         |
| Benevolence - 10%                              | \$ 60,700.00               |                                 |                         |                         |                  |                                 |                         |
| <b>Total Giving</b>                            | \$ 606,560.00              |                                 |                         |                         |                  |                                 |                         |

10% of Total 2025 general offerings will be designated for Benevolence.

Of that 10% :

4% will be gifted to NALC, LCMC, NALC Theological Ed Fd, Luther House of Studies

6% will be gifted to the following 4 Benevolent Ministry Partners:

- A. Global Health Ministries
- B. Ingham Lake Bible Camp
- C. Lutheran Services in Iowa
- D. Lutheran World Relief

## 2025 PROPOSED SALARY BUDGET

|                              | <b>Salaries</b>   | <b>Overheads</b>  | <b>Other</b>     | <b>Total</b>      |
|------------------------------|-------------------|-------------------|------------------|-------------------|
| Administrative Pastor        | 90,960.00         | 42,790.00         | 7,450.00         | 141,200.00        |
| Supply Pastor                | 5,000.00          | 0.00              | 0.00             | 5,000.00          |
| Minister of Music            | 51,170.00         | 25,540.00         | 4,410.00         | 81,120.00         |
| Office Manager               | 54,260.00         | 7,340.00          | 4,150.00         | 65,750.00         |
| Part-time Office Assistant   | 14,460.00         | 0.00              | 1,110.00         | 15,570.00         |
| Facilities Manager           | 49,900.00         | 25,960.00         | 3,820.00         | 79,680.00         |
| Part-time Facilities Manager | 2,000.00          | 0.00              | 150.00           | 2,150.00          |
| Contemporary Pianist         | 6,770.00          | 0.00              | 520.00           | 7,290.00          |
| Sunday School Director       | 2,930.00          | 0.00              | 220.00           | 3,150.00          |
| Honorarium                   | 0.00              | 0.00              | 0.00             | 0.00              |
| Sub Organists/Pianist        | 400.00            | 0.00              | 0.00             | 400.00            |
| <b>Grand Totals</b>          | <b>277,850.00</b> | <b>101,630.00</b> | <b>21,830.00</b> | <b>401,310.00</b> |

## 2024 SALARY BUDGET

|                              | <b>Salaries</b>   | <b>Overheads</b> | <b>Other</b>     | <b>Total</b>      |
|------------------------------|-------------------|------------------|------------------|-------------------|
| Administrative Pastor        | 100,280.00        | 11,030.00        | 3,300.00         | 114,610.00        |
| Associate Pastor             | 45,000.00         | 0.00             | 0.00             | 45,000.00         |
| Minister of Music            | 49,920.00         | 19,760.00        | 4,320.00         | 74,000.00         |
| Office Manager               | 52,940.00         | 5,820.00         | 4,050.00         | 62,810.00         |
| Part-time Office Assistant   | 14,460.00         | 0.00             | 1,110.00         | 15,570.00         |
| Facilities Manager           | 48,680.00         | 5,350.00         | 3,720.00         | 57,750.00         |
| Part-time Facilities Manager | 2,000.00          | 0.00             | 150.00           | 2,150.00          |
| Contemporary Pianist         | 5,530.00          | 0.00             | 420.00           | 5,950.00          |
| Sunday School Director       | 2,860.00          | 0.00             | 220.00           | 3,080.00          |
| Honorarium                   | 2,000.00          | 0.00             | 0.00             | 2,000.00          |
| Sub Organists/Pianist        | 400.00            | 0.00             | 0.00             | 400.00            |
| <b>Grand Totals</b>          | <b>324,070.00</b> | <b>41,960.00</b> | <b>17,290.00</b> | <b>383,320.00</b> |

Key:

Salaries: Salaries, Housing, FICA Allowance

Overheads: Health Insurance, Disability, Group Life, Retiree Support, Pension

Other: Pastoral Resource, Continuing Ed., Conf/Conventions, Mileage, Employee FICA

## TREASURER'S REPORT

### BENEVOLENCE FUND

|                                                 | Income           | Expense          |
|-------------------------------------------------|------------------|------------------|
| <b>Service Benevolence (Offering Envelopes)</b> | 31,202.84        |                  |
| Lutheran Services in Iowa                       |                  | 7,800.71         |
| Ingham Lake Bible Camp                          |                  | 7,800.71         |
| Lutheran World Relief                           |                  | 7,800.71         |
| Global Health Ministry                          |                  | 7,800.71         |
|                                                 | <u>31,202.84</u> | <u>31,202.84</u> |
| <b>Denom. Benevolence (Offering Envelopes)</b>  | 20,801.98        |                  |
| North American Lutheran Church                  |                  | 5,200.50         |
| Lutheran Churches in Mission for Christ         |                  | 5,200.50         |
| NALC Theological Education Fund                 |                  | 5,200.49         |
| Luther House of Studies                         |                  | 5,200.49         |
|                                                 | <u>20,801.98</u> | <u>20,801.98</u> |
| <b>Special Benevolence</b>                      |                  |                  |
| <i>Sunday School Offerings/Missions</i>         | 42.65            |                  |
| Sleep in Heavenly Peace                         |                  | 42.65            |
| <i>Noisy Offerings</i>                          | 2,506.60         |                  |
| Sleep in Heavenly Peace                         |                  | 2,506.60         |
| <i>Lenten Suppers</i>                           | 1,185.40         |                  |
| The Table Food Pantry                           |                  | 1,185.40         |
| <i>Others</i>                                   | 433.00           |                  |
| VBS Offerings - Ingham Okoboji Bible Camp       |                  | 233.00           |
| Justice For All                                 |                  | 200.00           |
|                                                 | <u>4,167.65</u>  | <u>4,167.65</u>  |
| <b>Total 2024 Benevolence</b>                   | <u>56,172.47</u> | <u>56,172.47</u> |

### PRIMEBANK ACCOUNTS

|                                                       | Income     | Expense    |
|-------------------------------------------------------|------------|------------|
| <b>Checking Account</b>                               |            |            |
| Beginning Balance on 01-01-24                         | 18,385.25  |            |
| Envelopes & Loose Plate Offerings                     | 452,435.65 |            |
| Capital Funds                                         | 50.00      |            |
| Other Receipts                                        | 133,967.71 |            |
| Benevolence Funds                                     | 56,172.47  |            |
| Trsf of Funds from Savings                            | 131,292.07 |            |
| Bequeaths                                             | 65,000.00  |            |
| Funds Moved to American Investment Trust Mutual Funds |            | 114,080.90 |
| Capital Funds Moved to Primebank Sav.                 |            | 50.00      |
| Miscellaneous Missions                                |            | 43,253.19  |
| CD Purchase at Ambank                                 |            | 65,000.00  |
| Benevolence Funds                                     |            | 56,172.47  |
| General Acct Expenses                                 |            | 539,668.24 |
| Liabilities Payroll/Taxes                             | 4,274.11   | 4,274.11   |
| Current Operating Notes - Primebank                   |            | 0.00       |
| Ending Balance on 12-31-24                            |            | 39,078.35  |

## TREASURER'S REPORT, CONT'D

|                                                        | Income    | Expense   |
|--------------------------------------------------------|-----------|-----------|
| <b>Savings Accounts</b>                                |           |           |
| <b>Building Fund</b>                                   |           |           |
| Beginning Balance on 01-01-24                          | 34,595.24 |           |
| Contributions                                          | 16,107.40 |           |
| Savings Account Interest                               | 1,906.59  |           |
| Disbursements                                          |           | 11,080.31 |
| Ending Balance on 12-31-24                             |           | 41,528.92 |
| <b>Thrivent Fund</b>                                   |           |           |
| Beginning Balance on 01-01-24                          | 258.99    |           |
| Deposits                                               | 3,644.00  |           |
| Savings Account Interest                               | 88.17     |           |
| Disbursement-Youth Activities                          |           | 250.00    |
| Disbursement-Welfare Fund                              |           | 1,800.00  |
| Disbursement-Safe Place Meat Certificates from Fareway |           | 1,000.00  |
| Disbursement-HS Youth Trip                             |           | 250.00    |
| Disbursement-Vacation Bible School                     |           | 500.00    |
| Ending Balance on 12-31-24                             |           | 191.16    |
| <b>Memorial Fund</b>                                   |           |           |
| Beginning Balance on 01-01-24                          | 3,125.82  |           |
| Memorials Donated                                      | 2,145.00  |           |
| Savings Account Interest                               | 230.93    |           |
| Disbursements                                          |           | 1,368.17  |
| Ending Balance on 12-31-24                             |           | 4,133.58  |
| <b>Organizations Fund</b>                              |           |           |
| Beginning Balance on 01-01-24                          | 25,153.44 |           |
| Deposits                                               | 0.00      |           |
| Savings Account Interest                               | 904.36    |           |
| Disbursements                                          |           | 12,200.00 |
| Ending Balance on 12-31-24                             |           | 13,857.80 |
| <b>Quilters Fund</b>                                   |           |           |
| Beginning Balance on 01-01-24                          | 509.25    |           |
| Deposits                                               | 0.00      |           |
| Savings Account Interest                               | 11.64     |           |
| Disbursement - Quilting Expenses                       |           | 54.18     |
| Disbursement - Dakota Boys & Girls Ranch               |           | 233.35    |
| Disbursement - Ronald McDonald House                   |           | 233.36    |
| Ending Balance on 12-31-24                             |           | 0.00      |
| <b>Building Usage Fund</b>                             |           |           |
| Beginning Balance on 01-01-24                          | 0.00      |           |
| Wedding Deposits                                       | 1,000.00  |           |
| Savings Account Interest                               | 43.75     |           |
| Disbursements                                          |           | 500.00    |
| Ending Balance on 12-31-24                             |           | 543.75    |

## TREASURER'S REPORT, CONT'D

|                                  | Income     | Expense    |
|----------------------------------|------------|------------|
| <b>Youth Fund</b>                |            |            |
| Beginning Balance on 01-01-24    | 8,409.78   |            |
| Deposits                         | 500.00     |            |
| Savings Account Interest         | 390.97     |            |
| Disbursements                    |            | 2,853.04   |
| Ending Balance on 12-31-24       |            | 6,447.71   |
| <b>Audio Visual Updates Fund</b> |            |            |
| Beginning Balance on 01-01-24    | 18,558.13  |            |
| Deposits                         | 0.00       |            |
| Savings Account Interest         | 303.53     |            |
| Disbursements                    |            | 18,861.66  |
| Ending Balance on 12-31-24       |            | 0.00       |
| <b>Tena Renken Welfare Fund</b>  |            |            |
| Beginning Balance on 01-01-24    | 6,152.01   |            |
| Savings Account Interest         | 53.64      |            |
| Disbursements                    |            | 6,205.65   |
| Ending Balance on 12-31-24       |            | 0.00       |
| <b>Capital Fund</b>              |            |            |
| Beginning Balance on 01-01-24    | 5,324.53   |            |
| Donations                        | 11,362.00  |            |
| Savings Account Interest         | 726.40     |            |
| Disbursements                    |            | 0.00       |
| Ending Balance on 12-31-24       |            | 17,412.93  |
| <b>Estate Gifts Fund</b>         |            |            |
| Beginning Balance on 01-01-24    | 0.00       |            |
| Estate Fund Donations            | 202,224.64 |            |
| Savings Account Interest         | 2,933.16   |            |
| CD Interest                      | 333.34     |            |
| 10% Estate Gifts Tithe           |            | 9,034.65   |
| Disbursements                    |            | 52,117.70  |
| Ending Balance on 12-31-24       |            | 144,338.79 |
| <b>Lundgren Scholarship Fund</b> |            |            |
| Beginning Balance on 01-01-24    | 0.00       |            |
| CD Interest                      | 2,750.14   |            |
| Savings Account Interest         | 81.36      |            |
| Disbursements                    |            | 0.00       |
| Ending Balance on 12-31-24       |            | 2,831.50   |
| <b>NORTHWEST BANK ACCOUNTS</b>   |            |            |
|                                  | Income     | Expense    |
| <b>Welfare Fund</b>              |            |            |
| Beginning Balance on 01-01-24    | 7,309.72   |            |
| Donations                        | 2,827.36   |            |
| Disbursements                    |            | 3,871.44   |
| Ending Balance on 12-31-24       |            | 6,265.64   |

## TREASURER'S REPORT, CONT'D

### PRIMEBANK INVESTMENTS

|                         | Income    | Expense |
|-------------------------|-----------|---------|
| <b>CD's</b>             |           |         |
| Lundgren Estate CD's    | 85,426.81 |         |
| Lundgren Scholarship CD | 51,000.00 |         |

### AMBANK INVESTMENTS

|                                  | Income     | Expense |
|----------------------------------|------------|---------|
| <b>Ambank Cetera Investments</b> |            |         |
| Beginning Balance on 01-01-24    | 0.00       |         |
| Cash                             | 0.14       |         |
| Transfer of Funds                |            |         |
| Ending Balance on 12-31-24       |            | 0.14    |
| <b>CD's</b>                      |            |         |
| Lundgren Estate CD's             | 272,348.81 |         |

### PRIMEBANK & AMBANK ACCOUNTS

|                                                        | Income     | Expense        |
|--------------------------------------------------------|------------|----------------|
| <b>Endowment Fund</b>                                  |            |                |
| <b>PB Endow. Savings</b> Beginning Bal on 01-01-24     | 2,119.92   |                |
| Donations/Memorials Received                           | 1,025.00   |                |
| Savings Account Interest                               | 4.62       |                |
| Funds Moved to PB Money Market Savings                 |            | 3,149.54       |
| Ending Balance on 12-31-24                             |            | 0.00           |
| <b>PB MM Endow. Sav</b> Beginning Bal on 01-01-24      | 0.00       |                |
| Transfer of PB Sav Principal & Interest Balance        | 3,149.54   |                |
| Donations/Memorials Received                           | 1,535.00   |                |
| American Investment Int Transfer to MM Savings         | 10,000.00  |                |
| Savings Account Interest                               | 101.89     |                |
| Grant - Wartburg College-J. McInnis EPIC Grant         |            | 1,000.00       |
| Grant - Grandview University-D. Hurt EPIC Grant        |            | 1,000.00       |
| Grant - Guatemala Mission Trip-M Brennan               |            | 750.00         |
| Grant - Food Pantry Garden Plants-A Lee                |            | 500.00         |
| Grant - Flood Relief-Faith Lutheran Church Spencer     |            | 5,000.00       |
| Grant - Flood Relief-Trinity Lutheran Spencer          |            | 5,000.00       |
| Primebank Savings Ending Balance on 12-31-24           |            | 1,536.43       |
| <b>AB Invest Mutual Fds</b> Beginning Bal 01-01-24     | 447,512.88 |                |
| Investment Gains                                       | 60,442.29  |                |
| Donations/Memorials Received                           | 114,080.90 |                |
| Interest Moved to PB Money Market Savings              |            | 10,000.00      |
| Investment Fees                                        |            | 4,533.32       |
| Ambank Endowment Funds(Principal & Int) on 12-31-24    |            | 607,502.75     |
| <br>Total Endowment Funds(Principal & Int) on 12-31-24 |            | <br>609,039.18 |

## **TEAM REPORTS**

### **EDUCATION/YOUTH TEAM**

Our church offers many opportunities for education and involvement in the body of Christ. Our wonderful volunteers make these things possible:

- Vacation Bible School was June 10-13. A high of 70 kids attended Camp Firelight, with an average of 65 kids each day. The kids played games, sang songs, made crafts, and learned Bible lessons about trusting and following Jesus. Thank you to the 35 volunteers that made this possible!
- Sunday School began with Rally Sunday on September 8. This year, the curriculum is Grow! Kids, which teaches lessons from the Bible and ways to apply it to our lives. Between Rally Sunday and November 3, the average Sunday School attendance was 34 students, with a high attendance of 48. We praise God for the increase from last year's average of 25 students.
- Eight fifth grade students attended First Communion classes for three weeks and celebrated their First Communion on Maundy Thursday.
- Third graders received Bibles on Reformation Sunday, a day we remember Martin Luther's desire for all people to have the Bible in their own language.
- On April 28, fifteen confirmands affirmed their faith through Confirmation.
- High school graduates were recognized on May 19 with gifts and a reception between services.
- Dave Ramsey's Financial Peace University was held for nine weeks.
- Pastor Broers is implementing an Alpha class for members and non-members and is working to begin adult small group studies.
- During study hour, a group of adults meets to discuss the sermon, using a guide that Pastor Broers provides.

#### **1. Catechism:**

1. Faith Inkubators is the Catechism curriculum used for 2024-2025 school year.
2. There were 49 students (6<sup>th</sup>, 7th, 8th, & 9th Gr.) and 21 guides for the 2023-2024 Catechism year. Currently we have 40 students (6th, 7th, 8th, & 9th Gr.) and 18 guides for the 2024-2025 Catechism year.
3. Confirmation was held on Sunday, April 28, 2024.
4. Catechism students wrote the devotions for the Lenten season.
5. Monthly Pizza & Game Nights are held from 5:30-6:30pm the first Wednesday of the month for 6th-9th grade students. This has helped Wednesday night service attendance and increased student sermon notes.
6. Catechism students held both large and small group service events. They invited the congregation to join them in October at a bed build for Sleep In Heavenly Peace in Sioux City.
7. Catechism students are doing a family service activity this Catechism Year. Families have been serving at the Coffee Bar while collecting funds for Sleep In Heavenly Peace this past fall.



## **2. Youth Events:**

1. 5th Quarter events for 2025: Basketball 5<sup>th</sup> Quarter was held at the Red Shed and Football 5<sup>th</sup> Quarter was held at the Albert's Party Barn.
2. The 2024 Summer Youth Trip was July 14-18. Nine youth and five adult chaperones went to the Creation Museum and The Ark Encounter in Kentucky.
3. A foosball table and ping pong table were donated to the Youth Room by Ron & Shari Sitzmann and Jean Heeren.

## **3. Camp:**

1. Many students have taken advantage of programs at Ingham Okoboji Bible Camp, including summer camp, spring recharge, and fall recharge.

## **ENDOWMENT TEAM COMMITTEE**

Committee Members: Karol Holton (2025), Darrell Wiener (2026), Dianne Baack (2027), Doug Carlsen (2028), Rex Knapp (2029), Todd Brownmiller (2030), Council Liaison – Becky DeRuyter – Terms end with the January Annual Congregational Meeting.

The committee met on May 7<sup>th</sup> and awarded 3 grants. 2 - \$1000.00 Lutheran College Grants and \$750.00 for a youth mission trip to Guatemala. Another grant for \$500.00 was awarded later for a special plant project helping food banks.

The committee continues to work on updating the Endowment Bylaws, after having left the ELCA.

\$10,000.00 of interest was moved from investments, to be used for grants.

After the severe flooding in June, the Endowment Team granted \$5,000.00 each to Faith Lutheran Church and Trinity Lutheran Church, Spencer, IA.

## **INREACH TEAM**

**Members:** Denise Anthony (chairperson), Lynn Breuer, Karen Carlsen, Ginny Freyermuth, Eliese Hoffman, Chris Knapp, Tammy Meier (through July), Sandy LaBahn

**Council Link:** Ashley Bennett

**Advisor:** Pastor Steven Broers

### **January**

- Inreach was asked to schedule and notify St. John's teams regarding the week they will be serving the Lenten Supper, who they will be serving with, and which catechism groups will be assisting them.
- We began planning a fall adult trip to The ARK Encounter/Creation Museum.
- Organized a catered meal for Volunteer Appreciation Luncheon.

### **February**

- 28<sup>th</sup> Prepared and served Lenten Supper with Education/Youth team.

**May**

- 26<sup>th</sup> Decorated, organized and served Flag ceremony reception.

**June**

- 30<sup>th</sup> Decorated, organized and served reception for the Ordination Anniversary (25<sup>th</sup>) and Quilt of Valor Ceremony honoring Pastor Chris Meier.

**July**

- 28<sup>th</sup> Decorated, organized meal and co-hosted Pastor Chris Meier's farewell luncheon with the church council.

**September**

- 16<sup>th</sup> – 20<sup>th</sup> Adult trip to The ARK Encounter & Creation Museum. We worked on organizing this trip for several months. Twenty-four of us (22 members) had a wonderful time. The consensus was it was a great trip, and our St. John's travelers asked, "When's the next trip and where are we going?!" We appreciated the help of Myriah from Travel Advantage in Sioux Center.

**October**

- Researched and ordered new Christmas Trees for the church.
- Organized collection and purchased gifts for Pastor Appreciation.
- 27<sup>th</sup> Helped cleanup pizza lunch for SLEEP IN HEAVENLY PEACE volunteers.

**November**

- InReach began research to find a company to do a new picture church directory. We are hoping to be ready to have family photo sessions this coming spring.

**December**

- Organized and helped with church decorating for Christmas.
- 2<sup>nd</sup> Organized and hosted Chili/Soup supper.

## **LIBRARY TEAM**

Team Members Include: Loni Ihrke, Donna Heeren, Linda Oloff, Janice Milne, Teri Herrig, Jan Schietzelt, Kathi Brodersen, Gayle Maney

Last year the St. John's Library Team reported on declining usage due to changes in technology and readership. We made the difficult decision to no longer actively update our library materials by hosting Library Weekend, but we have maintained a great selection of books and DVDs for your enjoyment. You and your friends may continue to check out books and movies as you have always done. In addition, many popular Christian fiction titles can be found at our public library.

The Library Team will still accept book/DVD donations which will be reviewed per our guidelines. We will continue to add donations, check in materials and keep the shelves in order. If you are interested in learning more about what we do, feel free to contact any team member.

The budget for the St. John's Library is used to subscribe to various magazines which can be found in the wall holder and enjoyed in the library. We also had the opportunity to work with the Education Team this year by using our media fund to buy each child a book for Rally Day. The books were well received, and we hope to continue this pairing.

Our committee, both past and present, would like to send a big THANK YOU to all who have supported the St. John's Library over the past 32 years!

## OUTREACH TEAM

Active Team members during 2024: Tammy Lee, Julie Albert, Cindy Kamies, and Iris Hemmingson, Eliese Hoffman and Glenn Kellen. Thank you to these individuals for their help in the past year, and who have stepped down from this committee: Dennis Plueger, Dean Oloff, Julie Hulstein and Joyce Roeser. We welcome Roma Lancaster to the team. Thank you to all team members for your support. New members are welcome at any time.

In 2024, the rotation of the four entities who received 1.5 % of financial donations from the general offering included:

- ❖ Lutheran World Relief, which provides many types of relief to worldwide disasters and hunger issues, with special gifts to Ukraine.
- ❖ Lutheran Social Services in Iowa, which provides guidance for families and children in Iowa.
- ❖ Ingham Lake Bible Camp, to specifically help update structural facilities.
- ❖ Global Health Ministries, which focus on strengthening health systems through access to medical equipment and supplies, support and leadership.

Entities that received 1% of general offerings were:

- ❖ LCMC
- ❖ NALC
- ❖ NALC Theological Education Fund
- ❖ Luther House of Studies

We will continue to support these agencies in 2025.

Noisy Offering in 2024 went to Sleep in Heavenly Peace. Noisy offering for the 1<sup>st</sup> Quarter of 2025 will be designated to Sleep in Heavenly Peace. The remainder of the year will be determined at a later date.

St. John's members and others in our community contributed to the American Red Cross blood drives in three very successful days of collecting blood. As Jesus shed ALL His blood for our redemption and new life in Him, you likewise shared a pint of your blood to preserve or extend life on earth. Thank you to all committee members that took time to help with the drives.

St John's is committed to picking up refuse along Highway 3 East of Le Mars. Our congregation is recognized by a posted sign along the highway stating our commitment to this community outreach. Outreach THANKS Boy Scout Troop #186 who continued to assist St. John's Outreach by picking up refuse in our 1 mile stretch of Hwy 3 East as well as their own adjoining 2 miles in 2024. The Outreach committee will need congregation members to help with this ministry in 2025.

St. John's Outreach Team continues to maintain membership in Bread for the World, which lobbies governments in their endeavors to eliminate hunger throughout God's world.

A former parade float was donated to us. It needed work; new boards, painting and a replica of St. John's church steeple was added to the float. Dan & Julie Albert housed the

float and arranged repairs and painting. Lights were added for the lighted parade. Chris & Katie Gerloff volunteered their pickup to pull the float and power lights.

Because of flooding in Rock Valley and Spencer, the Outreach Team initiated a furniture drive. A Semi, donated by Tony & Rick Kellen of the The Fine Twine Company was filled. Excellent condition beds, sofas, recliners, tables and chairs of all types. These items were delivered to Justice For All in Rock Valley. JFA was able to store, test and disperse to those needing the help. We also collected personal items, clothing, household items and meals.

The Outreach Team trusts that each family is working toward giving their full tithe to our Lord by increasing your percentage of giving each year. The Lord increases your blessings each time you are generous to his beloved children!

Please consider participating in our congregation's outreach ministry by joining our committee.

Your Outreach Team Chair  
Glenn Kellen

### **PROPERTY TEAM**

Team members: Doug Carlsen, Mike Haverhals, Henry Herrig, Eliese Hoffman, Dean Oloff, Dennis Plueger, Rob Sudtelgte, Brady Westhoff and Arlene Wiener, Council Link-John Hines

1. We had the monument removed by Dreckman Construction. This turned out nice.
2. Planted grass where the trees were removed and in the monument area too.
3. We found broken safety glass over the half-moon window over the Narthex doors. Todd received quotes and it is now fixed.
4. Had the lobby painted by Todd. He did a great job and looks nice.
5. Replaced the carpet in the lobby.
6. Did an estimate for the wheelchair lift on the southside of church. The Council is reviewing this.

Overall, we had a very busy productive year thanks to all the Property team members and Todd.

## **TECHNOLOGY TEAM**

The Technology Committee consists of 3 different teams:

- 1) Main team: Becky DeRuyter, Brenda Haverhals, Larry Brangwin, Keith Westhoff and Dick Milne – Council Link
- 2) Facebook team: Office staff, Chris Knapp, Shelly Wendt, Haley Kass
- 3) Audio/Visual Team: Larry Brangwin, Megan Brennan, Micah Broers, Becky DeRuyter, Ian DeRuyter, Brenda Haverhals, Andrea Hessenius, Brock Hessenius, Keith Westhoff and Todd Zinnel

The main team oversees the entire committee and meets as needs arise. This year we moved forward with the updates to the audio/visual equipment. The project included a new sound board, tv screens, computers, cameras and equipment to begin livestreaming to Facebook and YouTube. We also began using new software called ProPresenter during the services. Special thank you, to Mike Rathke, for keeping things running and helping to train the audio/visual team throughout this transition.

The Facebook team helps keep the congregation and community informed of events and activities occurring throughout the year.

The Audio/Visual team projects the service components onto the screen by using Pro Presenter and controls the cameras for each service including Wednesday worship. Both services are now being livestreamed and uploaded to YouTube. St. John's shares these recordings on Sunday afternoon at 1 pm over KLEM and also on Cable Channel 12 at 6:30 pm on Thursday evenings. If you would like to become involved with this ministry, please contact the office.

## **THRIVENT CHOICE DOLLARS REPORT**

Since 2010, Thrivent Financial members have used this program to direct more than \$550 million in Thrivent Financial charitable funds to churches and nonprofits nationwide. Eligible members are designated Choice Dollars, based on insurance premiums, contract values, and Thrivent Financial volunteer leadership. Many of St. John's members who participate in Thrivent Financial have directed their Choice Dollars to St. John's.

|                                    |           |
|------------------------------------|-----------|
| Carried forward from 2023          | \$ 258.99 |
| Donations and interest during 2024 | 3,732.17  |

Below is a listing of where Thrivent Choice money directed to St. John's has been used in 2024.

|                                     |                 |
|-------------------------------------|-----------------|
| Bible School                        | 500.00          |
| Youth Group                         | 500.00          |
| St. John's Welfare Fund             | 1,800.00        |
| Grocery Certificates for Safe Place | <u>1,000.00</u> |
| Total Contributions Allocated       | \$3,800.00      |

|                         |           |
|-------------------------|-----------|
| Carried forward to 2025 | \$ 191.16 |
|-------------------------|-----------|

Also, several Thrivent members from St. John's sponsored Action Teams using the Thrivent \$250 credit card program.

## **WORSHIP TEAM**

**Members:** Twila Borchers, Jean Heeren, Rhonda Justice, Hope Majeres, Linda Oloff, Michael Rathke, Jill Young

2024 saw St. John's in a time of transition, welcoming Pastor Broers in September. Pastor Broer's talents and musical knowledge have been a great asset to our music ministry program as he plays guitar and sings with People of Praise. There have been a few changes to worship. Wednesday evening services now focus on different readings and topics than the weekend and offer more opportunities for confirmation students and youth to be involved.

In the spring, upgraded audiovisual equipment was installed. This project involved a new digital soundboard, two 95" television screens, and the necessary cameras and equipment for livestreaming services. All worship services are now streamed live to YouTube and Facebook. We've already seen a lot of engagement with this new online ministry. St. John's also upgraded from PowerPoint to ProPresenter, which is optimized for churches. Mike, Connie, and Kim have been proactive in learning the new software and helping to compile the service slides and announcements each week. Our thanks to Becky DeRuyter for scheduling and coordinating the AV volunteers.

The Christmas season is a particularly busy time for worship and music. Blue Christmas was held on Sunday, December 8 at 1:30pm. On December 15 at both services, St. John's Choir presented a choral cantata entitled "The Christmas Story" by Tom Fettke and Thomas Grassi. 18 singers were involved. On Christmas Eve, a contemporary worship service was offered at 1pm, in addition to traditional services at 3, 5, and 8pm.

Midweek Lenten services focused on a study of the book of Acts from The Bible Project. On Good Friday, a "Stations of the Cross" service featured scriptures, hymns, and beautiful religious artwork from the Renaissance to the current day. We also celebrated two "Hymn Sing Sundays" in which all the music selections for the day are chosen by the congregation. During the sermon time, the inspiring stories behind many of these songs and their authors were shared.

St. John's Choir, People of Praise, and the Handbell Choir continue to share musical offerings regularly on Sunday mornings and Wednesday nights. St. John's Brass plays seasonally for Christmas and Easter services. We welcome participants of all ages and abilities to join us to keep our music program strong in the years to come!

Our church is blessed by the unique gifts that our music volunteers, altar guild members, ushers, sound and video operators, readers, and staff bring to worship as we share the good news of Christ's love with our community and world.

## **ST. JOHN'S LUTHERAN WOMEN'S ORGANIZATION**

The Board of St. John's Women's Organization for 2024 includes Jo Ellen Cronin and Arlene Wiener.

### **Our 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, support one another in our callings, engage in ministry and action and promise healing and wholeness in the church, the society, and the world.

### **Organization:**

All women of St. John's church are considered members of St. John's Lutheran Women's Organization. Circle meetings are held monthly for Bible Study and any other business or discussion pertaining to the women's organization. We are presently studying the Bible Study – The Seven Churches of Revelation, which will take us through May. Last Summer 2 Circles started the study – In Heaven's Name – Why On Earth? We will continue this study this Summer and choose a new Bible Study for September of 2025. Our circles consist of 3 groups which meet on the 3<sup>rd</sup> week of the month, on Monday at 1:30 pm, Tuesday at 9:30 am, and Wednesday at 1:30 pm. We did not hold unit meetings in 2024.

### **Service:**

We held Do-Days in 2024 on the second Tuesday of the month, from January through June and September through November. Workers made quilts, rolled bandages, and cut stamps. We are no longer collecting tabs for Ronald McDonald House, but ask donations be brought to McDonalds directly. Many more hours were spent working on projects individually at home or church. We wish to thank all who helped with our projects through donations of materials, money, or time. Also, we wish to thank the following who loaded and delivered the projects to Sioux City: Ron & Twila Borchers, Tim Lohafer, Denny Plueger, LeRoy Schulz, and Mike Haverhals.

The following was collected for Lutheran World Relief and Global Health Mission.

To Lutheran World Relief: 101 Quilts, 26 Baby Care Kits, 37 Fabric Kits, 11 Personal Care Kits, 142 School Kits, and 7 Blankets.

To Global Health Mission: 16 ½ lbs. Rolled Bandages, 4 Hospice Kits, and 20 Newborn Kits.

### **Additional projects of our women included:**

1. Visit (when possible) or sent cards to members who are either home bound or in nursing homes or assisted living facilities.
2. Kept appliances in the church kitchen cleaned, towels laundered, and purchased supplies as needed.
3. Sent memorials of \$20.00 to Ingham Okoboji Lutheran Bible Camp in honor of all women of St. John's who passed away during the year.



4. We donated extra clothing and other supplies to Safe Place.

We have funds in our Benevolence Account, which will be divided between St. John's Welfare Fund and other organizations determined by our circle members.

Plans for 2025:

To engage more women in our circle meetings and Bible studies. To continue with our L.W.R. and Global Mission projects, recycling Bibles and Portals of Prayers to the Gospel Mission, visit and send cards to our home bound and those in assisted living and nursing home members, and encourage all women to join in our activities.

Submitted by Jo Ellen Cronin & Arlene Wiener



NORTH AMERICAN  
LUTHERAN  
CHURCH



ST. JOHN'S  
LUTHERAN  
CHURCH  
NALC-LCMC

