

ANNUAL REPORT 2022



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,

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

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

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

(Hebrews 13:16).

Lutheran Church of Our Redeemer

2001 Second Street NW
Watertown, SD 57201

2022 ANNUAL REPORT

Making Jesus Christ Known Through Word and Deed.

2023 Annual Meeting Agenda—January 29, 2023

Call to Order and Approval of Agenda

Tammy Davis, Council President

Opening Devotions

Justin Ruesch

2022 Annual Meeting Minutes

Peg Juba, Council Secretary p. 3-5

Treasurer's Report

Jennifer Harms, Council Treasurer p. 6-9

Church Council Report (accepted as written)

Tammy Davis, Church Council President p. 10

Pastor Report (accepted as written)

Interim Associate Pastor Dave Nerdig p. 11

Staff and Committee Reports – (accepted as written)

p. 13-31

Old Business

- LCOOR Strategic Planning Process, with GSB consultant
- Installation of Pastors Dan & Laura Overbo - February 11th at 5:30pm, February 12th at 8:30am & 10:30am and February 15th at 6:30pm.

New Business

- Seven Delegates needed for the 2023 South Dakota Synod Assembly, June 2-3, 2023
- Year-end surplus of \$101,138.08; recommend dispersing \$60,985.71 to 2023 budget and the remaining \$40,152.37 to the Capital Improvement line in the Dedicated Account.

Presentation and Approval of the 2023 Proposed Budget Jennifer Harms, Council Treasurer p. 35-40

Capital Campaign Announcement

Elections

Closing Prayers

Justin Ruesch

Adjourn

New Council Organizational Meeting

Next Council Meeting: February 14, 2023

LCOOR 2022 Church Council President....Tammy Davis
Secretary....Peg Juba

Vice President....Bev Splinter
Treasurer.....Jennifer Harms

Term Expires

2023: Tammy Davis, Jennifer Harms, Justin Ruesch,
2024: Peg Juba, Tony Kneeland, Bev Splinter
2025: Codi Martin, Laurie Tennis, Monte Hopper

2023 Church Council Nominations

3-year term: Ann DeSpiegler, Gwen McGillivray, Ryan Nuttall

2022 Mission & Endowment Committee Nominees

1st 3-year term: Julie Rude

2023-2024 Nominating Committee

1-year term: Grant Titze, Buck Crouse, Shelly Alvine

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Making Jesus Christ Known Through Word and Deed.

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| 2023 Lutheran Church of Our Redeemer Proposed Budget | | page 35—40 |

Making Jesus Christ Known Through Word and Deed.

Respectfully Submitted by Peg Juba, Council Secretary

Call to Order:

By Mark Reishus, Council President at 11:40 a.m.

Approval of Meeting Agenda:

Motion made by Chuck Langner, Seconded by Michelle Leitheiser. Motion carried.

Opening Devotions:

Pastor Kent Stillson

2021 Annual Meeting Minutes:

Motion to approve by Sam Hatlestadt, Seconded by Dan Albertson. Motion carried.

Treasurer's Report for 2021:

Jennifer Harms- Promised giving was up \$35,091 from 2020.

Non- promised giving down \$10,495.

Combined increase of income \$24,596.

Total income \$1,017,334.

Expenses \$938,629 with a surplus of \$78,704.61.

Motion to approve by Nyla Bergan, Seconded by Sandy Albertson. Motion carried.

Church Council Report:

By Mark Reishus, Council President

Pastor's Reports:

Pastor Kent Stillson- Challenges that were met in 2021:

Covid strains on church activities and attendance

The untimely death of Pastor Dan Ofstehage

Announcement of Pastor Kent's retirement

Staff and Committee Reports:

(accepted as written) discussion on faithful giving distribution.

Motion to approve made by Jen Harms, Seconded by Barb Doeher. Motion carried.

Presentation and Approval of the 2022 Proposed Budget:

Jennifer Harms, Council Treasurer—

As 1/4/2022 Income amount of \$999,898.00 w/ 3% staff raises.

Motion to approve proposed budget by Tammy Davis, Seconded by Terry Ulrich. Motion carried.

Old Business

New Business:

- Seven Delegates needed for the 2022 South Dakota Synod Assembly, June 3 & 4, 2022
Jack Holmquest will be attending. Will pursue additional candidates at a later date.

Making Jesus Christ Known Through Word and Deed.

- Year-end surplus of \$78,704.61; recommend dispersing \$17,000 to 2022 budget; \$40,000 to Capital Improvement; \$3,704.61 to SD Synod, ELCA; \$4,000 to LCOOR youth attending the 2022 National Youth Gathering; \$3,000 to ELCA World Hunger; \$3,000 to Brothers and Sisters Behind Bars; \$2,000 to Lutheran Disaster Relief; \$2,000 to Watertown Sandwich Ministry; \$2,000 to One Roof Project; \$2,000 to Church on the Street in Sioux Falls. Pastor Chris Madsen is pastor for Church on the street. Discussion capital improvements. Dedicated funds has money for capital improvements.
Motion to approve made by Barb Cramer, Seconded by Allen Rude. Motion carried.
- Discussion of Pastoral Vacancy and Call Process — Tammy Davis and Mark Reishus. In search of interim Senior Pastor candidates. Have had 2 declines so far due to Covid concerns. Discussion on the call process. Starting with Strategic Plan. Pastor Dave Nerdig has graciously accepted the interim Associate Pastor position for now.
- LCOOR Strategic Planning Process, with GSB consultant — Justin Reusch and Mark Reishus. First step needed before a pastoral call. 5-7 members needed for strategic planning committee.

Elections:

| | | |
|----------------------------------|--------------------------------|------------------------------------|
| LCOOR 2021 Church Council | <i>President— Mark Reishus</i> | <i>Vice President— Tammy Davis</i> |
| | <i>Secretary— Peg Juba</i> | <i>Treasurer—Jennifer Harms</i> |

Term Expires

2022: Terry Ulrich, Todd Nichols, Mark Reishus
2023: Tammy Davis, Jennifer Harms, Justin Reusch,
2024: Peg Juba, Kevin Keup, Bev Splinter

2022 Church Council Nominations

3-year term: Codi Martin, Laurie Tennis, Monte Hopper .
Motion to accept Council nominations made by Mike Madsen. Seconded by Sandy Albertson. Motion carried.

2022 Mission & Endowment Committee Nominees

3-year term: Jennifer Harms
1st 3-year term: Mark Iverson, Ann DeSpiegler, Deb Shepherd.
Motion to accept by Justin Reusch. Seconded by Terry Ulrich.

2022-2023 Nominating Committee

1-year term: Melanie Schroeder, Nancy Brinkman, Barb Doehrer.
Motion to accept by Chuck Langner. Second by Jack Holmquest. All motions carried.

Adjourn- Motion made by Darla Adolphsen, Seconded by Lee Freiwald. Motion carried.

Closing Prayer

New Council organizational meeting

Making Jesus Christ Known Through Word and Deed.

Respectfully submitted by Peg Juba, Council Secretary
Sunday, December 4, 2022

Agenda

Opening Devotions

Call to Order:

By Tammy Davis, Council President

Summary by Call Committee:

Brad Brandsrud, Call Committee Chair, stated that six candidates were selected from those requesting a call. Brad and the Call Committee are making the recommendation to accept Pastors Dan and Laura Overbo as the candidates for the Senior and Associate Pastor positions.

Motion, Discussion and Vote for Senior Pastor- Motion was made by Codi Martin, council liaison to the call committee, to accept the recommendation of Pastor Dan Overbo for Senior Pastor. Seconded by Michelle Leitheiser. The budget for Pastoral salaries was shown. Discussion followed by Craig Kruse if health insurance would be as a family policy since the candidates are a couple. Gary Kruse asked how the Pastor salaries are determined. President Tammy Davis answered with salaries are based on years of service and congregation size. Mostly salary recommendations are given by the Synod. No further discussion. Ballots were distributed for the Senior Pastor vote. Collected and tallied.

Motion, Discussion and Vote for Associate Pastor- Motion to accept the recommendation of Pastor Laura Overbo was made by Codi Martin. Seconded by David Johnson. No discussion followed. Ballots were distributed for the Associate Pastor vote. Collected and tallied.

Count Ballots & Announce Results- The results were as follows:

Senior Pastor- 129 yes 5 no 1 abstained.

Associate Pastor- 127 yes 6 no 0 abstained.

Brad Brandsrud will contact Pastor Dan and Laura Overbo with the results.

Closing Prayer:

By Tammy Davis

Adjourn Meeting:

Motion to adjourn made by Bev Splinter. Seconded by Mark Reishus.

FINANCIAL REPORT 2022

Making Jesus Christ Known Through Word and Deed.

General Fund

| | | 2021 | 2022 |
|-----------------|---------------------------|----------------------|-----------------|
| Income | Promised Pledges | \$ 743,745.79 | \$ 704,586.76 |
| | Non-promised Offerings | \$ 146,723.55 | \$ 164,757.50 |
| | Loose Offerings | \$ 19,251.12 | \$ 33,279.24 |
| | Church School | \$ 1,537.37 | \$ 972.66 |
| | Christian Preschool | \$ 44,998.44 | \$ 48,038.22 |
| | Other | \$ 7,301.51 | \$ 7,461.50 |
| | 2020 Budget Surplus | \$ 30,000.00 | \$ 17,000.00 |
| | Interest | \$ 675.49 | \$ 620.85 |
| | Designated Mission Giving | \$ 23,101.14 | \$ 18,376.19 |
| | Special Offerings | \$ | \$ 73,626.14 |
| | | \$ 1,017,334.41 | \$ 1,068,719.06 |
| Expenses | Missions | \$ 106,297.86 | \$ 96,583.37 |
| | Worship and Service | \$ 76,027.85 | \$ 71,626.28 |
| | Parish Education | \$ 34,811.73 | \$ 69,209.76 |
| | Parish Youth Program | \$ 74,070.86 | \$ 71,772.85 |
| | Outreach | \$ 71,017.63 | \$ 73,118.24 |
| | Pastoral Leadership | \$ 225,312.27 | \$ 130,562.04 |
| | Church Operations | \$ 136,677.67 | \$ 147,310.28 |
| | Church Home | \$ 166,037.57 | \$ 181,346.29 |
| | Preschool | \$ 48,376.36 | \$ 63,059.63 |
| | Transfer Out of Account | \$ | \$ 62,992.24 |
| | | \$ 938,629.80 | \$ 967,580.98 |
| | \$ 78,704.61 | \$ 101,138.08 | |

Scrip

| | | |
|-----------|--------------------|--------------------|
| Reliabank | \$ 1,683.26 | \$ 1,900.45 |
| Inventory | \$ 3,200.00 | \$ 2,870.00 |
| | \$ 4,883.26 | \$ 4,770.45 |

Care Fund

| | | |
|-----------------------|--------------------|--------------------|
| 2020 Ending Balance | \$ 743.91 | |
| Deposits | \$ 12,387.25 | \$ 8,729.22 |
| Expenses | \$ 7,230.66 | \$ 6,620.82 |
| Ending Balance | \$ 5,900.50 | \$ 8,008.90 |

FINANCIAL REPORT 2022

Making Jesus Christ Known Through Word and Deed.

Dedicated Fund

| | 2021 | 2022 |
|--------------------------------------|----------------------|----------------------|
| Adult Mission Trips | \$ 186.97 | \$ 186.97 |
| AED/Wellness | | \$ 130.35 |
| Altar Guild | \$ 372.25 | \$ 303.77 |
| Befriender Ministry | \$ 2,372.12 | \$ 2,372.12 |
| Bible Camp Scholarships | \$ 4,265.00 | \$ 5,315.00 |
| Camera Fund | \$ 1,853.11 | \$ 1,853.11 |
| Capital Improvement Fund | \$ 60,797.75 | \$ 99,103.52 |
| CASA/Foster Family Drive | \$ 537.88 | \$ - |
| Christian Education | \$ 25.00 | \$ 2,699.00 |
| Church School Mission (CS Offerings) | | \$ 278.70 |
| Coffee/Equal Exchange | \$ 2,120.95 | \$ 2,404.10 |
| Connect Though Technology | \$ 766.67 | \$ 245.21 |
| Fishes & Loaves | \$ 2,466.67 | \$ 1,682.45 |
| Gods Work Our Hands | \$ 834.89 | \$ 834.89 |
| Handbell Choir | \$ 1,219.45 | \$ 1,358.62 |
| High School Lunches | \$ 2,991.02 | \$ - |
| Ladies Night Out | \$ 3,735.82 | \$ 4,697.94 |
| Legal & Accounting | \$ 2,291.00 | \$ 2,083.12 |
| Liturgical Dance | \$ 191.72 | \$ 191.72 |
| Mission & Ministry/Cong | \$ 3,397.62 | \$ 3,635.77 |
| Ministry Events | \$ 1,857.36 | \$ 1,539.67 |
| Music Team Fund | \$ 3,859.30 | \$ 5,018.46 |
| PPP & EIDL Loan | \$ 97,521.31 | \$ 90,636.63 |
| Praise & Rejoice Choir | \$ 1,486.41 | \$ 1,625.58 |
| Prayer Shawl Ministry | \$ 2,797.02 | \$ 3,640.97 |
| An Education W/ Jesus (Preschool) | \$ 3,227.00 | \$ 2,877.00 |
| Preschool Donations | \$ 4,408.50 | \$ 6,132.52 |
| Quilters | \$ 375.00 | \$ - |
| Radio Ads | \$ 384.00 | \$ 100.00 |
| Roof Fund (Capital Campaign) | | \$ 90,867.24 |
| Sandwich Ministry | \$ 505.08 | \$ - |
| Sound & Projection | \$ 2,417.40 | \$ 1,141.53 |
| Thrivent Choice Dollars | \$ 2,878.23 | \$ 2,944.95 |
| Use Tax | \$ 279.48 | \$ 185.68 |
| Wednesday Meals | \$ 5,086.26 | \$ 5,118.77 |
| With You Always (Mental Health) | \$ 166.66 | \$ 166.66 |
| 9th Grade Confirmation | \$ 156.50 | \$ 206.27 |
| Youth Mission Trips | \$ 1,821.86 | \$ 8,098.64 |
| Youth Ministry Meals | | \$ 2,169.66 |
| Interest | \$ 1,512.65 | \$ 1,068.13 |
| | \$ 221,165.91 | \$ 352,914.72 |

FINANCIAL REPORT 2022

Making Jesus Christ Known Through Word and Deed.

Building Loan

Refinanced January 30, 2020

Reliabank @ 3.9% (Maturity January 15, 2027)

Payment = \$2,341.26 per month on the 15th

| | Principal paid | Balance of Principal | Interest |
|----------|---|----------------------|--------------|
| | | \$ 341,287.14 | |
| 01/18/22 | \$ 1,082.56 | \$ 340,204.58 | \$ 1,258.70 |
| 02/01/22 | \$ 648.00 From Debt Reduction Offerings | \$ 339,556.58 | |
| 02/15/22 | \$ 1,310.28 | \$ 338,246.30 | \$ 1,030.98 |
| 03/01/22 | \$ 518.00 From Debt Reduction Offerings | \$ 337,728.30 | |
| 03/15/22 | \$ 1,316.04 | \$ 336,412.26 | \$ 1,025.22 |
| | | \$ | |
| 03/31/22 | \$ 543.00 From Debt Reduction Offerings | 335,869.26 | |
| 04/15/22 | \$ 1,212.35 | \$ 334,656.91 | \$ 1,128.91 |
| 05/02/22 | \$ 523.00 From Debt Reduction Offerings | \$ 334,133.91 | |
| 05/16/22 | \$ 1,218.17 | \$ 332,915.74 | \$ 1,123.09 |
| 06/01/22 | \$ 483.00 From Debt Reduction Offerings | \$ 332,432.74 | |
| 06/15/22 | \$ 1,260.01 | \$ 331,172.73 | \$ 1,081.25 |
| 07/01/22 | \$ 443.00 From Debt Reduction Offerings | \$ 330,729.73 | |
| 07/15/22 | \$ 1,265.62 | \$ 329,464.11 | \$ 1,075.64 |
| 08/01/22 | \$ 443.00 From Debt Reduction Offerings | \$ 329,021.11 | |
| 08/15/22 | \$ 1,235.49 | \$ 327,785.62 | \$ 1,105.77 |
| 08/31/22 | \$ 543.00 From Debt Reduction Offerings | \$ 327,242.62 | |
| 09/15/22 | \$ 1,241.33 | \$ 326,001.29 | \$ 1,099.93 |
| 09/30/22 | \$ 448.00 From Debt Reduction Offerings | \$ 325,553.29 | |
| 10/17/22 | \$ 1,211.94 | \$ 324,341.35 | \$ 1,129.32 |
| 11/01/22 | \$ 588.00 From Debt Reduction Offerings | \$ 323,753.35 | |
| 11/15/22 | \$ 1,323.18 | \$ 322,430.17 | \$ 1,018.08 |
| 12/01/22 | \$ 408.00 From Debt Reduction Offerings | \$ 322,022.17 | |
| 12/15/22 | \$ 1,293.98 | \$ 320,728.19 | \$ 1,047.28 |
| 12/30/22 | \$ 558.00 From Debt Reduction Offerings | \$ 320,170.19 | |
| | | | \$ 13,124.17 |
| | \$ 14,970.95 Total from Mortgage Payments | | |
| | \$ 6,146.00 Total from Debt Reductions | | |
| | \$ 21,116.95 | | |
| | Total payments made to principal | | |

Making Jesus Christ Known Through Word and Deed.

General Gifts Summary(acct # xxx1968 & xxx7601)

| | |
|---------------------------------------|----------------|
| Principal as of 1/1/22 | \$ 38,233.92 |
| Accumulated Interest (YTD) | \$ 50.76 |
| Cashed out 7601 | \$ (12,669.55) |
| deposit 7601 withdrawal to 1968 | \$ 12,669.55 |
| Interest transferred from Acct # 7601 | \$ 37.84 |
| Total | \$ 38,322.52 |

Drange/Hogstad Endowment Summary(acct # xxx4545) (75% of Gift)

| | |
|--|--------------|
| Principal as of 1/1/22 | \$ 51,789.31 |
| Deposit 75% of Hogstad Gift | \$ 18,750.00 |
| Deposit 100% fo Beyer Gift | \$ 5,000.00 |
| Accumulated interest earned on acct # xxx4545 | \$ 400.41 |
| Accumulated Interest (YTD) transferred to acct # xxx0607 | \$ (400.41) |
| | \$ 75,539.31 |

Summary

| | |
|-----------------|----------------------|
| Total Principal | \$ 113,861.83 |
| | \$ 113,861.83 |

Timmerman Scholarship Summary (acct # xx3002 & acct # xx2718)

| | |
|----------------------------|---------------------|
| Principal as of 1/1/22 | \$ 35,335.63 |
| Accumulated Interest (YTD) | \$ 745.32 |
| Expenses YTD | \$ (1,500.00) |
| Total | \$ 34,580.95 |

Mission Fund Summary (Special Gifts & Memorials)
(25% of Hogstad Gift) (Acct # xx1958 & # xx607)

| | |
|---|---------------------|
| Principal as of 1/1/22 | \$ 35,216.88 |
| Accumulated Interest (YTD) | \$ 86.01 |
| Interest transferred from account ***4545 | \$ 400.41 |
| Memorials Deposited YTD | \$ 5,170.00 |
| Expenses (YTD)- Grants | \$ (8,135.00) |
| Total, available to spend | \$ 32,738.30 |

Total of all funds**\$ 181,181.08****Memorial Funds** (reflected in Missions Summary)

| | |
|---|---------------------|
| Designated Memorial Monies in account # xxx1958 | \$ 1,740.00 |
| Undesignated Monies in account # xxx1958 | \$ 13,482.05 |
| Total | \$ 15,222.05 |

ANNUAL REPORT OF THE COUNCIL PRESIDENT

Making Jesus Christ Known Through Word and Deed.

Many hands make light work. I'm not sure where I first heard that phrase but it certainly is an accurate statement for the past year. I would like to extend my appreciation to every volunteer, committee member and ministry supporter in our congregation. The lay leaders for their willingness to prepare and deliver sermons. The strategic, call, and stewardship committee volunteers that spent hours last year ensuring we stay strong and prepare for the future. The educators, fellowship and worship volunteers that dedicate their time to enhance the experience for others. I don't think I have the right words to express how important the staff is, and has been, this last year.

I have a deeper appreciation after inviting each staff member to attend a monthly council meeting to share information about their roles, responsibilities, joys and obstacles. There were many takeaways from these meetings. The first for me is confirming that we, at LCOOR, are blessed to have an incredibly dedicated, caring, service-oriented, knowledgeable staff. This year included major changes and the staff has done so much more than asked to keep our worship and ministries continuing. Pastor Dave Nerdig, who joined us as an interim associate pastor, has been phenomenal as a pastor and leader. The second thing was how many programs LCOOR has available to reach out to congregation members and the community. I am grateful for the ministries we have and for the staff that make them possible. The message that was clear from each staff member is the importance of our volunteers. These many hands have made a year of transition much easier.

The retirement of Pastor Kent started us on a path of "what's next". With the partnership of Pastor Peter Reuss, a committee of volunteers came together to lead our congregation through a strategic plan. Gathering feedback from surveys and in-house meetings, the committee has concluded our mission as:

"Making God Known Through Word and Deed"

To do this our priorities include:

- Making God Known Through Word: Youth and families know the love of God
- Making God Known: Building community through welcoming, connecting, and equipping to serve
- Making God Known Through Deed: Meeting basic needs in Watertown



Pastors Laura and Dan Overbo

Once we had a solid start to our strategic plan, our call committee volunteers were able to start their mission of finding a Sr. Pastor candidate. This was a learning opportunity as the process is very different in the liturgical world than in the secular world. Once we were able to post our open position, there were several qualified candidates. What a relief. As difficult as it was to find an interim pastor to help Pastor Dave, the concern was it would take several months to get any candidates. It was an unexpected, wonderful surprise when a clergy couple was recommended and approved at the congregational vote. Pastors Dan and Laura Overbo will join us on February 1.

In preparation for the arrival of our new pastors and to keep current with updated changes, the council worked on reviewing and revising our constitution. The by-laws will need input from our new Pastors before they can be completed and presented to the congregation for approval.

The success of the stewardship committee provides a foundation for next year to address inflation, building and equipment repair, support staff and welcome new pastors. Thank you to those that answered the call.

I appreciate the opportunity to serve with a dedicated council and wish them a blessed year ahead.

Tammy Davis

INTERIM ASSOCIATE PASTOR REPORT

Making Jesus Christ Known Through Word and Deed.

“Let us run with perseverance the race that is set before us, looking to Jesus, the pioneer and perfecter of faith, who for the sake of the joy that was set before him endured the cross...”

Hebrews 12:1-2

I'm not a big fan of annual reports. They are the least of all literary genres. This will be short.

A Look Back

- My ministry as Interim Associate Pastor began with Pastor Dan's death and Pastor Kent's Retirement. In spite of the circumstances I was pleased to be asked to serve and joined the team without reservation. I can honestly say that it has been an amazing experience. This is a wonderful congregation with an incredible staff.
- The congregation has been busy, simultaneously completing a Strategic Plan, a Call Process, and a stewardship drive. You did it all with record participation.
- This year you contributed more dollars than ever before and increased attendance.

A Look Ahead

- At the end of this month I will retire, again. I'm looking forward to it. My wife has a list for me. I also have a list. You may not see me for a while but you will be in my prayers.
- Pastor Laura & Pastor Dan have answered the call. I met them and talked with them and am looking forward to them serving as our pastors. Being with them reminds me that God is at work. I know that they will serve faithfully.
- In the next few months your elected leaders, council and staff will be working with you to write concrete plans for the completing of the Strategic Plan. This is where the rubber meets the road. I know it will be exciting for us to make our vision tangible.
- Behind the scenes we started a Capital Campaign. Soon we will need a new roof and an updated HVAC system. After Easter the call will go out. You can do this. To serve Christ we need to care for the facility he has given us.

A Word of Thanks

- Thanks to the staff. You are the most competent, compassionate and called staff I have ever worked with. Thanks for caring for your call, this congregation, and me.
- Thank you, elected leaders. You were challenged by circumstances. You answered the call. The congregation has been in good hands.
- Thank you, call, strategic planning, and stewardship committees. Wow! You did it.
- Thank you, Standing Committees. When ministry needed to be done, you did it.
- Thank you, congregation. For faithfulness, for compassion, for acceptance. Well done.

Thank you all for the opportunity to serve.

Your partner in ministry
Pastor Dave Alan Nerdig, Interim Associate Pastor

CHURCH ON THE STREET REPORT

Making Jesus Christ Known Through Word and Deed.



CHURCH ON THE STREET ANNUAL REPORT 2022

Dear Church on the Street Ministry Partners,

Your faithful generosity in prayer, kits, visits, quilt making, laundry pods, quarters, transporting donations, fundraising, Thrivent Action Teams, making and serving meals, telling the story, and making sure the good news of Jesus resurrection is known in hugs, tears, words, and clean laundry is remarkable. God's work is being done by a whole community by being Church together. Thank you for all so very much!

It is a joy for me to share what God is up to at Church on the Street, and I love getting to visit organizations and congregations all over the state and even in neighboring states! Frequently, a few lay leaders are able to join me. After a visit this summer, one of them leaned over and said, "I love hearing our story." And, in case you didn't know it, our story includes you! It is a story of God calling together a community that worships, serves, and walks together with those experiencing homelessness and poverty in Sioux Falls.

Here is a snapshot of who we are and what we do as a church:

- We worship monthly (6 months in the park & 6 months in the Multicultural Center)
- Our Laundry with Love ministry provides free laundry for families, a meal, new underwear, and fellowship
- We provide pastoral care at the Bishop Dudley Hospitality House, weekly
- We take countless walks to meet people where they are
- We ensure that folks are fed through our pantry and Fruits of the Freezer
- We collect, and pray over prayer requests are shared and prayed over and send them out to partners like you (email me chris@churchonthestreet.org to join those who pray for our individuals)

Because of you, we can better meet the growing needs in our community. We're relocating our annual Health and Healing event to include more ways for people to experience wellness through screenings and checks - in addition to feeling a bit more dignity through haircuts and new family photos.

We continue to have excellent staff and regular volunteers who work hard and deeply love the Church on the Streeters. When we gather for worship, in the laundry mat, or even on visits, someone is always handing me a little bit of food they got from a food giveaway or some warm clothing they won't be eating or using and tells me to pass it along to someone who needs it. Generosity abounds at Church on the Street!

We say it often because it is true – It's great to be Church together!

Together we do God's work and reach out to one another with hope and love. This hard, holy work is a blessing to so many. Thank you.

God's blessings,
Rev. Chris Matson

Pastor & Mission Developer
327 S Dakota Ave
Sioux Falls, South Dakota 57103
Chris@churchonthestreetsf.org
605-215-1143



DONATE NOW

Making Jesus Christ Known Through Word and Deed.



**STRENGTHENING CHARITABLE CAUSES TO
CHANGE THE WORLD THROUGH GENEROSITY**

PETE REUSS, M. DIV., PARTNER

98 60TH AVEUE NW
Rochester, MN 55901

507-696-3309
reuss@gsbfr.com

Proposed Strategic Priorities
Lutheran Church of Our Redeemer
12/6/22

After months of listening to God through the congregation and community, the Strategic Planning Team clarified the identity of LCOOR:

Statement of Mission:

Making God known through word and deed

Core Values:

Welcoming: Accepting all as our neighbors

Creating and Maintaining Christ Like Relationships

Supporting Worship: Through Music and Scripture

Developing Youth & Adults: Encouraging and Engaging in their Faith

Developing Community Missions: God's work, our hands

Knowing your identity is vital to your future, mainly because it provides the critical background to ask the question, "Now what will LCOOR do?"

Again, based on the listening, the Strategic Planning Team identified three strategic priorities for the next three years. Note that they are intentionally broad. The next step, with the approval of these priorities, will be to gather three teams (one for each priority) to brainstorm the specific goals and objectives that will allow you to accomplish these priorities. These teams will consist of staff, existing committees/teams, and others passionate about the area.

The Strategic Planning Team invited the church council to review and approve the strategic priorities, allowing the process to move forward. The priorities are:

Making God known through Word: Youth and families know the love of God

Making God Known: Building community through welcoming, connecting, and equipping to serve

Making God known through deed: Meeting basic needs in Watertown

At the December 13th, 2022 meeting, the church council reviewed and approved these priorities. The plan is to move forward in February by gathering teams for these priorities as described above.

Making Jesus Christ Known Through Word and Deed.

* = Non-member

Baptisms – Child (26)

Peyton Marie Barse
 Trevor Michael Jorgenson
 Josee Mae Compton
 Addelyn Marie Fryer
 Stratton Kurtis Damm
 Luke James Rasmussen
 Rylee Del Thyen
 Sawyer Edwin McGuire
 Timber Rose Kocmich

Jesse James Anderson
 Hallie Kay Schultz
 Nolan Lee Russell
 Maclay Louise Ronke
 Renli Jo Dutenhoffer
 Peyton James Harberts
 Roslyn Marie Meyer
 Truitt Julian Michael Leraas Cavazos
 Camden Gavin Wells

Cora Marie Agnes
 Berkli Kay Bethke
 Holden Timothy Fischer
 Taisley Rae Hansen
 Lyla Rae Wulff
 Cas Warren Thrift
 Dayton Michael Meyer
 Sutton John Swenson

Baptisms – Adult (1)

Katrina Marie Wittrock

Confirmed – Youth (28)

[October 30, 2022; 8:30am] (7 People)

Jack Aman Elshere
 Braidon Michael Larsen
 Emma Marie Wientjes

Kooper Charles Heiser
 Danae Elise Schumacher

Logan Michael Koll
 Keslar Shane Swenson

[October 30, 2022; 10:30am] (21 People)

Brynn Elyse Eitreim
 Elin Rosa-lee Gossen
 Riley Scott Jorgenson
 Whitney Marcia Martinsen
 Creighton Neil Pike
 Lily Rose Shanholts
 Caleb Allen Thronson

Jonathan Henry Fisk
 Parker Thomas Hoftiezer
 Logan Michael Leraas
 Emma Irene Ofstehage
 Luke Stephen Rieffenberger
 Ethan Roger Stimson
 Roslyn Anne Waite

Kayden Curtis Friese
 Kaylee Grace Iverson
 Axel Edward Lickei
 Owen Ross Petersen
 Zachary James Rost
 Loki Lee-Wayne Thonvold
 Miah Milaine West

Deaths/Funerals/Memorial Services/Burials (19)

Cara Nicole Cutler Christians (10/18/2021)
 Robert “Bob” Eugene Mahanke
 Ronald Lee Koosman
 Orville Alvin Jerome Schultz
 Charles (Chuck) Schuchard
 Michael David Rye
 Blake M. Kruger

Dannen Dean Charles Beskow
 Carol Jean Hinderaker
 John “Jack” Raymond Little
 Corrine Gloria Elmore
 *Coradean “Cory” Reuer
 Pastor Keith L. Smith

Carl Maynard Bevers
 Francis S. Kearney
 *James Russell Peterson
 Judy Bruchhof
 *Douglas Harrington
 Marilyn Lea Mahanke

Making Jesus Christ Known Through Word and Deed.

New Members Received (14 Households [26 People])

[May 1, 2022] (7 Households; 15 People)

Dale & Dottie Ball

From: St. James Lutheran Church, Belle Fourche, SD ELCA

Leah Jessen & Sawyer Giese

From: Leah – Zion Lutheran Church, Boyd, MN, LCMS

Sawyer – St. Mary's Catholic Church, Clear Lake, SD Roman Catholic

Byron & Angie Johnson

From: Cross of Christ Lutheran Church, Welch, MN ELCA

Destry & Kelsey Skjefte and children Penelope & Genevieve

From: St Paul Lutheran Church, Hampton, IA ELCA

Pastor Keith Smith

From: Zoar Lutheran Church/Trinity Lutheran Church, Revillo, SD ELCA

Katrina Wittrock and children Cora & Trevor

From: Baptized here in March 2022

Josee Compton

From: Baptized here in May 2022

[May 26, 2022]

Shawn & Tera McDonnell and child Makenna McDonnell

From: Cornerstone Methodist Church, Watertown, SD

[October, 30. 2022] Confirmed Youth

Kooper Charles Heiser

Luke Stephen Rieffenberger

Lily Rose Shanholts

[November 3, 2022]

Darrel & Ruth Haugerud

From: St. Paul Lutheran Church, Clark, SD ELCA

[November 14, 2022]

Amanda Kienow & Steven Ays

From: St. John Lutheran Church, Warner, SD ELCA

[December 22, 2022]

John Wittrock

From: Immaculate Conception, Watertown, SD Roman Catholic

CONTINUED ON PAGE 16

Making Jesus Christ Known Through Word and Deed.

Marriages (10)

Anthony Nicholas Struwe & *Joslyn Elizabeth Heer

*Travis Lynn Pieschke & *Kara Lynne Damgaard

Logan Eugene Jurgens & *Annie Grace Refsland

*Kristian Salcedo & Lydia Beth Peterson

Logan Don Stacey & *Tayler Shareen Corey

*Brandon Lee Fisher & McKenzie Amber Kranz

Kaleb Joseph Anderson & *Samantha Kay Formanek

*Jordan Michael Bethke & Marti Lynn Pederson

Clay Christian Wellman & Jordon Katie Knutson

Sawyer Alan Giese & Leah Grace Jessen

Members Removed by Request [3 People]

Brandon & Maleah Cornelius and child Nevaeh

Members Transferred Out (5 Households [8 People])

Samantha Hopper and children Taylor and Elizabeth Quinn

To: Spirit of Joy Lutheran Church, Sioux Falls, SD ELCA

Darrell & Deb Berning

To: Grace Lutheran Church, Sisseton, SD ELCA

Michelle Wells

To: Clear Lake United Methodist Church, Watertown, SD United Methodist

Christy Crook

To: Zion American Lutheran Church, Eureka, SD ELCA

Laura Wilsey

To: Hosanna Lutheran Church, Watertown, SD LCMC

Membership Statistics

Average Weekly Attendance

Year Ending 2020: **Year Ending 2021:** **Year Ending 2022:**

2020: 500

Baptized: 3364 Baptized: 3381 Baptized: 3403

2021: 545

Confirmed: 2468 Confirmed: 2506 Confirmed: 2530

2022: 564

EMERGENCY & SAFETY PROCEDURES

Making Jesus Christ Known Through Word and Deed.

Our First Aid kits and fire extinguishers (located throughout the building) and the AED (located next to the church office) continue to be monitored and supplies replenished as needed throughout the year.


Church staff completed refresher trainings for CPR/First Aid and AED in September 2022 through the American Heart Association.

“Clean Up” kits are located in the vestry and in the education wing for use in emergencies. Lutheran Church of Our Redeemer’s Emergency Guidelines are available in the business office.

Through the generosity of the Mission & Endowment Committee, we received a grant to purchase a new AED from the P.A.D. Program sponsored by the Watertown Fire Rescue and Prairie Lakes Hospital. The order for the new AED was placed in November 2022. We received notification from the Watertown PAD Coordinator that there is a national shortage on AEDs and is currently on backorder.

HEARTSAVER FIRST AID CPR AED

**Heartsaver®
First Aid CPR AED**



**American
Heart
Association®**

The above individual has successfully completed the objectives and skills evaluations in accordance with the curriculum of the AHA Heartsaver First Aid CPR AED Program. Optional completed modules are those **NOT** marked out:

| | | |
|--|-------------------------------------|-------------------------------|
| <input type="checkbox"/> Child CPR AED | <input type="checkbox"/> Infant CPR | <input type="checkbox"/> Exam |
|--|-------------------------------------|-------------------------------|

| | |
|------------------|--------------------------------|
| Issue Date _____ | Recommended Renewal Date _____ |
|------------------|--------------------------------|

EDUCATION COMMITTEE REPORT

Making Jesus Christ Known Through Word and Deed.

Submitted by Rachel Clendenin, Christian Education Director

Committee Members in alphabetical order: Kjersten Fisk, Peg Juba (Council Liaison), Nikki Landmark, Char Loterbauer, Gwen McGillivary, Denise Schmahl, Dana Stimson, and Terry Ulrich

| <u>Church School:</u> | <u>2021/22</u> | <u>2022/23</u> |
|------------------------|----------------|----------------|
| Sunday: | 75 | 69 |
| Wednesday: | 143 | 137 |
| Total Enrolled: | 218 | 206 |

Over 60 volunteers make our Church School run! They serve in various capacities including: teaching, substitutes, music leadership, resource room helpers, food service volunteers, small group leaders, and much more! We are grateful for them.

Our Kindergarten through 6th grade Church School curriculum is *Spark Lectionary* from Augsburg Fortress. It works well for the children, as they are hearing the message both in Church and in Church School. A (typically) lectionary based lesson is written for the 3 and 4-year-olds, where they are read the story from the *Spark Story Bible* and then do an activity. Our 5th and 6th graders are led by Phil Lickei. After a large group meeting, they break off into smaller groups for more discussion.

Church School offerings totaled \$1,537.43 and were given to the Missions of the Month. A new offering focus is starting for ELCA's Good Gifts, God's Global Barnyard. This program will allow the offering to purchase animals, bees, and fish farms in a global ministry. The children will vote on which animals they wish to purchase.

January: \$114.69 Nicaragua Partner Ministry

February: \$182.56 to Lutheran Outdoors of SD

March: \$144.35 to ELCA World Hunger

April: \$103.02 to LCOOR Christian Preschool

May: \$61.40 to Pine Ridge Ministry

September: \$87.94 to Lutheran Campus Ministries

October: \$159.70 to God's Global Barnyard

November: \$58.25 to God's Global Barnyard

December: \$60.75 to God's Global Barnyard

Some of the Pass the Faith ministries continued. The 3-year-olds received their *Spark Story Bibles* in September. The 3rd graders had a Bible class and received their Bibles in October. First Communion Orientation and First Communion took place in April, with over 27 second, third, and fourth graders being welcomed to the Lord's Table.

With generous assistance from the LCOOR congregation, 16 children attended a Lutheran Outdoors Camp.

EDUCATION COMMITTEE REPORT

Making Jesus Christ Known Through Word and Deed.

August brought a children’s ministry in the form of Vacation Bible School, with the theme, “Fishers of People,” based on Matthew 4:18-22. The younger children attended on the first day, learning the Bible Story, having lunch, learning sign language and much more. The second day was focused on older children, enjoying all of the activities that the younger children had. The SD Game, Fish and Parks, along with numerous volunteers, took the children fishing. They rode the Watertown Trolley, and enjoyed themselves.

A hygiene supply drive was held for the Watertown Intermediate School and the Middle School.

Rt. 56 (5th and 6th Grade youth group), and MS Merge (7th and 8th Grade youth group), have met once a month throughout the school year. It is a time of fellowship and fun.

The Christmas Programs took place on December 18 and December 21, 2022. The Sunday Church School presented *The Savior’s Birth* directed by Kerry Stager and Alissa Iverson, with over 55 children involved. The Wednesday Church School acted out *Come On Tell the News* written and directed by Nancy Brinkman and Traci Althoff . Over 110 children assisted in this ministry. Despite struggles with health and weather, both were beautiful and fun.

Adult Studies, Men’s Lunch, Text Study, and Circles are available for furthering grown-up education.

Respectfully submitted,

Rachel Clendenin, Christian Education Director



Vacation Bible School—Fishers of People

EVANGELISM & MISSION COMMITTEE REPORT

Making Jesus Christ Known Through Word and Deed.

Submitted by Twila Schmitt, Welcoming & Caring Ministries Coordinator

Missions of the Month: These ministries are supported not only by your donations, but by the “noisy can offerings” and the church school offerings. We are making a difference in our community, our nation and the world. LCOOR supported the following organizations as our Mission of the Month in 2022:

January – Rev. Claudia Soliette Loipez Ortega (Nicaragua Partner Ministry)

February – Lutherans Outdoors of South Dakota

March – ELCA World Hunger

April – LCOOR Christian Preschool

May – Pine Ridge Lutheran Lakota Shared Ministry

June – St. Dysmas

July – Nicaragua Youth Retreat

August – Pueblo de Dios (People or Community of God)

September – Lutheran Campus Ministry

October – Pastor Elisabeth Johnson (Cameroon Partner)

November – One Roof – Salvation Army

December – LCOOR Care Fund

Ongoing – Watertown Sandwich Ministry



LCOOR youth assembling a variety of cookie kits for Sandwich Ministry

Throughout the year, the LCOOR congregation was also involved in outreach in the following areas:

Kathy’s Karts: Our on-going mission to keep the shelves filled at the Salvation Army Food Pantry sees “Kathy’s Karts” filled with food and delivered on a regular basis. Thanks to Marv & AJ Sherrill who frequently and faithfully deliver the donated items to the Salvation Army.

Watertown Sandwich Ministry: A faithful group of volunteers, including many from LCOOR, prepare 200-225 sack lunches (up from 165 in 2016) and deliver them Monday, Wednesday and Friday. Many of our congregational members continue to bake cookies -- a special treat for those receiving the sack lunches. LCOOR, as well as other organizations from the community, give financial support to the ministry. (100% of all donations go directly to purchase food.)

God’s Work – Our Hands 2022: Our 9th Annual “God’s Work. Our Hands” project became an “All Summer Long” effort in 2022, with several key projects accomplished each month. Philip Lickei served as the project coordinator. In June, LCOOR hosted a Youth Mission Trip and saw numerous community projects completed by the high school students. LCOOR groups served a meal to the mission trip students and leaders each evening. In July, LCOOR volunteers helped set up, served a meal and worshipped with those attending Church on the Street in Sioux Falls. August and September focused on collecting personal care items for intermediate and middle school students.

Angel Tree: More than 100 tags were placed on LCOOR’s Angel Tree for this Salvation Army project. When they flew off the tree quickly, we requested more! Each angel tag has the name and details for Christmas gifts for a child in the community. Generous families and individuals fulfilled 125 tags and brought back bags filled with wonderful gifts for children in need in our community.

Winter Wonderland: Thanks to the help of wonderful volunteers, LCOOR was represented among the 40+ displays in the Winter Wonderland display at Stokes-Thomas City Park this season.

FINANCE COMMITTEE REPORT

Making Jesus Christ Known Through Word and Deed.

Finance Committee: Kerry Stager, Toby Wishard & Laurie Tennis (council liaison)

The finance committee meets to review the financial activities of LCOOR in cooperation with the church council treasurer. Jodi Spilde, business manager, has done a great job in her role and works close with the finance committee to manage all church finances. The finance committee oversees activities such as bill paying, payroll, and month end reports. We have recently completed an audit of the 2022 finances and have found everything in good standing. We also work with VRS, PC to conduct our quarterly payroll audit. If you are interested in serving on the committee, please reach out to Jodi or myself.



2022 Church School Christmas Program

MISSION & ENDOWMENT COMMITTEE REPORT

Making Jesus Christ Known Through Word and Deed.

Submitted by Jodi Spilde, Business Manager on behalf of the Mission & Endowment Committee

Committee Members: Jennifer Harms (Chairman), Betty Chadwell, Becky Conger, Mark Iverson, Ann DeSpiegler and Deb Shephard

The LCOOR Endowment Fund was created to provide the congregation with a firm financial foundation to continue our Christian missions. The goal is to build the fund so it can sustain our outreach programs in the years to come.

The mission and endowment committee of LCOOR provided the following funds in 2022.

Timmerman Scholarships: \$500 scholarships were presented to the following students: Makenna McDonnell (South Dakota State University), Evan Hamre (Lake Area Technical College) and Benjamin Althoff (Northern State University).

The following endowment grants were awarded to the following ministries:

| | | |
|------------------------|---------|--------------------------------|
| Prayer Shawl Ministry | \$425 | Crochet/Knitting Supplies |
| Wednesday Night Meal | \$500 | Food & Supplies |
| LCOOR Wellness | \$1,710 | Purchase a new AED |
| Quilting Ministry | \$500 | Material/Supplies |
| Wtn. Sandwich Ministry | \$5,000 | Food Supplies for Sack Lunches |

Please remember this fund as you are planning your end of the year giving or as a beneficiary of your will so LCOOR's outreach can continue to reach more people, in God's love.



Caryn Isaacson & her amazing Wednesday night crew serving up another delicious meal.



Timmerman Scholarship Recipients—Benjamin Althoff, Makenna McDonnell and Evan Hamre.

PRESCHOOL COMMITTEE REPORT

Making Jesus Christ Known Through Word and Deed.

Submitted by Nikki Landmark and Wendy Kruger, LCOOR Preschool

Each child's individual personality is what makes teaching so much fun. We enjoy sharing the Bible stories and songs along with introducing the child to early literacy skills, math skills, and building their social skills. Our Classroom Bible verse is "Teach children how they should live, and they will remember it all their life." Proverbs 22:6

We were blessed to have 28 children enrolled in the Spring Semester (Jan.-May), and 26 children enrolled in the Fall Semester (Sept.-Dec.). The Pre-Kindergarten class meets on Monday-Thursday from 8:30-11:30am and 12:15-3:15pm. These classes are for 4 & 5 year olds. In September we raised tuition from \$140 to \$150/month and the enrollment fee from \$30 to \$50.



Halloween Fun at LCOOR Preschool

Our curriculum focuses on helping children become aware of the uppercase and lowercase letters in the alphabet and how to correctly write the letters. We practice correctly writing the child's first and last name. We also work on shapes, colors, and numbers. We help the child build good socialization skills and direct them into the development of key classroom-life skills. In September, we added Sign language and Heggerty Phonics to our curriculum.

We continue having Chapel once a month. The students look forward to this and enjoy it. Unfortunately, due to the weather we were unable to have our Christmas Program. In January, we had a quick performance and livestreamed it.

We sold Rada Cutlery and had the Giving Wall for our spring fundraisers in April. Our profit for Rada was \$1,883.81 and the giving wall was \$1,190.00. The amounts earned in the fundraisers were used to further LCOOR Preschool. A special **thank you** should be given to the members of our congregation for your purchases and for your giving. Thank you for your support.

Thank you to our Thrivent Financial for Lutheran members who directed their Choice dollars to our preschool. \$1,784.00 was donated. Also, thank you to those using SCRIP.....\$1,000.90 in proceeds were transferred over to the preschool. The preschool also received \$354.75 from Amazon Smiles. The preschool was the Mission of the Month in April, \$1,845.51 was given. We also received \$2,654.00 from ½ of the Lenten offering. Thank you for supporting the preschool in many different ways.

We thank the parents (and grandparents) for bringing their children to our preschool.

God's blessings to you all in 2023.

PROPERTY COMMITTEE REPORT

Making Jesus Christ Known Through Word and Deed.

Respectfully submitted by Chuck Langner, Committee Chairman

Committee Members: Pam Raeder, Allen Rude, Tim Peterson, Chuck Langner, Jerry Rieber, Doug Alvine, Dale Evens, Mark Reishus, Custodian Adam Lauseng, Council Liaison Monte Hopper.

The Property Committee thanks the many members of the congregation that give countless hours to keep our property in order. Numerous chores are taken care of by these volunteers such as mowing, landscaping and many others.

There were several improvements done to the Church property this year. These include:

- Dale Evens refinishing the windows in the Sanctuary. (We are still trying to find an affordable person or business to do the Sanctuary Steps.)
- Resealing the asphalt on the south side of the Church. It was recommended that Glacial Lakes Asphalt be hired to reseal the asphalt and stripe it. Job was completed this fall.
- Repairing fabric on several pews in the Sanctuary.
- Getting bids on a new mower as the old John Deere was repaired but still wasn't working as it should. A motion was passed by this committee to send a bid to the council to purchase a new one. Council tabled the motion. (A new mower will be needed for next year.)

The Church is getting to the age where larger items will need to be repaired or replaced. A dedicated fund was started many years ago to take care of some of these larger items, but there has not been enough money put in the fund to keep up with those larger repairs.

There was much time spent on discussion about the shingles as we had various opinions on this. We got 5 bids for replacement. After further inspection of the roof, it was decided that the shingles had 3-5 years left. There are other problems with the roof that have to be corrected this spring to extend the life of the shingles.

Several other large items may need replacing in the next few years such as the air conditioning and boilers. They are being repaired now, but that is a short term fix. Our committee recommends that the Stewardship Committee continue to move forward, as there are not sufficient dollars in the Dedicated Fund to handle these large expenses.

There is a list and cost of these items at the church office if anyone would like to look at them.

The Property Committee will continue to keep the Council as well as the congregation, informed of upcoming needs to keep the church a welcoming place.

STEWARDSHIP REPORT

Making Jesus Christ Known Through Word and Deed.



Statistical Report on 2023 Stewardship Results as of January 5, 2023

- A total of 291 giving units (husbands and wives or single persons) completed *Statement of Intent Cards* this year for a total of \$746,277.48.
- A total of 154 of these giving units increased their financial commitment above their last year's amount.
- Based on last year's giving records, we can expect to receive \$194,856 during the coming year from people who have consistent giving patterns during the past twelve months but did not submit a *Statement of Intent Card*.
- Based on the average total of loose offering during the past three years, we can expect to receive \$17,000.00 during the coming year from that source. Along with \$1,000.00 from church school offerings.
- Anticipated church income from non-donor sources such as interest, rentals, pre-school and fees \$49,000.00.

We are so thankful for all that you do to support the ministries of Lutheran Church of Our Redeemer. Your prayers, volunteer time and financial gifts are an integral part in the ministry of this church and beyond.

WELCOMING & CARING MINISTRIES REPORT

Making Jesus Christ Known Through Word and Deed.

Submitted by Twila Schmitt – Welcoming & Caring Ministries Coordinator

Lutheran Church of Our Redeemer's Welcoming & Caring Ministries during 2022 were lead by Twila Schmitt.

The groups, committees and ministry areas covered under Welcoming & Caring Ministries include:

- Welcome Center Teams
- Monthly Faith & Care (finding weekly volunteers for Greeters, Ushers, Lectors & Communion Assistants),
- Sunday morning coffee servers
- BeFrienders
- Care Committee
- New members
- Newborn baby visits
- Hospital & home visits
- Prayer Chain
- Prayer Shawl Group
- Quilters Group
- Fellowship Committee
- Mission & Evangelism Committee
- Faithful Generations
- God's Work-Our Hands
- Caring Casseroles
- Meals on Wheels
- Women's Bible Study/Circles

"Let your steadfast love, O Lord, be upon us, even as we hope in you." Psalm 33:22



A wonderful turn out at Ladies Night Out

One of my favorite ministries from this past year was our LCOOR Advent Devotional, written by members and friends of the LCOOR family. The booklets were distributed to our shut-ins and made available at the church office and Welcome Center. While we initially printed 220 copies, we ended up printing another 60 as requests arrived.

During the majority of 2022 (with one full-time pastor), more of my time was spent in visitations at the hospital, care facilities and members' homes. With more than 1,000 church families at LCOOR, we have many people to keep in our prayers. We continued to strive to keep in touch with as many folks as we could on a regular basis to help with life's challenges as well as to join in celebrations.

Highlights from 2022 Welcoming & Caring Ministry:

BeFriender Ministry – Our BeFrienders resumed face-to-face visits (when they could) and were a crucial part of our pastoral care team during 2022.

Grief Support Group— A six-week Grief Support Group, led by Janet Even, began in October 2022. It was attended by LCOOR members and others from the community .

Caring Committee – Volunteers send cards of congratulations, encouragement, sympathy, get well and children's birthday cards and more to LCOOR members and friends. Birthday cards are also sent each month to our senior (75+) members.

Faith & Care Teams – All members of LCOOR are placed on a Faith & Care team and contacted to serve once every 13 months. (Twila was assigned the Faith & Care organizational responsibilities in September 2021.) Each month she invites individuals and families to be greeters, ushers, lectors and communion assistants. Post-cards and emails are also sent to encourage folks to sign up; and phone calls are made to continue the search. *(Please know that you don't have to wait until it's "your month!" Anyone is welcome and encouraged to volunteer at any time!)*

WELCOMING & CARING MINISTRIES REPORT

Making Jesus Christ Known Through Word and Deed.

Fellowship Committee – Fellowship planned and hosted a “Farewell” event for Pastor Kent & Holly Stillson on Feb. 27, 2022. In June, the committee served a meal to the Mission Trip group hosted at LCOOR. The committee’s annual 75+ Diamond Dinner was held on Oct. 1, 2022, gathering nearly 100 people in the Great Hall for a delicious meal following Saturday worship. Ladies Night Out on Nov. 7, 2022 was highly anticipated – and did not disappoint. The sold-out event featuring Surfin’ Safari treated 320 guests to fun entertainment and exceptional desserts. On Dec. 3, Fellowship hosted a “Meet & Greet” for incoming Pastors Dan and Laura Overbo.

Caring Casseroles – Since September 2018, our Caring Casserole ministry has provided a tangible way for our members to care for each other. The casseroles continue to be well-received as they have been delivered to a variety of households including: new parents, folks who have had recent surgeries, recently widowed spouses and foster families.

Care Fund – Through the generosity of our members, funds are available to assist others in need. We continue to grant requests throughout the year, with our largest focus being in December. Blessings and thanks to all who make this possible!

Sunday Morning Helpers – This dedicated group makes sure the coffee is ready and waiting for Sunday morning worshippers! They also set out trays of goodies which are appreciated by all ages.

Meals on Wheels – Julie Rude turned over the coordinator reins (actually, the 3-ring binder) to Twila Schmitt in October 2022. LCOOR volunteers deliver meals one week out of a 10-week rotation for the Watertown Community Meals on Wheels program, overseen by the Interlake's Community Action Program. Thanks to all the volunteers!

New Baby Ministry – In an effort to support and encourage our young families, LCOOR presents new parents with the gift of an embroidered baby blanket made by a member of our congregation, “God Loves Me” bible and brochure on baptism shortly after the birth of their child. “In person” visits are still making their way back, but we follow up by phone calls and texts.

Prayer Chain Ministry – The prayer chain is always ready to be activated. Prayers are forwarded both through an email list and telephone list. Prayer requests can be made by calling the church office. Thanks to Marilyn Chapman and Pam Luckhurst, co-chairs.

Prayer Shawl Ministry – The Prayer Shawl Ministry, organized in April 2007, continues to bring love and comfort to many through shawls knit and crocheted by members of the group both at home and also meeting twice a month at the church. A notable addition has been the Prayer Square Ministry. Pocket-size squares are packaged with a prayer and are also available at the Welcome Center for anyone to give. A new batch of shawls continues to be blessed regularly during worship services throughout the year. A dozen shawls are shared monthly with Prairie Lakes Hospice. In addition, LCOOR graduating seniors receive shawls in May. The prayer shawls are funded primarily through donations, memorials and Thrivent Action Grants.

Road Ditch/Adopt a Highway Project – Each spring and fall, Al & Pam Rader continue to organize a group of volunteers who clean a two-mile stretch of Highway 20 by removing garbage and other debris.

Women’s Bible Study/Circles – Priscilla & Martha Circles meet each month, with a combined gathering in December. Each group incorporates the Gather bible study into their meetings.

Welcome Center Teams - We are fortunate to have a dedicated group of folks who take turns at the Welcome Center each week. They are available to answer questions, direct people, assist with sign-ups, take information and sell SCRIP. And, most importantly, they greet everyone with a smile!

All in all, 2022 was a challenging and rewarding year in Welcoming & Caring Ministries at LCOOR. I encourage each of you to reach out and get to know members of your church family in new ways. Be willing to wear a name tag for a little while. And, if you have a need that we are not currently meeting, let’s get together and chat about getting something started in 2023!

WOMEN OF THE ELCA REPORT

Making Jesus Christ Known Through Word and Deed.

Treasurer's Report Submitted by Sandy Peterson, Treasurer

Balance 1/1/2023 = \$1,984.56

Thank you to everyone who helped sew, gather items for kits and dollars for shipping and more!
Here is what our Congregation did this year:

Lutheran World Relief

187 Quilts

25 Baby Care Kits

1 Fabric Kit

4 Personal Care Kits

85 School Kits

31 Bars of Soap

\$475 collected for the Shipping Fund

9/30/2023—Prairie Coteau Conference Women of the ELCA sending quilts **\$475.00**

12/7/2022— LCOOR Care Fund **\$2,000**

2022 Funerals Served = 9



Members and friends loading the LWR boxes in the trailer

WORSHIP & MUSIC COMMITTEE REPORT

Making Jesus Christ Known Through Word and Deed.

Submitted by Robbyn Givens,
Worship & Music Coordinator

O come, let us sing to the Lord; let us make a joyful noise to the rock of our salvation!

Psalm 95: 1

In 2022, Lutheran Church of Our Redeemer's worship and music ministry headed more toward what has been "normal" for our congregation. Most of the Covid restrictions we have been dealing with in the past several years were lifted. With the death of Pastor Dan Ofstehage in late 2021 and the retirement of Pastor Kent Stillson in February of 2022 we were led to opportunities and challenges in our worship ministry.

We are extremely grateful to Pastor Dave Nerdig for joining us as our Interim Associate Pastor. Pastor Dave's leadership has been invaluable. Pastor Dave was officially installed as our Interim Associate on Sunday, May 22, 2022.

We are grateful for our lay ministers, Jack Holmquest and Cathy Zubke, for stepping up to preach and lead worship many times throughout the year. Cathy and Jack went from preaching just on the second and third Saturdays, respectively, to preaching Saturdays, Sundays and Wednesdays, as needed. Shawn McDonnell, participating in preaching classes, also preached on a Saturday and then for Saturday, Sunday and Wednesday services another week. Phil Lickei took on the duties of scheduling pulpit supply in February.

There are a multitude of individuals willing to share their talents. LCOOR's music ministry provides opportunities to serve with the Praise & Rejoice choir, Handbell Choir or as part of the adult or youth Worship Teams. Adults and teens serve as vocal or instrumental soloists or ensemble members. Organ, piano and keyboard musicians share their gifts at each worship service. Church school children have special musical opportunities several times each year, as well.

There are many other ways to serve in worship at LCOOR, too. Many have served through drama, as acolytes or as Children's Church leaders. Many people serve as head ushers and sound and projection team members at LCOOR's four weekly services and during additional festival worship services and events. Altar Committee members assist with communion and keep our altar area clean. Volunteers share their gifts decorating the sanctuary and our church

building for special worship services and to celebrate the seasons.

Each member of the congregation is encouraged to participate through Faith & Care. Twila Schmidt continues to administrate this program. Every year in this report we continue to talk about and see our members' lives become more and more busy. We continue to struggle to get people to commit to serving at worship. As has been mentioned before, sixty volunteer opportunities are available at worship during a communion week, a few less during a non-communion week. Although families are only asked to serve once every 13 months, finding the needed volunteers continues to rise in difficulty. The Worship & Music Committee continues to discuss and look for better ways to call our members to service.

It has been an exciting, faith-enriching year at Lutheran Church of Our Redeemer. Here are some highlights:

- Saturday evening worship continues at 5:30 p.m. On the Saturday before the first Sunday of the month the service is pastor-led. Those attending this service have been blessed with Cathy Zubke and Jack Holmquest providing the message on the second and third Saturdays, respectively, each month. Their preaching duties increased, adding Sundays and Wednesdays through this time of searching for new pastors. There is a supper served on the first Saturday of the month. On Saturdays that are lay-led and a pastor or lay leader is not available to preach, the congregation receives video-taped sermon messages from previous week's Sunday services. A dedicated group of lay leaders help to facilitate many aspects of this service.
- Lenten Series: *Personalities of the Passion*
Throughout the Lenten season, we took a journey with the men and women who were present at Christ's death. Volunteers portrayed the individuals and shared their insights into the tragic death through personal reflections on what they experienced. All these reflections were written by Pastor Dave Nerdig. We began the journey on Ash Wednesday with Pastor Dave presenting *The Man with the Scar: I Bear the Cross*. Cathy Zubke portrayed Mary Magdalene in *The Business of Loving*. Jack Holmquest portrayed John in *The Disciple Jesus Loved*. Robbyn Givens presented Judas: *So Misunderstood*. Cal Wiesner portrayed the Centurian: *A Letter for Capernaum*. Monte Hopper presented Nicodemus: *A visit in the Night*. Approxi-

WORSHIP & MUSIC COMMITTEE REPORT

Making Jesus Christ Known Through Word and Deed.

mately 20 high school youth served through the Lenten Youth Music Team, leading Lenten worship each Wednesday at 6:30 p.m. Lent culminated with a group of 12 men sharing the story of Jesus along with musicians and singers as our mostly 2nd-4th graders shared in their First Communion on Maundy Thursday. We hosted a Good Friday Tenebrae service and finally three worship services on Easter Sunday. Many, from the Lenten Youth Music Team to the Handbells and Praise & Rejoice choir, all played a part in celebrating Christ's resurrection throughout the weeks of Lent and Holy Week. There were 1,016 people in attendance and 162 worshipping online on Easter Sunday.

- From Memorial weekend to Labor Day weekend the congregation continues to worship at Memorial Park on Lake Kampeska. Song leaders lead hymns for worship accompanied by keyboard and often guitar. Worship Team members also led worship once a month.
- The WOW (Word on Wednesday) worship service continues to grow on Wednesday evenings. This family-friendly service is currently the second largest service at LCOOR (with an average attendance of 110 worshippers), second only to the 8:30 a.m. Sunday service.
- Two vibrant worship teams lead at the Sunday 8:30 a.m. service and Wednesday 6:30 p.m. services. Thanks go to our Team leaders, Julianne Decker and Robbyn Givens. Musicians can sign up online for the services they are able to help lead.
- Special music is provided by several groups and individuals throughout the year.
- The Praise & Rejoice Choir, under the direction of Tera McDonnell, and the Handbell Choir, under the direction of Bev Splinter, continue to uplift the congregation and share the good news of Jesus Christ. Singers and ringers are encouraged to join these fun and fulfilling musical groups.
- We are blessed with capable pianists/organists. If others are out there hiding, please let us know!
- Graphics are seen before each service and during announcements on the worship screens in the sanctuary, as well as on the TVs in the Gathering Space. These graphics let members know what is going on and how they can get involved.
- At the end of 2021, Roger Whittle took over the leadership of the Sound & Projection Team. At this

time Roger began serving each Sunday and Wednesday, along with a volunteer, at each service. Roger resigned from serving as the Communications Coordinator at Lutheran Church of Our Redeemer in August. At this time Robbyn Givens took back the responsibility of overseeing the Sound & Projection Team. Other responsibilities do not allow her to serve with the Team on a regular basis so she began to assign two volunteers to serve at the Sunday Services.

- Four Christmas Eve services were offered at 1:30, 3:30, 5:30 and 10:00 p.m. Organ, piano, flute and guitar accompanied the Christmas carols and more during the services. A contemporary Worship Team led at the 1:30 p.m. service. The Praise & Rejoice Choir, Handbell Choir, individual and small group vocal and instrumental pieces were also part of the special musical selections at each of these services. There were 1,118 people who worshipped and celebrated the birth of our Lord on Christmas Eve in the sanctuary with 62 worshipping online in 2022!
- The 2022 LCOOR Summer Fishing League, led by Tim Moes and Tim Chandler, has been gathering people around fish and fellowship for over 14 years. Memories are a little sketchy as to when the League began and there were a couple of years of hiatus, as well. This year 10 teams comprised of 28 fishermen and women hit the local waters each Wednesday from June 8th through July 27th to see who could catch the most walleye and other fish. Those earning bragging rights this year were Tim Moes, Rod Thompson and Chuck Langner in the walleye category and Jim Eichinger in the 'other' category.

The Worship & Music Committee serves in an advisory capacity to, and in partnership with, Lutheran Church of Our Redeemer's pastors and worship leaders.



YOUTH MINISTRIES REPORT

Making Jesus Christ Known Through Word and Deed.

Submitted by Philip Lickei — Youth Director

“To Move Freely, One must be Deeply Rooted”

Throughout 2022 our youth participated in numerous ministry activities at Lutheran Church of Our Redeemer. Below is a list of these activities...

- ◆ HS Sunday Night Youth Group
- ◆ HS Monday afternoon Coffee & Conversation
- ◆ Numerous HS ministry service projects
- ◆ Hosting HS mission trip with 2 youth groups from St. Paul, MN.
 - ◇ 12 Youth / 4 Adult Leaders LCOOR
 - ◇ 18 Youth / 4 Adult Leaders Guardian Angels
 - ◇ 5 Youth / 2 Adult Leaders St. Stan’s
- ◆ Middle School Merge
- ◆ 5/6 Gr. Route 56
- ◆ HS Lenten Youth Music Team
 - ◇ 23 HS Youth
 - ◇ 5 Adult Leaders / Guitar Players
- ◆ 9th Grade Confirmation
 - ◇ 28 youth Confirmed
- ◆ 7/8 Gr. Confirmation
 - ◇ 29 7th Grade Confirmation Students
 - ◇ 34 8th Grade Confirmation Students
 - ◇ 8 7th Grade Confirmation Small Group Leaders
 - ◇ 8 8th Grade Confirmation Small Group Leaders
- ◆ HS / MS Youth volunteering to service Holy Communion
- ◆ High School Senior Recognition...Receiving of Prayer Shawls
- ◆ HS Youth serving a Lenten Supper



High School Lenten Youth Music Team



LCOOR’s 2022 Confirmation Class

As our youth and volunteers participated in the above ministry activities, the consistent goal was to provide fellowship, allow for the opportunity to serve others and to better understand how God is using each one of us within our community of faith and in the larger world. The youth program at LCOOR is open and affirming to all youth, striving to make all youth feel welcomed and loved! Thank you to the LCOOR community for providing the means to carry out this vision at the church and in the community.



South Dakota Synod
Evangelical Lutheran Church in America
God's work. Our hands.

Dear South Dakota Synod,

Grace and peace to you in the name of the Father, and of the Son, and of the Holy Spirit! On behalf of the 200 partner congregations and worshipping communities in South Dakota, your two companion synods, Cameroon and Nicaragua, and your 64 synod partners across the ELCA, I would like to thank you for your partnership. Together we have faithfully shared the Gospel of Jesus Christ with “all nations” (Matthew 28:19).



Please know that your local ministry has touched people’s lives and hearts. Every item you donated to your local food ministry, every Sunday school lesson you prepared and taught, every quilt you assembled, every cup of coffee you poured at a funeral luncheon, and every other way you served your neighbor in Christ’s name has touched someone else in Christ’s name. You may not think much of it, but be assured that every kind gesture, every caring act, and every kind word is a faithful response to the faith God’s Holy Spirit ignites in you. Thank you, for living out your faith in these various ways in your local context.

Together with the 200 partner congregations and worshipping communities in the South Dakota Synod, we also continue to be able to reach even farther than anyone’s own local context, and, together, make a positive impact in Christ’s name in all parts of our Synod. Please take a look at the “Ministry Celebration” insert that was included in our annual year end mailing. It will give you a numerical snapshot of the many things we have accomplished together as the South Dakota Synod. Thank you for being a partner in this journey.

Personally, I am grateful for your support of my rural ministry emphasis. Because of your generosity and your synod council’s courage, I was able extend a call to Pastor Alan Blankenfeld to serve as the first “South Dakota Synod Rural Liaison”. This position is not funded through the synod’s mission plan but instead through your generosity and in part through “Listen God’s Calling” capital campaign resources. Because of your generosity, Pastor Alan has impacted and continues to impact rural communities in big ways. You may want to be careful if he asks you out for coffee, though, because he is known for planting and cultivating the seed of answering the call to ordained ministry.

We are also able to look back on a successful inaugural “Farm to Table Dinner,” at which we raised over \$100,000.00 for Rural Ministry support. Through these gifts, and your synod council’s support of Pastor Greg Johnson in his sabbatical project, we are now also able to offer you a free five-part study called “A Life of Faith,” which can be used in a variety of ways. You can check out the series on the synod’s webpage www.sdsynod.org. And finally, I am delighted to announce to you that, because of a generous donor, the South Dakota Synod was able to establish the first “Rural Ministry Sustainability Endowment.” As it grows, it will assure that the Gospel of new life in Christ can be shared for generations to come.

In closing, let me share with you my deep sense of gratitude for the opportunity to serve the synod as your Bishop with a deep passion for rural ministry in times such as these. I am grateful for the call, your partnership in ministry and the grace of God, which sustains us in our daily life. Thanks be to God!

Journeying with you,

Bishop Constanze Hagmaier

2022 MINISTRY CELEBRATION



Our Synod's vision of Journeying Together in Christ has continued to focus our work. We invite you to take a few moments to review the list below which celebrates some of the ministry we shared together in 2022. **Journeying together in Christ as the South Dakota Synod, in 2022 we:**

- Walked with a new start congregation, **Spirit of Hope, in Scotland, SD**, called their mission developer and found a site to worship, as they had outgrown their house.
- Continued to partner with the **McLaughlin Community Alliance Group**, a non-profit utilizing the building of Redeemer Lutheran Church for the empowerment of the community.
- Began exploration for two new potential church plants, with **Box Elder** and **Shepherd's Table in Sioux Falls**.
- Walked with the **30** people in various stages of **Candidacy** and have 3 new entrance interviews scheduled in January 2023!
- Received **9 new first call candidates**.
- Completed **28 Ministry Site Studies** and extended **41 calls!**
- Ensured that nearly every congregation has a called pastor, interim pastor, Synod Authorized Minister, or lay leader to care for God's people (thank you to all of you who are helping out with area congregations and filling in!)
- Distributed **\$60,201** through the **Seminary Debt Reduction Program**.
- Granted **\$124,290** in **scholarship funds** to seminary students plus **\$20,000** in **internship site assistance**.
- Received **\$102,000** in grants from ELCA Christian Community & Leadership.
- Distributed **37 disaster recovery micro-grants for \$18,800** to congregations in need of repairs or community relief after natural disasters. In addition, Beaver Valley Lutheran Church received **\$22,000** from Lutheran Disaster Response and **\$10,000** from Synod Storm Recovery funds for tornado recovery.
- Held a **Synod Assembly**, where we gathered again as a community to conduct the business of the synod.
- Hosted **Spring** and **Fall Theological Conferences**, where we continued to support the continuing education of our Rostered Ministers either online or in-person.
- Continued to invest in **FaithX**, a community mapping tool for congregations to see hard data about their neighborhoods and learn more about their neighbors.
- Supported the congregations and ministries of the synod through visits by synod staff, both digitally and in-person.
- Created **new synod staff** positions including a **Rural Ministry Liaison** to journey with our rural ministry sites. In the past year, the Rural Ministry Liaison has worked directly with **10 communities** and **19 congregations**.
- Held an inaugural **Farm to Table Dinner and Auction** which resulted in gifts and pledges of almost **\$100,000** to support rural ministry in South Dakota.

Thank you for all the ways you have supported the ministry of the South Dakota this past year! God has called us to be the body of Christ together, and this is an active and healthy body. We look forward to continuing our journey with you in 2023 and beyond!

LUTHERANS OUTDOORS IN SOUTH DAKOTA



2022 CONGREGATIONAL
REPORT

WELCOME, NEW STAFF!

Lutherans Outdoors welcomed some new faces to our staff during 2022.

We welcomed Marti Knudsen as the Camp Director of NeSodak in November. Marti brings many years of experience in Outdoor Ministries at Upper Missouri Ministries in North Dakota. She has three daughters and a husband; Pastor Josh Knudsen serves at Grace Lutheran in Sisseton.

Klaire (Hudson) Decker was welcomed as Program Director at Outlaw Ranch in late spring 2022. She was on summer staff in 2018 and 2019. Klaire and her now husband Noah were married in October.

SUMMER 2022 | SUMMER 2023

Over 1,250 campers experienced God's Boundless Love during the summer of **2022** at NeSoDak, Klein Ranch, and Outlaw Ranch! This was an approximate 15% increase from the Summer of 2021. It is approximately 75% of the number of campers attending the camps in 2019, previous to the Covid-19 pandemic. Unfortunately, the last week of summer camp at Outlaw Ranch needed to be canceled for safety reasons as several staff members tested positive for Covid.

WONDER Summer 2023

During the summer of **2023**, campers will explore the wonders of creation, the gift of grace through Jesus, and how we steward these gifts. Campers will look down, look up, look around, look in, and look out to examine the precious gifts of community and creation.

**Registration is currently open so reserve your spots today at losd.org.
We will see you at CAMP in 2023!**

REIMAGINING LUTHERANS OUTDOORS

Staff and Board members of Lutherans Outdoors, along with many of you that are interested in the future of Lutherans Outdoors, will begin a REIMAGINING of the ministry during 2023. New Core Values will be announced early in the year.

Deep dive audits will begin looking at Program, Governance, Marketing, Finance and Budgeting, Staffing, Facilities, and Financial Development. This REIMAGINING will create what Lutherans Outdoors will look like for the next 30, 40, or even 50 years and will be presented at the 2023 Annual Meeting taking place in June 2024. Please contact the Lutherans Outdoors office if you are interested in helping with this REIMAGINING!

**Lutherans Outdoors in South Dakota welcomes all to explore and
experience Christ's love in community and creation.**

LOSD.ORG

2023 PROPOSED BUDGET

Making Jesus Christ Known Through Word and Deed.

| | As of 12/31/2022 | As of 1/10/2023 | |
|---|------------------------|------------------------|--------------------------|
| INCOME: | Budget 2022 | Actual 2022 | Proposed 2023 |
| Promised | \$806,204.00 | \$704,586.76 | \$746,277.48 |
| Non-Promised | \$111,694.00 | \$164,757.50 | \$194,856.00 |
| Loose | \$15,000.00 | \$33,279.24 | \$17,000.00 |
| Church School | \$1,000.00 | \$972.66 | \$1,000.00 |
| Christian Preschool | \$45,000.00 | \$48,038.22 | \$43,500.00 |
| Budget Surplus | \$17,000.00 | \$17,000.00 | \$60,985.71 |
| Other | \$4,000.00 | \$8,082.35 | \$4,000.00 |
| TOTAL | \$999,898.00 | \$976,716.73 | \$1,067,619.19 |
| Special Offerings | | \$73,626.14 | |
| Mission of the Month Designated Givings | | \$18,376.19 | |
| | | \$1,068,719.06 | |
| | | | |
| EXPENSES: | Budget 2022 | Actual 2022 | Proposed 2023 |
| <u>Missions</u> | | | |
| <i>Partners in Mission</i> | | | |
| 1101 St. Dymas | \$1,000.00 | \$2,675.10 | \$1,000.00 |
| 1102 Pine Ridge | \$1,000.00 | \$2,133.97 | \$1,000.00 |
| 1104 SD Lutherans Outdoors | \$1,000.00 | \$2,031.95 | \$1,000.00 |
| 1108 Companion Synod - Nicaragua | \$1,000.00 | \$2,628.22 | \$1,000.00 |
| 1110 Lutheran Campus Ministry | \$1,000.00 | \$1,765.97 | \$1,000.00 |
| 1113 Companion Synod - Cameroon | \$1,000.00 | \$2,601.87 | \$1,000.00 |
| 1114 Nicaragua Youth Retreat | \$1,000.00 | \$2,155.67 | \$1,000.00 |
| 1215 Pueblo de Dios - SF | \$1,000.00 | \$1,812.83 | \$1,000.00 |
| 1201 ELCA & SD Synod Mission Support | \$43,000.00 | \$43,239.96 | \$43,000.00 |
| 1204 ELCA World Hunger | \$2,000.00 | \$3,582.15 | \$1,800.00 |
| 1207 LCOOR Pre-School | \$1,000.00 | \$5,499.51 | \$1,000.00 |
| 1209 Salvation Army - One Roof | \$1,000.00 | \$1,909.69 | \$1,000.00 |
| 1212 LCOOR Care Fund | \$1,000.00 | \$5,519.22 | \$1,000.00 |
| 1213 Sandwich Ministry | \$2,500.00 | \$8,227.26 | \$2,500.00 |
| Church on the Street | | | \$1,000.00 |
| 1214 Brothers & Sisters Behind Bars - Watertown | \$1,800.00 | \$1,800.00 | \$1,000.00 |
| | 60,300.00 | \$87,583.37 | \$60,300.00 |
| <u>Stewardship Mission Goals</u> | | | |
| - payroll increase noted in Christian Preschool Salary lines | -\$21,000.00 | | \$0.00 |
| Developing Lives of Faith (Christian Education) | \$20,000.00 | | \$0.00 |
| - payroll increase noted in Parish Education & Program Salary | -\$20,000.00 | | \$0.00 |
| 1103 Seeking & Embracing God's Plan | \$9,000.00 | \$9,000.00 | \$0.00 |
| | \$9,000.00 | \$9,000.00 | \$0.00 |

2023 PROPOSED BUDGET

Making Jesus Christ Known Through Word and Deed.

| | Budget 2022 | Actual 2022 | Proposed 2023 |
|--|------------------------|------------------------|--------------------------|
| <u>Worship & Service</u> | | | |
| <i>Salaries</i> | | | |
| 2101 Organist/Pianist | \$11,520.00 | \$9,585.00 | \$11,000.00 |
| 2102 Choir Directors | \$8,320.00 | \$5,760.00 | \$8,000.00 |
| 2106 FICA | \$3,064.00 | \$2,855.02 | \$3,991.01 |
| 2107 Worship Coordinator | \$33,576.00 | \$33,576.00 | \$44,068.00 |
| 2108 Benefit Package | \$2,015.00 | \$1,846.68 | \$2,644.08 |
| 2109 Health Insurance Stipend | \$6,481.00 | \$6,652.51 | \$8,102.00 |
| 2110 Continuing Ed/Robbyn & Choir Director | \$550.00 | \$245.00 | \$550.00 |
| Cell Phone Stipend | | | \$455.00 |
| 2112 Sound and Projection Team | \$1,000.00 | \$230.00 | \$500.00 |
| <i>Music</i> | | | |
| 2201 Instrumental/Contemp. Team Music | \$300.00 | \$36.29 | \$300.00 |
| 2202 Sr. Choir Music | \$500.00 | \$0.00 | \$300.00 |
| 2203 Handbell Music | \$300.00 | \$165.57 | \$300.00 |
| <i>Miscellaneous</i> | | | |
| 2301 Bulletins/Devotionals | \$1,500.00 | \$1,477.21 | \$1,750.00 |
| 2303 Copyright/Sundays & Seasons | \$3,000.00 | \$3,158.94 | \$3,500.00 |
| 2305 Nursery Supplies | \$100.00 | \$0.00 | \$0.00 |
| 2307 Festival Decorations/Visuals | \$600.00 | \$479.98 | \$600.00 |
| 2310 Special Worship Programming | \$500.00 | \$377.41 | \$500.00 |
| <i>Altar</i> | | | |
| 2401 Altar Supplies | \$1,500.00 | \$1,532.06 | \$1,800.00 |
| <i>Equipment- upkeep/repair</i> | | | |
| 2501 Pianos | \$1,500.00 | \$426.00 | \$1,000.00 |
| 2502 Misc. Equipment, Repairs Technology/Repairs | \$3,000.00 | \$1,085.22 | \$5,000.00 |
| 2503 Sound System | \$3,000.00 | \$2,137.39 | \$0.00 |
| Total | 82,326.00 | \$71,626.28 | \$94,360.09 |

| | Budget 2022 | Actual 2022 | Proposed 2023 |
|---|------------------------|------------------------|--------------------------|
| <u>Parish Education & Programs</u> | | | |
| <i>Salaries</i> | | | |
| 3100 Education Coordinator | \$40,170.00 | \$40,170.00 | \$42,175.00 |
| 3102 FICA | \$3,734.00 | \$3,750.18 | \$3,887.50 |
| 3103 Health Insurance Stipend | \$8,642.00 | \$8,641.92 | \$8,642.00 |
| 3104 Benefit Pkg | \$2,410.00 | \$2,410.31 | \$2,530.50 |
| Cell Phone Stipend | | | \$420.00 |

2023 PROPOSED BUDGET

Making Jesus Christ Known Through Word and Deed.

| | | | |
|---|------------------|--------------------|--------------------|
| 3108 Continuing Ed <i>Curriculum</i> | \$400.00 | \$100.28 | \$500.00 |
| 3200 Elementary School Activities | \$1,000.00 | \$748.20 | \$1,250.00 |
| 3201 Church School | \$9,000.00 | \$8,604.50 | \$9,500.00 |
| 3202 Vacation Bible School | \$2,500.00 | \$1,722.59 | \$2,500.00 |
| 3204 Adult Bible Study | \$200.00 | \$184.90 | \$400.00 |
| 3205 Bibles | \$2,500.00 | \$2,491.61 | \$2,500.00 |
| 3207 Equipment | \$500.00 | \$385.27 | \$700.00 |
| Total | 71,056.00 | \$69,209.76 | \$75,005.00 |

| | Budget 2022 | Actual 2022 | Proposed 2023 |
|------------------------------------|------------------|--------------------|--------------------|
| <u>Parish Youth Program</u> | | | |
| <i>Salaries</i> | | | |
| 4100 Youth Director | \$47,804.00 | \$47,803.92 | \$50,195.00 |
| 4102 FICA | \$4,318.00 | \$4,334.17 | \$4,501.03 |
| 4104 Benefit Pkg | \$2,868.00 | \$2,868.24 | \$3,011.70 |
| 4105 Health Insurance Stipend | \$8,642.00 | \$8,641.92 | \$8,642.00 |
| 4106 Continuing Ed | \$500.00 | \$73.62 | \$500.00 |
| Cell Phone Stipend | | | \$420.00 |
| <i>Youth</i> | | | |
| 4201 Sr. High Activities | \$300.00 | \$299.70 | \$500.00 |
| 4202 Middle School Activities | \$400.00 | \$301.28 | \$400.00 |
| 4204 Elementary Youth Camperships | \$3,000.00 | \$3,000.00 | \$3,000.00 |
| <i>Curriculum</i> | | | |
| 4301 Curriculum/Confirm. | \$400.00 | \$400.00 | \$500.00 |
| 4302 6th Grade Confirmation Camp | \$3,000.00 | \$0.00 | \$3,000.00 |
| <i>Youth & Family</i> | | | |
| 4504 Wednesday Meal Coordinator | \$5,000.00 | \$4,050.00 | \$5,000.00 |
| Total | 76,232.00 | \$71,772.85 | \$79,669.73 |

| | Budget 2022 | Actual 2022 | Proposed 2023 |
|----------------------------|----------------|----------------|------------------|
| <u>Outreach</u> | | | |
| <i>Evangelism</i> | | | |
| 5102 Advertising | \$2,000.00 | \$342.00 | \$2,000.00 |
| 5104 Evangelism & Supplies | \$150.00 | \$126.49 | \$1,100.00 |
| 5105 Hospitality | \$400.00 | \$376.78 | \$0.00 |
| 5106 Befriender Ministry | \$500.00 | \$422.92 | \$500.00 |
| 5107 Nursery Packets | \$500.00 | \$15.96 | \$0.00 |

2023 PROPOSED BUDGET

Making Jesus Christ Known Through Word and Deed.

| | | | |
|-----------------------------------|------------------|--------------------|--------------------|
| 5108 Gods Work Our Hands | \$1,000.00 | \$257.33 | \$1,000.00 |
| 5110 Senior Ministry | \$750.00 | \$731.87 | \$850.00 |
| <i>Fellowship</i> | | | |
| 5201 Supplies | \$1,000.00 | \$356.00 | \$1,000.00 |
| <i>Stewardship</i> | | | |
| 5301 Materials & Supplies | \$2,200.00 | \$2,490.31 | \$3,000.00 |
| 5303 Stewardship Drive | \$6,000.00 | \$6,197.21 | \$6,000.00 |
| <i>Miscellaneous</i> | | | |
| 5402 General Synod Assembly | \$1,300.00 | \$975.00 | \$1,300.00 |
| <i>Health & Wellness</i> | | | |
| 5404 Wellness Expenses/AED | \$250.00 | \$191.17 | \$300.00 |
| <i>Salaries</i> | | | |
| 5501 Welcome & Caring Coordinator | \$45,016.00 | \$45,016.08 | \$47,267.00 |
| 5502 Benefit Pkg | \$2,701.00 | \$2,700.96 | \$2,836.02 |
| 5503 Health Insurance Stipend | \$8,642.00 | \$8,641.92 | \$8,642.00 |
| 5504 FICA | \$4,105.00 | \$4,120.91 | \$4,277.04 |
| 5505 Continuing Ed | \$500.00 | \$155.33 | \$500.00 |
| Cell Phone Stipend | | | \$420.00 |
| Total | 77,014.00 | \$73,118.24 | \$80,992.06 |

| | Budget 2022 | Actual 2022 | Proposed 2023 |
|-----------------------------------|----------------|----------------|------------------|
| <u>Pastoral Leadership</u> | | | |
| <i>Senior Pastor</i> | | | |
| 6101 Salary | \$62,374.00 | \$20,340.67 | \$56,948.00 |
| 6102 Housing Allowance | \$25,297.00 | \$6,324.24 | \$26,974.00 |
| 6104 Health Coverage/Pension/FSA | \$22,970.00 | \$5,709.42 | \$29,491.56 |
| 6105 Continuing Ed | \$1,000.00 | \$0.00 | \$2,000.00 |
| 6107 Social Security Offset | \$6,706.00 | \$1,676.52 | \$6,420.00 |
| 6109 Professional Expenses | \$1,700.00 | \$889.61 | \$1,500.00 |
| <i>Assoc. Pastor</i> | | | |
| 6401 Salary | \$43,993.00 | \$54,000.00 | \$56,948.00 |
| 6402 Housing | \$17,842.00 | \$30,000.00 | \$26,974.00 |
| 6404 Health Coverage/Pension/FSA | \$36,981.00 | \$9,600.00 | \$12,598.56 |
| 6405 Continuing Ed | \$1,000.00 | \$55.00 | \$2,000.00 |
| 6407 Social Security Offset | \$4,730.00 | \$0.00 | \$6,420.00 |
| 6409 Professional Expenses | \$700.00 | \$208.49 | \$800.00 |
| <i>Miscellaneous</i> | | | |
| 6301 Watertown Ministerial Assoc. | \$100.00 | \$75.00 | \$100.00 |
| 6302 Pastoral Conferences | \$2,500.00 | \$0.00 | \$2,500.00 |

2023 PROPOSED BUDGET

Making Jesus Christ Known Through Word and Deed.

| | | | |
|-----------------------------|-------------------|---------------------|---------------------|
| 6303 Pastors' Mileage | \$1,200.00 | \$933.09 | \$1,200.00 |
| Cell Phone Stipend (2) | | | \$840.00 |
| 6306 Guest Preaching Pastor | \$1,000.00 | \$750.00 | \$1,000.00 |
| Total | 230,093.00 | \$130,562.04 | \$234,714.12 |

| | Budget 2022 | Actual 2022 | Proposed 2023 |
|---|-------------------|---------------------|---------------------|
| <u>Church Operations</u> | | | |
| <i>Secretarial Salaries</i> | | | |
| 7101 Business Administrative Assistant | \$40,170.00 | \$32,760.80 | \$37,576.50 |
| 7102 Salary/Business Manager | \$42,230.00 | \$42,229.92 | \$52,000.00 |
| 7103 FICA (Jodi) | \$3,892.00 | \$3,870.76 | \$4,639.11 |
| 7104 FICA | \$3,734.00 | \$3,028.81 | \$3,536.00 |
| 7105 Continuing Ed (Jodi) | \$600.00 | \$478.79 | \$500.00 |
| 7106 Benefit Pkg (Jodi) | \$2,534.00 | \$2,533.71 | \$3,120.00 |
| 7108 Health Insurance Stipend (Jodi) | \$8,642.00 | \$8,641.92 | \$8,642.00 |
| 7109 Benefit Pkg (Megan) | \$2,410.00 | \$1,827.21 | \$2,254.59 |
| 7110 Health Insurance Stipend (Megan) | \$8,642.00 | \$6,841.56 | \$8,642.00 |
| Continuing Ed (Megan) | | | \$500.00 |
| <i>Office Operations</i> | | | |
| 7201 General Supplies | \$9,000.00 | \$8,946.58 | \$9,600.00 |
| 7202 Computer & Copier Lease | \$6,000.00 | \$6,573.19 | \$7,000.00 |
| 7203 Prairie Coteau Conference Dues | \$700.00 | \$672.80 | \$700.00 |
| 7204 Telephone/Internet | \$4,000.00 | \$3,816.94 | \$4,300.00 |
| 7205 Postage | \$6,800.00 | \$6,798.21 | \$7,000.00 |
| 7206 Office Equipment Maintenance/Support | \$3,000.00 | \$2,162.46 | \$3,000.00 |
| 7207 Office Equipment | \$500.00 | \$11,575.91 | \$1,000.00 |
| 7208 Staff Mileage | \$600.00 | \$252.45 | \$600.00 |
| Background Checks | | | \$2,000.00 |
| 7210 Accounting/Legal Fees | \$1,200.00 | \$1,200.00 | \$1,350.00 |
| 7211 Bank Charges | \$3,000.00 | \$3,098.26 | \$3,500.00 |
| Total | 147,654.00 | \$147,310.28 | \$161,460.20 |

| | Budget 2022 | Actual 2022 | Proposed 2023 |
|--------------------------------|----------------|----------------|------------------|
| <u>Church Home</u> | | | |
| <i>Mortgage</i> | | | |
| 8101 Mortgage (principal paid) | \$14,083.00 | \$14,970.95 | \$15,000.00 |
| Mortgage - Debt Reduction | | \$6,146.00 | |
| 8102 Mortgage Interest | \$14,217.00 | \$13,124.17 | \$13,300.00 |
| <i>Custodial Salaries</i> | | | |
| 8201 Salaries | \$17,860.20 | \$20,305.18 | \$23,619.00 |

2023 PROPOSED BUDGET

Making Jesus Christ Known Through Word and Deed.

| | | | |
|-------------------------------|-------------------|---------------------|---------------------|
| 8203 FICA | \$1,366.00 | \$1,553.35 | \$1,806.85 |
| 8210 Janitorial Services | \$16,480.00 | \$14,974.90 | \$24,000.00 |
| <i>Custodial Supplies</i> | | | |
| 8301 Cleaning Supplies/Misc. | \$3,500.00 | \$3,658.56 | \$4,500.00 |
| 8302 Paper Products | \$2,500.00 | \$2,574.67 | \$3,500.00 |
| <i>Grounds Maintenance</i> | | | |
| 8401 Supplies/Services | \$4,000.00 | \$4,021.77 | \$4,500.00 |
| 8402 Maintenance of Equipment | \$3,500.00 | \$2,479.82 | \$4,000.00 |
| 8404 Snow Removal | \$10,000.00 | \$6,289.57 | \$10,000.00 |
| <i>Building Maintenance</i> | | | |
| 8502 Painting | \$500.00 | \$1,040.89 | \$1,000.00 |
| 8504 Maintenance | \$16,000.00 | \$16,585.63 | \$20,000.00 |
| 8505 Equipment | \$2,000.00 | \$2,283.00 | \$4,000.00 |
| 8506 Utilities | \$46,200.00 | \$41,091.83 | \$50,000.00 |
| 8507 Insurance | \$20,000.00 | \$20,246.00 | \$20,000.00 |
| 8508 Capital Improvement | \$10,000.00 | \$10,000.00 | \$15,000.00 |
| Total | 182,206.20 | \$181,346.29 | \$214,225.85 |

| | Budget 2022 | Actual 2022 | Proposed 2023 |
|-----------------------------------|---------------------|---------------------|-----------------------|
| <u>Christian Preschool</u> | | | |
| <i>Salaries</i> | | | |
| 9101 Director/Teacher | \$30,006.00 | \$30,006.00 | \$31,506.00 |
| 9102 Teacher Assistant | \$15,821.00 | \$16,104.45 | \$16,612.00 |
| 9103 FICA | \$2,957.00 | \$2,956.56 | \$3,071.32 |
| 9104 Continuing Ed (Nikki) | \$600.00 | \$135.00 | \$500.00 |
| 9105 Benefit Pkg | \$1,800.00 | \$1,800.46 | \$1,890.00 |
| 9106 Substitute Teacher | \$400.00 | \$374.00 | \$400.00 |
| 9107 FICA - Assistant | \$1,210.00 | \$1,232.00 | \$1,270.82 |
| 9108 Health Insurance Stipend | \$8,642.00 | \$8,641.92 | \$8,642.00 |
| <i>Supplies/Equipment</i> | | | |
| 9201 Supplies | \$2,000.00 | \$1,809.24 | \$2,500.00 |
| 9202 Equipment | \$300.00 | \$0.00 | \$300.00 |
| <i>Advertising</i> | | | |
| 9401 Newspaper/Radio | \$200.00 | \$0.00 | \$200.00 |
| | \$63,936.00 | \$63,059.63 | \$66,892.14 |
| 1100 Transfer Out of Account | \$0.00 | \$62,992.24 | |
| Total | 0.00 | \$62,992.24 | |
| Grand Total | \$999,817.20 | \$967,580.98 | \$1,067,619.20 |

| | |
|----------------------------------|-----------------------|
| Recap: As of 12/31/2022 | |
| Actual 2022 Income | \$1,068,719.06 |
| Less Actual 2022 Expenses | \$967,580.98 |
| Income less Expenses | \$101,138.08 |

NOTES

NOTES

ANNUAL CONGREGATIONAL MEETING

OPENING LITURGY

Spirit of God, Descend upon My Heart

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.

Text: George Croly, 1780-1860

Music: MORECAMBE, Frederick C. Atkinson, 1841-1897

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